

**LICKING HEIGHTS LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION MEETING
TUESDAY, AUGUST 22, 2017 7:00PM**

The Licking Heights Board of Education met in Regular Session for the purpose of conducting official school business on Tuesday, August 22, 2017 at 8:00p.m. at Licking Heights High School, 4000 Mink Street SW, Pataskala, OH 43062 with Mrs. Tracy Russ, Vice President, presiding.

The Vice President asked the Treasurer to call the roll. Those members present were: Mr. Brian Bagley, Mr. Paul Johnson, Mrs. Nicole Roth, and Mrs. Tracy Russ.

Reading of the Notice of the Meeting

This is a public meeting of the Board of Education for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in the agenda.

Resolution #08-17-168 ADOPTION OF AGENDA

Mrs. Roth moved and Mr. Johnson seconded that the Board of Education adopts the agenda.

AYES: Roth, Johnson, Bagley, Russ

Vice President declared motion carried.

Presentations

New High School Building Project Update - Dr. Philip Wagner, Superintendent & Mr. Todd Griffith, Treasurer

- Moody's Rating
- Sale of Bonds
- Architect and Construction Manager at Risk
- Community Building Project Committee
- Economic Development

Discussions

Board Committees

Board Committees	Committee Members	Meeting Dates
Buildings & Grounds	Nicole Roth and Brian Bagley	August 31, 2017
Communications & Community Outreach	Brian Bagley and Paul Johnson	September 19, 2017
Curriculum	Nicole Roth and Tracy Russ	September 8, 2017
Finance	Richard Wand and Tracy Russ	September date TBD
Policy	Nicole Roth and Paul Johnson	August 7, 2017
Technology	Richard Wand and Brian Bagley	September 28, 2017
Community Building Project Committee		1st Meeting date expected October 2017

Resolution #08-17-169 CONSENT AGENDA

Mr. Bagley moved and Mr. Johnson seconded that the Board of Education approves the consent agenda - Item A through M. Action by the Board of Education in "Adoption of the Consent Agenda" means that all items listed under the Consent Agenda are adopted by one single motion unless a member of the Board or the Superintendent requests

that any such item be removed from the consent agenda and voted upon separately. Employments, where applicable, are contingent upon:

1. Verification of education and experience
2. Proof of proper certification
3. Clean results from a criminal records check
4. All employment is subject to a properly executed contract.

A. Resignation(s)

Approve Resignations

First Name	Last Name	Position	Department/ Building	Effective Date	Notes
Michael	Barnett	Mechanic	Transportation	08/10/2017	

B. Certified Employment

Approve Certified Employment 2017-2018

First Name	Last Name	Position	Dept/ Building	Cont. Days	Cont. Length	Salary Sched.	Step	Salary	Effective	Notes
Ashley	Stottsberry	Long Term Substitute- Intervention Specialist	North Elementary	185	8/14/2017- 5/29/2018	B	6	\$43,057.00	8/14/2017	Replacing Shellie Ryan, who is on leave, as her Long Term Substitute
Lauren	Omlor	Long Term Substitute-5th Grade	North Elementary	185	8/14/2017- 5/29/2018	B	1	\$36,089.00	8/14/2017	One year Long Term Substitute due to growth in student enrollment
Cassidi	Smith-Hall	Long Term Substitute- Title I Reading	South Elementary	185	8/14/2017- 5/29/2018	M	1	\$38,254.00	8/14/2017	Replacing Amanda Damratoski, who is on a 1 year leave, as her Long Term Substitute
Sarah	Perler	PK-3 Long Term Substitute	South Elementary	185	8/14/2017- 5/29/2018	M	10	\$54,324.00	8/14/2017	One year Long Term Substitute due to growth in student enrollment.
Breanne	Prosch	PK-3 Long Term Substitute	West Elementary	185	8/14/2017- 5/29/2018	B	1	\$36,089.00	8/14/2017	One year Long Term Substitute due to growth in student enrollment.

C. Classified Employment 2017-2018

Approve Certified Employment Items 2017-2018

First Name	Last Name	Position	Dept / Building	Contract Days	Pro-rated	Contract Length	Hours	Step	Salary	Cat.	Effective	Notes
Joel	Waits	Bus Driver	Transportation	189		1 Year	4.75	1	16.36	A	8/3/2017	Replacing Karen Kean
Jennifer	Roberts	Server/Helper	Food Service/High School	189		1 Year	3	1	12.14	C	8/14/2017	Replacing Deb Belleau
Carrie	Leggett	Transportation Assistant	Transportation	189	188	1 Year	5.25	1	12.89	E	8/14/2017	Due to filling a previously open position
Megan	Culp	Transportation Assistant	Transportation	189		1 Year	5.25	1	12.89	E	8/3/2017	Due to filling a previously open position
Alyssa	Walker	Server/Helper	Food Service/High School	189		1 Year	4	1	12.14	C	8/14/2017	Replace Vendetta Jackson

D. Supplemental Employment 2017-2018

Approve Supplemental Employment Items 2017-2018

Name	Position	School	Level	Step	Salary
Krista Ackerknecht	Building Technology Coordinator	Central	2	14	\$3,096.00
Brittany McQuay	Social Studies Academic Chair 6-8	Central	3	1	\$1,635.00
Abby Snider	Science Academic Chair 6-8	Central	3	1	\$1,635.00
Cassi Solomon	Building Technology Coordinator	South	2	6	\$2,660.00
R. Scott Rieder	Elementary Choir Director	North	3	12	\$2,050.00
Shane Matthews	Assistant Marching Band-Percussion	High	2	4	\$2,422.00
Shane Matthews	Pep Band Director	High	4	4	\$1,581.00
Michelle Horne	Assistant Marching Band-Brass	High	2	4	\$2,422.00

E. Approve Extra Days, Abigail Hall

Approve the following extra day(s):

Approve Abigail Hall, Counselor, North Elementary, up to 2 extra days at her per diem rate, August 3 - 4, 2017, to complete the scheduling process.

F. Approve Extra Days, Jessica Gleim

Approve the following extra day(s):

Approve Jessica Gleim, Library Aide, High School, 5 extra days, 8 hours per day, at her hourly rate, \$13.25, August 7-11, 2017, to attend Linked Learning training as part of the i3 Grant. Licking Heights will be reimbursed for this expense through grant funds at the end of the year.

G. CPI Instructor

Recommend Melissa Breeze as a CPI instructor on 08/09/2017 at her per diem rate.

H. Approve Advanced Placement Boot Camp Staff

Approve the following staff for the Advanced Placement Boot Camp:

NAME
Mary Bezbatchesko
Nathan Clark
James Dodderer
Kathy Gamertsfelder

Amy Obhof
Coleen Ouellette
Iva O'Ryan
Paul Scott
Russell Williams

Comment: The Advanced Placement Boot Camp was originally approved at the August 2, 2017 Board Meeting, Resolution 08-17-166 Section N. The original proposal was approved for 10 teachers and only 9 teachers were needed.

I. Approve the Following Intervention Specialists for Home Instruction

Approve the following intervention specialists for Home Instruction tutoring, up to 5 hours per week at a rate of \$25.00 per hour plus mileage at the prevailing IRS rate.

NAME
Donna Chamberlain
Katie Pavic
Diane Green
Sara Hoker
Ben Elting

J. Fifth Grade Camp

Approve Fifth Grade Camp to Glen Helen in Yellow Springs, Ohio, effective October 9 - 18, 2017, as provided in the back up materials.

K. Invo HealthCare Associates

Approve the contract with Invo HealthCare Associates Inc., effective July 1, 2017 through June 30, 2018.

Approve the contract with Invo HealthCare Associates Inc., effective July 1, 2017 through June 30, 2018 for speech pathologist services at \$57.50 per hour, as provided in the backup material.

L. V.A.T., INC

Approve V.A.T., Inc. to supply bus drivers to the transportation department on a substitute basis through December 31, 2017, at \$38/hour not to exceed a total of 1600 hours as provided in the backup material.

Comment: This is on an as needed basis due to bus driver shortages. We will continue to monitor the need for V.A.T. services for the remainder of the school year.

M. Certified Substitute List

Approve the August 2017 certified substitute list for Licking Heights for the 2017/2018 school year, as provided in the back up material.

NAME	SUBJECT AREA(s)
Meagan Bell	Early Childhood
Andrea Botts	Music
Carol Camm	Music
Sandra Charnas	Short Term; General Education - Up to 5 Days
Nicholas Dellerba	Psychology/Sociology
Christina Fidler	Short Term; General Education - Up to 5 Days
Heather Gregory	Short Term; General Education - Up to 5 Days
Edward Greer	Science
Jeanette Groll-Leckey	Early Childhood, Generalist
Ellen Haynes	Short Term; General Education - Up to 5 Days
Rachel Koser	Language Arts

Nancy Kreimer	Elementary Education; High School Spanish
Sarah Martin	Early Education
James Morrison	Math
Stephanie Musselman	Short Term General Ed: Up to 5 Days
Michael Piemonte	Early Childhood
Edward Powell	Short Term General Ed: Up to 5 Days
Tony Raffa	Short Term; General Education - Up to 5 Days
Micheal Richter	Short Term; General Education - Up to 5 Days
Thomas Sims	Career Tech: Int. Business w/o DP
James Sperry	Short Term General Ed: Up to 5 Days
Steven Walker	Intervention Specialist

AYES: Bagley, Johnson, Roth, Russ

Vice President declared motion carried.

Resolution #08-17-170 MINUTES

Mrs. Roth moved and Mr. Johnson seconded that the Board of Education approves

- a. Minutes of the June 27, 2017 Regular Meeting
- b. Minutes of the July 7, 2017 Special Meeting
- c. Minutes of the July 11, 2017 Regular Meeting
- d. Minutes of the July 14, 2017 Special Meeting
- e. Minutes of the August 2, 2017 Special Meeting

AYES: Roth, Johnson, Bagley, Russ

Vice President declared motion carried.

Resolution #08-17-171 FINANCIAL REPORT

Mrs. Russ moved and Mr. Johnson seconded that the Board of Education approves the Treasurer's June 2017 Financial Report, as provided in the back up materials.

AYES: Russ, Johnson, Bagley, Roth

Vice President declared motion carried.

Resolution #08-17-172 PURCHASE

Mr. Bagley moved and Mr. Johnson seconded that the Board of Education approves the purchase of UPS replacements from Dayton Cincinnati Technology Services LLC in the amount not to exceed \$36,240.

AYES: Bagley, Johnson, Roth, Russ

Vice President declared motion carried.

Resolution #08-17-173 PURCHASE

Mr. Bagley moved and Mr. Johnson seconded that the Board of Education approves the purchase of 100 PCs and 100 Monitors from CDW-G in the amount not to exceed \$58,353 to maintain replacement cycle.

AYES: Bagley, Johnson, Roth, Russ

Vice President declared motion carried.

Resolution #08-17-174 PURCHASE

Mr. Bagley moved and Mr. Johnson seconded that the Board of Education approves the purchase of 10 QOMOs in the amount not to exceed \$38,289 to maintain replacement cycle.

AYES: Bagley, Johnson, Roth, Russ

Vice President declared motion carried.

Resolution #08-17-175 PURCHASE

Mr. Bagley moved and Mr. Johnson seconded that the Board of Education approves the purchase of WAPs for West Elementary in the amount not to exceed \$32,004 to bring West Elementary up to high density wireless.

AYES: Bagley, Johnson, Roth, Russ

Vice President declared motion carried.

Resolution #08-17-176 PURCHASE

Mr. Bagley moved and Mr. Johnson seconded that the Board of Education approves the purchase of additional cameras to improve security throughout the district in the amount not to exceed \$128,504.

Location	Cost
North Elementary	\$25,689
Central Middle School	\$35,164
High School	\$34,465
South Elementary	\$6,086
High School Server	\$13,550
Elementary Server	\$13,550
Total	\$128,504

AYES: Bagley, Johnson, Roth, Russ

Vice President declared motion carried.

Resolution #08-17-177 POLICY

Mrs. Roth moved and Mr. Johnson seconded that the Board of Education approves the first reading of the following revised District policies.

3111	Creating a Position
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3113	Conflict of Interest
3120	Employment of Professional Staff
3120.01	Job Descriptions
3120.05	Employment of Personnel in Summer School and Adult Education Programs
4362	Anti-Harassment
4362.01	Threatening Behavior Toward Staff Members
4440	Job-Related Expenses
8510	Wellness

AYES: Roth, Johnson, Bagley, Russ

Vice President declared motion carried.

Resolution #08-17-178 POLICY

Mrs. Roth moved and Mr. Johnson seconded that the Board of Education approves the first reading of the following new District policies.

3112	Board-Staff Communications
3120.04	Employment of Substitutes
4419	Group Health Plans
4419.01	Privacy Protections of Self-Funded Group Health Plans
4419.03	Patient Protection and Affordable Care Act
4421.01	Benefits and Group Insurance
4430.02	Leave of Absence for Employment by a Community School
4430.03	Call to Active Duty Leave
4432	Sick Leave
4531	Unauthorized Work Stoppage

Note: As president of the board I am deeply concerned that state law requires this policy that allows a 3 year leave of absence for our staff that desire to go work at a community school. I can understand the idea if it is a community school sponsored by our district, but in this case it allows for anyone to open a community school geographically in our district and we are forced to allow a 3 year leave of absence and preserve the job of the person that left. Our current policies allow our staff to take 1 year leave of absences for many different reasons and this process is very successful, this state law is excessive and well above reasonable in my opinion. – Mr. Richard Wand

AYES: Roth, Johnson, Bagley, Russ

Vice President declared motion carried.

Resolution #08-17-179 POLICY

Mrs. Roth moved and Mr. Johnson seconded that the Board of Education approves the second reading and adoption of the following revised District policies.

4121	Criminal History Record Check
4122	Non-Discrimination and Equal Employment Opportunity
4122.01	Drug-Free Workplace
4124	Employment Contract

4130	Assignment and Transfer
4139	Staff Discipline
4160	Physical Examination
4162	Drug and Alcohol Testing of CDL License Holders
4170	Substance Abuse
4170.01	Employee Assistance Program (EAP)
4210	Staff Ethics
4211	Attendance (will renumber to 4210.01)
4213	Student Supervision and Welfare
4214	Staff Gifts
4215	Use of Tobacco by Classified Staff
4217	Weapons
4220	Evaluation of Classified Staff

AYES: Roth, Johnson, Bagley, Russ

Vice President declared motion carried.

Resolution #08-17-180 POLICY

Mrs. Roth moved and Mr. Johnson seconded that the Board of Education approves the second reading and adoption of the following new District policies.

4122.02	Non-Discrimination Based on Genetic Information of the Employee
4123	Section 504/ADA Prohibition Against Disability Discrimination in Employment
4140	Termination and Resignation
4211	Whistleblower Protection
4216	Staff Dress and Grooming
4281	Use of Employees Personal Property at School
6510	Payroll Authorization
6660	School Service Fund
6800	System of Accounts

AYES: Roth, Johnson, Bagley, Russ

Vice President declared motion carried.

Resolution #08-17-181 POLICY

Mrs. Roth moved and Mr. Johnson seconded that the Board of Education approves to rescind the following District policies.

3001	Personnel Policies Goals
3002	Professional Staff
3110	Staff Health and Safety
3111.05	Part-Time and Substitute Professional Staff Employment
4236	Jury or Witness Fee
4400	Support Staff Salary Schedules

4413	Support Staff Supplementary Pay Plans (Overtime)
4419.02	Privacy Protections of Fully Insured Group Health Plans
4420	Support Staff Fringe Benefits
4421	Benefits
4421.03	Worker's Compensation
4421.06	Group Life Insurance
4430	Leaves and Absences

AYES: Roth, Johnson, Bagley, Russ

Vice President declared motion carried.

Resolution #08-17-182 CLASSIFIED STAFF

Mr. Johnson moved and Mrs. Russ seconded that the Board of Education approves the following extra day(s): Approve Terri Bagley, Secretary II, North Elementary, 1 extra day, 8 hours, at her hourly rate, \$15.18, August 12, 2017, to complete the registration process for the Preschool.

AYES: Johnson, Russ, Roth

ABSTAINED: Bagley

Vice President declared motion carried.

Superintendent Comments

- A. Enrollment Update
- B. Schedule Finance Committee Meeting
- C. November 15, 2017 Board Meeting

Resolution #08-17-183 ADJOURNMENT

Mrs. Roth moved and Mr. Bagley seconded that the Board of Education meeting is hereby adjourned.
Time: 9:12pm

AYES: Roth, Bagley, Johnson, Russ

Vice President declared motion carried.

Board President

Treasurer