

AGENDA
Regular Meeting (Virtual)
October 12, 2020
6:00 p.m.

Live Stream District Website:
<http://www.fremontschools.net/livestream>

- I.** Call to Order
- II.** Pledge of Allegiance
- III.** Roll Call: Mrs. Espiritu__ Mr. Gorobetz__ Ms. Laird__ Mr. Price__ Mrs. Rhea__
- IV.** Approve or amend and sign the minutes of the regular meeting held September 28, 2020
Mrs. Espiritu____ Mr. Gorobetz____ Ms. Laird____ Mr. Price____ Mrs. Rhea____
- V.** Walk on Items
- VI.** Superintendent's Report
 - Guests
 - Dr. Mary Bower
 - Dr. Iracema Arevalo
- VII.** Recommendations of the Superintendent

COMMUNITY

Item 1. Consider approval of donations

It is recommended that the Board of Education approves the following donations:

<u>Donor:</u>	<u>Item:</u>	<u>Value:</u>	<u>Donated To:</u>
L. Balduff	14 Masks	not listed	Otis Elementary School
Anonymous	2 Samsung Chromebooks with cloth cases	\$830.00	Ross High School

Mrs. Espiritu____ Mr. Gorobetz____ Ms. Laird____ Mr. Price____ Mrs. Rhea____

FACILITIES AND OPERATIONS

Item 2. Consider approval of a Resolution for Red Ribbon Week

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

WHEREAS, Fremont City Schools values the health and safety of all our students; and

WHEREAS, substance abuse is particularly damaging to one of our most valuable resources, our children, and a contributing factor in the three leading causes of death for teenagers – accidents, homicides and suicides; and

WHEREAS, it is the goal of the Fremont City Schools Red Ribbon campaign to involve students, parents, faculty, staff, community members, businesses, churches, law enforcement agencies and service organizations in all aspects of this campaign and establishes an atmosphere that supports awareness, education and on-going initiatives to prevent illegal drug use; and

WHEREAS, the Fremont City Schools Red Ribbon campaign promotes individual responsibility for living healthy, drug-free lifestyles without illegal drugs or the use of illegal drugs; and

WHEREAS, there are many activities planned during the Red Ribbon campaign in Fremont City Schools.

NOW, THEREFORE, BE IT RESOLVED that the Fremont City Schools Board of Education does hereby proclaim October 23 – 31, 2020 as Red Ribbon Week and urges all students, faculty, staff, and community members to join in the weekly activities and to work all year long to protect our schools from the dangers of alcohol and other drugs.

Mrs. Espiritu_____ Mr. Gorobetz_____ Ms. Laird_____ Mr. Price_____ Mrs. Rhea_____

Policy

Item 3. Consider approval of revised Policy AC – Nondiscrimination (First Reading)

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

Item 4. Consider approval of revised Policy GBM – Staff Complaints and Grievances (First Reading)

It is recommended that the Board of Education approves revised Policy GBM – Staff Complaints and Grievances (see attached).

Item 5. Consider approval of revised Policy JFCF – Hazing and Bullying (First Reading)

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

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

STUDENT AND STAFF ACHIEVEMENT

- Health and Wellness Meeting Minutes

Student Matters

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

Staff Matters

Item 6. Consider approval of the following resignations

Resignation

Certified:

Kari Hatfield

Counselor – Otis

Reason: Resignation

Effective: October 23, 2020

Resignation

Classified:

Albri Jones

Student Monitor – Atkinson

Reason: Resignation

Effective: October 5, 2020

Resignation

Classified:

Denise Sloma

Secretary – Atkinson/Croghan

Reason: Retirement

Effective: January 1, 2021

Item 7. Consider approval of the following appointments

A. Appointments for the 2020-2021 school year:

Certified Staff Substitutes: Kelsey Scharf

B. Appointments for the 2020-2021 school year:

Name: Michael Baker*
Classified Staff: Bus Driver (A-23.05)
Account: General
Salary: Step 1 @ \$18.74/hr effective October 13, 2020

Name: Michael Martin
Classified Staff: Bus Driver (A-23.05)
Account: General
Salary: Step 1 @ \$18.74/hr effective October 13, 2020

Name: Timothy Warren*
Classified Staff: Bus Driver (A-23.05)
Account: General
Salary: Step 1 @ \$18.74/hr effective October 13, 2020

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

Support Staff Substitutes: Erin Brunner, Sarah Rakay

Item 8. Consider approval of the following supplemental contracts

Appointments for the 2020-2021 school year:

<u>Name</u>	<u>Building</u>	<u>Duty</u>	<u>Amount</u>
Nichole Almroth	Elementary	Curriculum Liaison	\$800.00
Nichole Almroth	Lutz	Safety Patrol M-5	\$1,097.00
Renee Bissett	FMS	National Junior Honor Society Advisor K-0	\$1,097.00
Renee Bissett	FMS	Student Council Advisor J-5	\$1,828.00
Renee Brandon	Atkinson	Safety Patrol M-1	\$731.00
John Calhoun	FMS	Band J-7	\$2,010.00
Amber Caraballo	Elementary	Curriculum Liaison	\$800.00
Rachel Chervenak	Elementary	Curriculum Liaison	\$800.00
Tonya Cook	FMS	Make-A-Difference Club K-10	\$1,828.00
Tonya Cook	FMS	Spirit Club Advisor K-2	\$1,279.00
Alexander Coressel	Ross	9 th Grade Basketball-Boys E-5	\$4,021.00
Douglas Curran	Atkinson	Men with Manners K-0	\$1,097.00

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<u>Name</u>	<u>Building</u>	<u>Duty</u>	<u>Amount</u>
Hallie Davis	FMS	Yearbook Advisor H-2 (1/2 stipend)	\$1,188.00
Annette Fisher	Atkinson	Make-A-Difference Club K-4 (1/2 stipend)	\$731.00
Casey Fisher	Lutz	Communication Liaison M-3	\$914.00
Casey Fisher	Lutz	Make-A-Difference Club K-10 (1/2 stipend)	\$914.00
Casey Fisher	Lutz	Video Announcements K-5 (1/2 stipend)	\$731.00
Teresa Gammons	FMS	Art Club Advisor K-5	\$1,462.00
Teresa Gammons	FMS	Yearbook Advisor H-2 (1/2 stipend)	\$1,188.00
Mark Gedeon	Ross	Varsity Asst Basketball Coach-Boys D-10	\$5,117.00
Elizabeth Hamaker	FMS	Orchestra J-4	\$1,828.00
James Hammons	FMS	Little Buddies K-0	\$1,097.00
Brittney Hanudel	Elementary	Curriculum Liaison	\$800.00
Joy Hassen	Lutz	Make-A-Difference Club K-10 (1/2 stipend)	\$914.00
Joy Hassen	Lutz	Video Announcements K-5 (1/2 stipend)	\$731.00
Marvin Hunt	FMS	Builder's Club K-1	\$1,097.00
Marvin Hunt	FMS	Technology Club H-4	\$2,559.00
Jennifer Kayden	Elementary	Curriculum Liaison	\$800.00
Magdalena Laughlin	FMS	Proud To Be You K-0	\$1,097.00
Tamara Martin	FMS	Asst Vocal Music J-10	\$2,193.00
Christina McBride	Atkinson	Communication Liaison M-1	\$731.00
Meghan Michaels	FMS	Outdoor Adventure Club K-2 (1/2 stipend)	\$639.50
Jeffrey Miller	FMS	Golf Club K-5	\$1,462.00
Tina Moses	Ross	Varsity Asst Swim Coach E-9	\$4,203.00
Jodi Moss	FMS	Asset Team Advisor K-5	\$1,645.00
Kerry Pendry-Wendling	Otis	Video Announcements K-0	\$1,097.00
Mark Sandvick	FMS	Newspaper Advisor J-1	\$1,462.00
Michael Schwartz	Otis	Safety Patrol M-1	\$731.00
Megan Turner	FMS	Outdoor Adventure Club K-2 (1/2 stipend)	\$639.50
Carrie Wallick	FMS	Band J-7	\$2,010.00
Valerie Widmer	FMS	Communication Liaison M-3	\$914.00
Michele Wilhelm	Otis	Communication Liaison M-1	\$731.00
Michele Wilhelm	Otis	Make-A-Difference Club K-10	\$1,828.00
Julie Yoder	Elementary	Curriculum Liaison	\$800.00

Note: Supplemental contracts for 2020-21 may be prorated at their daily rate dependent on the portion of the season completed.

Item 9. Consider approval of resolution for supplemental duty positions

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

Item 9. Consider approval of resolution for supplemental duty positions(cont.)

NOW, THEREFORE, BE IT RESOLVED:

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

Section 2. The Board hereby employs the following non-certified persons to perform the listed supplemental duties at the stated rate of pay for the 2020-2021 school year:

<u>Name</u>	<u>Building</u>	<u>Duty</u>	<u>Amount</u>
Terry Abney	Ross	Varsity Asst Basketball Coach-Boys	Volunteer
Adam Bulger	Ross	Varsity Asst Basketball Coach-Boys	Volunteer
Josh Fate	Ross	Varsity Asst Swim Coach	Volunteer
Amy Foos	Atkinson	Make-A-Difference Club K-5 (1/2 stipend)	\$731.00
Amy Foos	Atkinson	Video Announcements K-5	\$1,462.00
Joell Heidelberg	Ross	Varsity Asst Basketball Coach-Boys D-2	\$4,569.00
Nickolas Hoffman	FMS	M.S. Swim Coach G-1 (1/2 stipend)	\$1,279.50
Luke Kingsborough	FMS	M.S. Swim Coach G-2 (1/2 stipend)	\$1,370.50
Jonathan Minich	Ross	9 th Grade Basketball Coach-Boys	Volunteer
Marilyn Missler	FMS	Drama Club K-3	\$1,279.00
Cassandra Tucker	FMS	History Club K-2	\$1,279.00
Pryde Yost	Ross	Varsity Asst Swim Coach E-10	\$4,386.00

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

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

Note: Supplemental contracts for 2020-21 may be prorated at their daily rate dependent on the portion of the season completed.

Item 10. Consider approval of the following special event workers

It is recommended that the Board approves the following special event workers for 2020/21 fall tournament athletic events:

Jay Bower	Brad Mohr	Mark Sheidler
Maury Gnepper	Sophia Ratliff	Crystal Walker
Mark King	David Reinhart	Chad Berndt (Non-FCS Events Only)
Stephanie Martin	Mary Reinhart	

Item 11. Consider approval of the following Classroom to Careers After School Program teacher

It is recommended that the Board approves Ashley Wharton @ \$20.00 per hour up to 3 hours per day effective October 5, 2020. This is to be paid from 599-9338 and #001.

Item 12. Consider approval of the following status changes

It is recommended that the Board approves the status change of Christopher Hill from ME+15 degree Step 6 @ \$53,655 to ME+30 degree Step 7 @ \$58,257 (prorated) effective 2020/2021 contract.

It is recommended that the Board approves the status change of Ellen Shawl from Art Department Head @ \$800.00 to Art Department Head conference period effective 2020/21 contract.

It is recommended that the Board approves the status change of Theresa Nitschke from 3-hour Cook (LR-1.02) at Otis Step 5 @ \$15.15 per hour to 7-hour Cook (LR-1.02) at Otis Elementary Step 5 @ \$15.15 per hour effective September 18, 2020.

It is recommended that the Board approves the status change of Kathleen Wright from Bus Driver (A-23.05) Step 4 @ \$20.09 per hour to 7-hour Cook (LR-1.02) at Fremont Middle School Step 4 @ \$14.82 per hour effective September 1, 2020.

Item 13. Consider approval of the following leaves of absence

Leave of absence

Administrative Staff: Erin Parker
Principal
Reason: Personal
Effective: Nov. 2, 2020 – pending doctor release

Leave of absence

Administrative Staff: Lyndsey Robinson
Asst Principal
Reason: Personal
Effective: Nov. 9, 2020 – pending doctor release

Leave of absence

Certified Staff: Marina Echelberry
Teacher
Reason: Personal
Effective: Dec. 14, 2020 – pending doctor release

Item 14. Consider approval of the following leaves of absence

Leave of absence

Certified Staff:

Joy Hassen

Teacher

Reason: Personal

Effective: Sept. 17, 2020 – pending doctor release

Leave of absence

Certified Staff:

Sherry Wagner

Teacher

Reason: Personal

Effective: Oct. 8, 2020 – pending doctor release

Mrs. Espiritu_____ Mr. Gorobetz_____ Ms. Laird_____ Mr. Price_____ Mrs. Rhea_____

CURRICULUM

- Curriculum Quality Control Meeting Minutes

FISCAL

Report of the Treasurer

Recommendation of the Treasurer

Item 15. Consider approval of the September FY 2021 financial report

It is recommended that the September FY 2021 financial report be approved (copy on file at Birchard Public Library).

Item 16. Consider approval of supplemental appropriations

It is recommended that the following changes be made to the FY-2021 Permanent Appropriations approved on September 14, 2020.

Item 16. Consider approval of supplemental appropriations (cont.)

<u>Fund</u>	<u>Description</u>	<u>Amount</u>
510	CRF-Rural & Broadband	\$296,992.52
018	Public School Support	\$ 6,000.00

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

VIII. Board Member Communications and Information

IX. Adjournment:

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

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.

Mrs. Espiritu____ Mr. Gorobetz____ Ms. Laird____ Mr. Price____ Mrs. Rhea_____

FREMONT CITY BOARD OF EDUCATION
Regular Meeting (Virtual)
SUMMARY
September 28, 2020

Roll Call

- MOTION 180-20 APPROVAL OF MINUTES**
Regular meeting held September 14, 2020 and the special meeting held
September 23, 2020
- MOTION 181-20 STUDENT AND STAFF ACHIEVEMENT–STAFF MATTERS – ITEM 2**
Item 2 – Approval of Classroom to Careers After School Program appointments
- MOTION 182-20 FISCAL MATTERS – ITEM 3**
Item 3 – Approval of invoice order
- MOTION 183-20 FISCAL MATTERS – ITEM 4**
Item 4 – Approval of attendance and compensation for conference and workshop
meetings for Mrs. Rhea
- MOTION 184-20 RESOLUTION FOR EXECUTIVE SESSION (O.R.C. 121.22) – ITEM J**
- MOTION 185-20 ADJOURNMENT**

**Fremont City Schools
Board of Education
Regular Meeting Minutes
September 28, 2020**

The Fremont City Board of Education of the Fremont City School District, in Sandusky County, Ohio met (Virtual) on Monday, September 28, 2020, at 6:05 p.m. on the Live Stream District Website:

<http://www.fremontschools.net/boelivestream>

Board President Thomas Price presiding

Pledge of Allegiance

Roll Call:	Thomas Price, Board President	Present
	Shantel Laird, Board Vice-President	Present
	Mary Alice Espiritu	Present
	Alex Gorobetz	Present
	Violetta R. Rhea	Present

MOTION 180-20 Approval of minutes

Motion by Ms. Laird, seconded by Mrs. Rhea, to amend and sign the minutes of the regular meeting held September 14, 2020 and the special meeting held September 23, 2020.

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

Walk on Items

- None

Superintendent's Report

Recommendations of the Superintendent

COMMUNITY

- Guest (Virtual) - Mark Bobo of OSBA
- OSBA - Hometown Heros

FACILITIES AND OPERATIONS

Item 1. Board of Education Work Session

Policy discussion covering the following:

- Hazing and Bullying – JFCF

Are we absolutely sure we are capturing all the bullying cases - surprised at the low number.

Could we report the number of investigations as well as the resultant number of bullying situations.

Education should include consequences for all including the perpetrator.

- Nondiscrimination on the Basis of Sex/Sexual Harassment – ACA/ACAA

Are we training kids to identify discriminatory behavior?

Do we consult with Attorney regarding disciplinary action?

Recourse if false allegation?

- Nondiscrimination on the Basis of Disability – ACB

Ability to access new buildings for the physically challenged.

How are we complying with own standards – not perfect but diligent in meeting standards based on resources for both in person and 100% virtual.

- Equal Opportunity Employment – GBA

What are we doing to recruit and encourage diverse applicants to apply?

Would like plan in place to assist us when we start hiring.

How do we encourage our students to consider the education field specifically, consideration within the Fremont City School District?

- Staff Complaints and Grievances – GBM

Board's involvement, if any?

Step-by-step procedures spelled out in Union Contracts up through arbitration.

Non-union process follows OPSE process.

Verbiage to include following chain of command.

STUDENT AND STAFF ACHIEVMENT

Staff Matters

MOTION 181-20

Motion by Ms. Laird, seconded by Mr. Gorobetz, to approve staff matters – Item 2.

Item 2. Approval of the following Classroom to Careers After School Program appointments

It is recommended that the Board approves Sherri Henkel as academic facilitator @ \$22.00 per hour 3 hours per day Monday - Thursday effective September 2020 – June 2021. This is to be paid from 599-9338 and #001.

It is recommended that the Board approves the following teachers @ \$20.00 per hour up to 3 hours per day effective September 29, 2020. This is to be paid from 599-9338 and #001:

Samuel Hossler

Genie Moyer

It is recommended that the Board approves Lisa Zimmerman for Paraprofessional Aide @ \$16.60 per hour 2 hours per day effective September 29, 2020. This is to be paid from 599-9338 and #001.

It is recommended that the Board approves Kandi Cain for the after school program cook at Ross High School @ \$18.26 per hour not to exceed 1 hour per day on an as needed basis effective September 29, 2020. This is to be paid from the Food Service Account.

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

FISCAL

Report of the Treasurer

- Currently working on GAAP Audit for Fiscal 2020.

**Fremont City Schools
Regular Meeting
September 28, 2020**

Recommendations of the Treasurer

MOTION 182-20

Motion by Ms. Laird, seconded by Mrs. Rhea, to approve fiscal matters – Item 3.

Item 3. Invoice order approval

It is recommended that the following then-and-now invoice be approved (see attached - Exhibit A).

<u>Vendor</u>	<u>Purchase Order</u>	<u>Date</u>	<u>Amount</u>
Fin Feather Fur Outfitters, Inc.	106263	9/26/2019	\$5,602.60

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

MOTION 183-20

Motion by Ms. Laird, seconded by Mr. Gorobetz, to approve fiscal matters – Item 4.

Item 4. Approval of attendance and compensation for Conference and Workshop Meetings for Mrs. Rhea

It is recommended that the Board approves Mrs. Rhea’s request for attendance and compensation for the following meetings:

Northwest Region Fall Conference
Thursday, October 15, 2020 at 7:00 p.m.

OHSPRA/OSBA Fall Communication Workshop
Friday, October 30, 2020

Ayes: Laird, Gorobetz, Espiritu, Price
Abstain: Rhea
Motion carried. 4-0-1

**Fremont City Schools
Regular Meeting
September 28, 2020**

Board Member Communications and Information

Mr. Gorobetz - None

Ms. Laird - Consider review of Back-to-School plan – original versus current.
Consider local medical view on impact to our children.
Discussion on topics for workshop meetings.

Mrs. Espiritu - Thank you to guest speaker, Mark Bobo.

Mrs. Rhea - Grateful for speaker and OSBA support.

Mr. Price - Thank you to Mark Bobo, Abby Abernathy and Sue King.

MOTION 184-20 RESOLUTION FOR EXECUTIVE SESSION (O.R.C. 121.22)

Motion by Mr. Price, seconded by Ms. Laird, to enter into executive session (O.R.C. 121.22) for Item J: To consider the sale of property at competitive bidding.

The Board moved into Executive Session at 7:44 p.m.

The Board returned to Regular Session at 7:54p.m.

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

**Fremont City Schools
Regular Meeting
September 28, 2020**

MOTION 185-20 Adjournment

Motion by Mrs. Rhea, seconded by Ms. Laird, to adjourn the regular board meeting at 7:55 p.m.

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

APPROVED:

President

Date: _____

Treasurer