

**Licking Heights Local School District
BOARD OF EDUCATION MEETING
May 20, 2014, 7:00 pm
Licking Heights High School
Philip Wagner, Ph.D., Superintendent**

AGENDA

1. President calls meeting to order. Time: _____

2. President calls on Treasurer to take the roll.

ROLL CALL: Mr. Bagley____Mrs. Roth____
Mrs. Russ ____Mr. Satterwhite____ Mr. Wand____
Student Representatives: Eyon Ertachew____ Myrissa Stalter____

3. Pledge to flag

4. **Presentation of Agenda**

Additions or Deletions to Agenda

A. _____

B. _____

5. **Resolution #05-14-085.** Adoption of Agenda

_____ moves and _____ seconds that the Board of Education adopts the agenda.

ROLL CALL: Bagley____Roth____ Russ____Satterwhite____ Wand____MC: Y N

6. **Presentation of Prepared Remarks by the Public**

7. Student Representative Reports

8. Presentations:

A. High School Choirs New York City Trip to Carnage Hall – Dr. Wagner and Ms. Smith

B. Straight “A” Fund – Mrs. King

C. Reconfiguration Update – Dr. Wagner

D. Transition – Ms. Henderson, Dr. Hubbard and Mrs. King

E. School Fee's Update – Ms. Henderson

9. Discussions:

A. Board Committees

- | | |
|-------------------------|-----------------------------------|
| 1. Finance | Matt Satterwhite and Tracy Russ |
| 2. Curriculum | Matt Satterwhite and Nicole Roth |
| 3. Building and Grounds | Richard Wand and Brian Bagley |
| 4. Policy | Matt Satterwhite and Tracy Russ |
| 5. Community Outreach | Matt Satterwhite and Brian Bagley |
| 6. Technology | Richard Wand and Brian Bagley |

B. Board Objectives Update

10. **Resolution #05-14-086. CONSENT AGENDA**

Superintendent recommends, _____ moves and _____ seconds that the Board of Education approve the consent agenda – Item A through G. 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. Approve the following Personnel Actions:

1. Resignation(s):

- A. Charlotte Myers, Secretary, LH High, effective June 17, 2014.
- B. Rachel Steele, Teacher, LH Central, effective April 21, 2014.
- C. Denyse Patterson, Teacher, LH South, effective May 31, 2014 for retirement purposes.
- D. Brian Wilkinson, Assistant Principal, LH West, effective June 30, 2014.

Comment: Brian has requested to return to teaching in the classroom.

- E. Veronika Vladicic, Food Service, LH Central, effective May 5, 2014.
- F. Nancy Lynch, Teacher, LH West, effective May 31, 2014 for retirement purposes.
- G. Ashley Kalie, Teacher, LH West, effective June 3, 2014.

- H. Richard Bernard, Teacher, LH High, effective June 3, 2014 for retirement purposes.
 - I. Ellen Miller, Teacher, LH Central, effective June 3, 2014 for retirement purposes.
 - J. Katie Guseman, Literacy Coach, District, effective June 10, 2014.
2. Unpaid Leave of Absence(s):
- A. Andrew Seymour, Teacher, LH Central, unpaid leave of Absence for the 2014/2015 school year.
3. Employment, Home Instruction Tutor, for a student who is unable to attend school from April 1 through June 3, 2014.
- A. Mitch Tom, at 5 hours per week at a rate of \$25 per hour plus mileage at the prevailing IRS rate.
4. Employment, Home Instruction Tutors, for the 2014 summer to fulfill requirements under IDEA for extended school services at \$25.00 per hour, 5 hours per week, plus mileage at the prevailing IRS rate.

Ann Karas
Patricia Burkett
Karen Krueger

5. Employment – Classified, 2014 - All have been evaluated by their immediate supervisor, per the negotiated agreement.

A. **Two (2) Year Limited Contracts**

Mike Braskett	Custodian	<u>2013/14 Assignments</u> LH West
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6. Employment, Supplemental, 2014/2015

<u>Name</u>	<u>Position</u>	<u>School</u>	<u>Level</u>	<u>Exp.</u>	<u>Salary</u>
Darlene Schultz	Testing Coordinator	District	3	7	\$1,750
Paula Workman	Art Club Advisor	High	5	10	\$1,000
Doug Perry	Asst. Marching Band - Full	High	2	1	\$1,995
Megan Beavers	Band Director	High	1	5	\$3,410
Megan Beavers	Pep Band Director	High	4	5	\$1,597
Megan Beavers	Pit Orchestra	High	5	5	\$ 888
Cheryl Martin	Quiz Bowl Advisor	High	4	12	\$1,711
Coleen Ouellette	Science Academic Chair	High	3	4	\$1,638
Iva O’Ryan	Service Learning Project Advisor	High	5	0	\$ 605
Michael Vyrostek	Social Studies Academic Chair	High	3	4	\$1,638
Amber Greene	Speech and Debate Advisor	High	3	1	\$1,467
Jeff Boyer	Student Council	High	4	3	\$1,429
Amanda Andrews	World Language Academic Chair	High	3	0	\$1,413
Jason Phillips	Bldg. Level Tech Coord.	High	2	3	\$2,219
Jason Phillips	Lead Technology Coordinator	High	1	0	\$2,285
Matthew Laret	Chess Club Advisor	High	5	0	\$ 605
Mary Jo Jones	Yearbook Advisor	High	3	4	\$1,638

Meredith Smith	Choir Director	High	2	6	\$2,445
Meredith Smith	Jazz Choir Director	High	4	6	\$1,597
Meredith Smith	Musical/Play Vocal Director	High	1	6	\$3,410
Aimee Wilson	JCWA "Model UN" Advisor	High	4	0	\$1,176
Iva O'Ryan	Junior Class Advisor	High	4	8	\$1,655
Sharon Ross	Junior Class Advisor	High	4	2	\$1,345
Kathy Gamerstfelder	Math Academic Chair	High	3	2	\$1,525
Chelsey Loschelder	Musical Choreographer	High	5	1	\$ 662
Lori Cochran	Musical/Play Drama Director	High	1	0	\$2,285
Sharon Ross	National Honor Society	High	4	6	\$1,597
Janet Betz	Newspaper Advisor	High	4	2	\$1,345
Caleb Miller	Accompanist (Choir Concerts)	Central			\$ 300

7. Employment – Certified, 2014 - All have been evaluated by their immediate supervisor, per the negotiated agreement.

A. **One (1) Year Limited Contracts**

		<u>2013/14 Assignments</u>
Ann Ahern	LH Central	English/Language Arts
Melissa Baughn	LH Central	English/Language Arts
Emilee Bretz	LH Central	Science
Kathleen Kane	LH Central	Special Education
Brittany Lampl	LH Central	English/Language Arts
Chelsey Loschelder	LH Central	Vocal Music
Tyler Schultz	LH Central	Math
Chelsea Stevenson	LH Central	Intervention Specialist
Kathryn Wakefield	LH Central	Special Education
Anna-Lisa Wanack	LH Central	Special Education
Ashley Wise	LH Central	Special Education
Jill McInerney	LH Central	Intervention Specialist
Megan Beavers	LH High	Band
Chelsey Cossman	LH High	English
James Dodderer	LH High	Social Studies
Christine Gottermeyer	LH High	Science
Tyler Hennen	LH High	Science
Shelly Hoop	LH High	Physical Education
Kendra Klinglesmith	LH High	Spanish
Abby Matthews	LH High	Math
Amy Obhof	LH High	Social Studies
Mary Ann Poff	LH High	Media Specialist
Karen Ragsdale (.5)	LH High	Spanish
Kelly Simmons	LH High	Guidance Counselor
Meredith Smith	LH High	Vocal Music
Sarah Stevenson	LH High	Guidance Counselor
Angie Hemmert	LH North	5 th Grade
Gina Komorowski	LH North	5 th Grade
Amy Mohler	LH North	5 th Grade
Courtney Beckner	LH South	Title One
Theresa Roser	LH South	Title One
Jennifer Siddell	LH South	Intervention Specialist
Mara Clark	LH West	2 nd Grade
Vonda Hart	LH West	Special Education
Melissa Hennessy	LH West	Intervention Specialist
Amy Holt (.28)	LH West	Art
Russell Johnston	LH West	Title One Math
Erica Kallergis	LH West	Title One

Christa Melrose	LH West	Kindergarten
Eileen Smith	LH West	1 st Grade
Stephanie Stevens	LH West	1 st Grade

B. Two (2) Year Limited Contracts

		<u>2013/14 Assignments</u>
Brian Dorsten	LH Central	Math
Mitchell Tom	LH Central	ED
Lori Cochran	LH High	English
Matt Faska	LH High	Social Studies
Amber Greene	LH High	Social Studies
Carmen McFarland	LH South	3 rd Grade
Kristy Cunningham	LH West	Title One/Reading
Rhonda Daniels	LH West	1 st Grade
Rachel Fout	LH West	Art
Meredith Doughty	LH West	1 st Grade

C. Three (3) Year Limited Contracts

		<u>2013/14 Assignments</u>
Matthew Cindia	LH Central	Science
Becky Feldman	LH North	Special Education
Emily Martin (.4)	LH North	Music
Holly Jayes	LH North	5 th Grade
Brooke Hoskinson	LH South	3 rd Grade
Angie Boyer	LH West	1 st Grade
Betsy Dubois	LH High	Intervention Specialist
Matthew Laret	LH High	Science

D. Continuing Contracts

		<u>2013/14 Assignments</u>
Abby Snider	LH Central	Science
Ryan McClure	LH High	Intervention Specialist
Michael Vyrostek	LH High	Social Studies
Aimee Wilson	LH High	Special Education
Laura Forgrave	LH South	4 th Grade
Lindley Baxter	LH West	Kindergarten
Sarah Buerkle	LH West	2 nd Grade
Jessica Cermak	LH West	Kindergarten
Jennifer Michaels	LH West	Title One
Diana Mock	LH West	Kindergarten
Diane Stewart	LH West	Title One Reading

- B. Approve the contract with Licking Rehabilitation Services, Inc. for physical and occupational therapy (\$61.00/Hr.) and physical therapy assistant (\$56.00/Hr.) services, effective August 1, 2014 through July 31, 2015.

Comment: Hourly rates will remain the same for the 2014/2015 school year.

- C. Approve 2nd and 3rd grade summer reading intervention at LH West.

Comment: There is no cost to the students as we must provide this opportunity to students per the third grade guarantee mandate.

- D. Approve the out of state field trip for the 8th Grade to Washington D.C., effective May 19, 2015 through May 22, 2015, as presented.
- E. Approve the following teachers for OAA Multi-sensory Intervention for students at LH South for the Third Grade Guarantee, not to exceed 35 hours and mileage.

Ann Karas
Eileen Smith
Patricia Burkett
Rhonda Daniels

- F. Approve the following teachers at a rate of \$24.00 per hour at .25 hours per day to stay after school to assist with getting students on their designated bus.

Mike Workman
Michelle Lisy

- G. Approve the following teachers to be paid a onetime amount, listed below, for mentoring.

<u>Mentor's - \$500</u>	<u>Mentor's - \$500</u>	<u>Lead Mentor's - \$1000</u>
Laura Boening	Jamie Bowsher	Katie Guseman
Shawn Walter	Colleen Ouellette	Jaimie Morris
Demaris Rosato	Phil Auer	Lisa Painter
Mike Windholtz	Karen Krueger	
Jinx Wilke	Galen Kendrick	
Ellen Miller	Kathy Gamertsfelder	
Erin Hall	Katie Guseman	
Alyssa Locker	Kelli Whitley	
Amanda Mosely	Cortni Brunty	
Amy Mangus	Emily Patterson	
Melissa Hennessy	Krista Ackerknecht	
Lauren Noble		

ROLL CALL: Bagley___Roth___ Russ___ Satterwhite___ Wand___MC: Y N

11. ACTION AGENDA

A. Treasurer Recommendations

Resolution #05-14-087._____moves and _____seconds that the Board of Education approves:

- a. Minutes of the April 15, 2014 Regular Meeting
- b. Minutes of the April 21, 2014 Special Meeting
- c. Minutes of the April 22, 2014 Special Meeting
- d. Minutes of the April 24, 2014 Special Meeting
- e. Minutes of the May 16, 2014 Special Meeting

ROLL CALL: Bagley___Roth___ Russ___ Satterwhite___ Wand___MC: Y N

Resolution #05-14-088._____moves and _____seconds that the Board of Education approves the Treasurer’s Financial Report, as presented.

ROLL CALL: Bagley___Roth___ Russ___Satterwhite___ Wand___MC: Y N

Resolution #05-14-089._____moves and _____seconds that the Board of Education approves to transfer funds for the purpose of paying the COPS (Certificates of Participation) debt payment:

FROM:	Permanent Improvement Fund	003-7200 911 0000	\$101,837.66
TO:	Debt Retirement Fund	002-5100-0010	\$101,837.66

ROLL CALL: Bagley___Roth___ Russ___Satterwhite___ Wand___MC: Y N

Resolution #05-14-090._____moves and _____seconds that the Board of Education approves the Five Year Forecast, as presented.

ROLL CALL: Bagley___Roth___ Russ___Satterwhite___ Wand___MC: Y N

Resolution #05-14-091._____moves and _____seconds that the Board of Education approves the amendment to the Appropriation Measure, as presented, for changes to the Straight A Grant Fund, as follows:

Fund:	Original Appropriation:	Revised Appropriation:
Straight A Grant	\$487,250	\$496,200

ROLL CALL: Bagley___Roth___ Russ___Satterwhite___ Wand___MC: Y N

B. Superintendent Recommendations

Resolution #05-14-092._____moves and _____seconds that the Board of Education approves the following donations:

1. Heather Flanagan, donation of \$99.71 to LH Central through Aetna Foundation.
2. LH North and LH South PTO, donation of \$1,000 to 5th grade camp.
3. Susie Ketcham, donation of \$50.00 to the Quiz Bowl Team.
4. Students donation of \$45.82 to the Quiz Bowl Team.
5. MJ Engineering, in-kind donation of \$1,500 for the high school baseball dugout certification project.

ROLL CALL: Bagley___Roth___ Russ___Satterwhite___ Wand___MC: Y N

Resolution #05-14-093._____moves and _____seconds that the Board of Education approves the following certified employee:

1. Brian Wilkinson, 4th Grade, LH South, 184 days/3 year contract at a salary of (M+15 – Level 16, Exp. 17 years) \$66,145.00 effective the first day of the 2014/2015 school year.

ROLL CALL: Bagley___Roth___ Russ___Satterwhite___ Wand___MC: Y N

Resolution #05-14-094._____moves and _____seconds that the Board of Education approves the contract with the CIS Division, LLC (SRO’S) effective August 18, 2014 through May 29, 2016, at a cost not to exceed \$79,500 per year.

ROLL CALL: Bagley___Roth___ Russ___Satterwhite___ Wand___MC: Y N

Resolution #05-14-095._____moves and _____seconds that the Board of Education approves the summer OGT Intervention Program, as presented.

ROLL CALL: Bagley___Roth___ Russ___Satterwhite___ Wand___MC: Y N

Resolution #05-14-096._____moves and _____seconds that the Board of Education approves the Resolution Card authorizing continued membership in the Ohio High School Athletic Association for the 2014/2015 school year.

RESOLUTION

Whereas, Licking Heights Local Schools of 6539 Summit Road, Licking County, Ohio has satisfied all the requirements for membership in the Ohio High School Athletic Association, a voluntary not for profit association; and

Whereas, the Board of Education/Governing Board and its Administration desire for the schools with one or more grades at the 7-12 grade level under their jurisdiction to be voluntary members of the OHSAA;

Now therefore, be it resolved by the Board of Education/Governing Board that all schools listed on the reverse side of this card shall be members of the OHSAA and that the Constitution, Bylaws and Sports Regulations of the OHSAA shall be approved and adopted by this Board of Education for its own minimum student eligibility standards. The Board of Education /Governing Board reserves the right to raise the eligibility standards as the Board deems appropriate;

Be it further resolved that the schools under this Board’s jurisdiction agree to conduct their athletic programs in accordance with the Constitution, Bylaws, Regulations, Interpretations and Decisions of the OHSAA. Furthermore, the schools under this Board’s jurisdiction agree to be primary enforcers of the Constitution, Bylaws and Sports Regulations and their interpretations.

ROLL CALL: Bagley___Roth___ Russ___Satterwhite___ Wand___MC: Y N

Resolution #05-14-097._____moves and _____seconds that the Board of Education approves the following resolution.

Resolution by the Licking Heights Board of Education Acknowledging

the Commission's Design Phase Review Comments For West Elementary

Whereas, the Ohio school Facilities Commission has approved the School District to participate in the Expedited Local Partnership Program; and

Whereas, after conducting a Design Phase Review for the Design Development Documents Phase and Construction Phase for the West Elementary Addition portion of the Master Plan being executed by the district;

Now, Therefore, be it resolved by the Board of Education of the Licking Heights Local School District, Licking County, Ohio that the School Board hereby agrees to make the required revisions (if any) and acknowledges the Design Comments as shown in the attached Design Phase Review.

Comment: The above is at the request of Quandal. This retroactive resolution is after the completion date of the LH West addition project.

ROLL CALL: Bagley___Roth___ Russ___ Satterwhite___ Wand___ MC: Y N

Resolution #05-14-098._____moves and _____seconds that the Board of Education approves the following resolution.

Resolution by the Licking Heights Board of Education Acknowledging the Commission's Design Phase Review Comments For West Elementary

Whereas, the Ohio school Facilities Commission has approved the School District to participate in the Expedited Local Partnership Program; and

Whereas, after conducting a Design Phase Review for the Program of Requirements and Schematic Documents for the West Elementary School Addition portion of the Master Plan being executed by the district;

Now, Therefore, be it resolved by the Board of Education of the Licking Heights Local School District, Licking County, Ohio that the School Board hereby agrees to make the required revisions (if any) and acknowledges the Design Comments as shown in the attached Design Phase Review.

Comment: The above is at the request of Quandal. This retroactive resolution is after the completion date of the LH West addition project.

ROLL CALL: Bagley___Roth___ Russ___ Satterwhite___ Wand___ MC: Y N

Resolution #05-14-099._____moves and _____seconds that the Board of Education approves the purchase of six (6) SMART boards for LH Central, at a cost not to exceed, \$21,408.26.

Comment: This will be paid out of Race to the Top (RttT) funds.

ROLL CALL: Bagley___Roth___ Russ___ Satterwhite___ Wand___ MC: Y N

Resolution #05-14-100._____ moves and _____seconds that the Board of Education approves Walnut Grove Playgrounds to move the playground from LH North to LH South at a cost not to exceed \$12,890.

ROLL CALL: Bagley___Roth___ Russ___Satterwhite___ Wand___MC: Y N

Resolution #05-14-101._____ moves and _____seconds that the Board of Education approves Cathy Satterwhite to be paid a onetime amount of \$500 for mentoring.

ROLL CALL: Bagley___Roth___ Russ___Satterwhite___ Wand___MC: Y N

Resolution #05-14-102._____ moves and _____seconds that the Board of Education approves Alyson Wand, (.5) Teacher, LH West, a one year contract for the 2014/2015 school year.

ROLL CALL: Bagley___Roth___ Russ___Satterwhite___ Wand___MC: Y N

Resolution #05-14-103._____ moves and _____seconds that the Board of Education approves the contract with _____ for modulars, for a onetime set fee at a cost not to exceed _____ and a lease fee not to exceed _____.

ROLL CALL: Bagley___Roth___ Russ___Satterwhite___ Wand___MC: Y N

Resolution #05-14-104._____ moves and _____seconds that the Board of Education approves to abolish the following job description:

District Technology Supervisor

ROLL CALL: Bagley___Roth___ Russ___Satterwhite___ Wand___MC: Y N

Resolution #05-14-105._____ moves and _____seconds that the Board of Education approves the following job description:

Technology Manager (District)

ROLL CALL: Bagley___Roth___ Russ___Satterwhite___ Wand___MC: Y N

Resolution #05-14-106._____ moves and _____seconds that the Board of Education approves the administrative, supervisors and exempted salary schedule, as presented.

ROLL CALL: Bagley___Roth___ Russ___Satterwhite___ Wand___MC: Y N

Resolution #05-14-107._____ moves and _____seconds that the Board of Education approves the salary amounts for the following employees beginning July 1, 2014 for supervisors and exempted staff and August 1, 2014 for Administrators.

<u>Name</u>	<u>Days</u>	<u>Salary</u>
Kurt Scheiderer	222	\$79,400
Anna Annett	222	\$76,000

Robin Keating	222	\$74,000
Tricia Myers	222	\$68,000
Ginger Parsons	230	TBD*
Athletic Director	222	TBD*
Johnny Morrison	260	TBD*
Sue Merrill	260	\$47,500
Don Orr	260	\$40,000
Kimberly Jonker	260	\$49,500
Becky Morrison	260	\$47,500
Kim Cohagen	260	\$47,500
Lisa Todd	260	\$41,000
Carolyn Ellicott	222	\$36,000

*To be determined

ROLL CALL: Bagley___Roth___ Russ___Satterwhite___ Wand___MC: Y N

Resolution #05-14-108._____moves and _____seconds that the Board of Education approves the following Supervisor/Administrator contracts:

1. Darian Kovach, District Technology Manager, 260 days/3 year contract, at a salary of \$62,000 (Category VII(a)) effective July 1, 2014.
2. Belinda Hohman, Director of Special Education, 260 days/3 year contract, at a salary of \$85,200 (Category III) effective August 1, 2014.
3. Ken Kraemer, High School Principal, from 222 to 260 days/currently on a 2 year contract, at a salary of \$94,000 (Category II) effective August 1, 2014.
4. Terrance Hubbard, Middle School Principal, 222 days/3 year contract, at a salary of \$93,400 (Category IV) effective August 1, 2014.
5. Kim Henderson, from Principal to Director of Human Resource, from 222 to 260 days/3 year contract, at a salary of \$98,200 (Category III) effective August 1, 2014.
6. Brandi Wade, from Assistant Principal to Principal, 222 days/3year contract, at a salary of \$72,200 (Category V) effective August 1, 2014.

ROLL CALL: Bagley___Roth___ Russ___Satterwhite___ Wand___MC: Y N

Resolution #05-14-109._____moves and _____seconds that the Board of Education approves the 2014 Graduation Class List, as presented, pending the completion of all Licking Heights and State Board of Education requirements.

ROLL CALL: Bagley___Roth___ Russ___Satterwhite___ Wand___MC: Y N

Resolution #05-14-110._____moves and _____seconds that the Board of Education approves the following resolution:

Resolution

Whereas, the Superintendent has recommended the Board reduce this position among nonteaching personnel pursuant to article, ORC 3319.172; due to reorganizing.

Therefore, be it resolved by the Board of Education of Licking Heights Local School District that the Superintendent's recommendation to abolish or reduce the following position in the following classification, effective June 18, 2014:

209 Days Secretary II (High School)

ROLL CALL: Bagley___Roth___ Russ___Satterwhite___ Wand___MC: Y N

Resolution #05-14-111._____moves and _____seconds that the Board of Education approves the addition of a 260 day/8 hour Secretary II position to replace the abolished 209 day/8hour Secretary II position at LH High.

ROLL CALL: Bagley___Roth___ Russ___Satterwhite___ Wand___MC: Y N

Resolution #05-14-112._____moves and _____seconds that the Board of Education approves the auction of surplus property per Board policy 7310.

ROLL CALL: Bagley___Roth___ Russ___Satterwhite___ Wand___MC: Y N

Resolution #05-14-113._____moves and _____seconds that the Board of Education approves the following resolution.

Board of Education Resolution Implementing Last, Best and Final Offer

Whereas, representatives of the Board of Education and the Licking Heights Educational Support Professional Personnel Association ("LHESPA") have met on at least six (6) occasions from February 20, 2014 through May 5, 2014 for negotiations;

Whereas, the Board of Education representatives gave the LHESPA a final offer on May 5, 2014 for the remainder of the 2013-14 contract year;

Whereas, the LHESPA rejected the Board's final offer on May 16, 2014;

Whereas, the Board of Education has had a difficult time hiring sufficient bus drivers for the 2013-14 school year and in anticipation of the 2014-15 school year with the current wage structure because of the competitive wage environment for bus drivers;

Whereas, such difficulty hiring bus drivers was not foreseen in spring of 2013 when the expiring labor contract was negotiated;

Whereas, the Board of Education must increase bus driver wage rates in order to hire sufficient quality bus drivers for the 2014-15 school year;

Whereas, the allocation of the cost of health insurance premiums under the current Negotiated Agreement, combined with premium increases that occurred on January 1, 2014, have created a hardship for many bargaining unit members;

Wherefore, be it resolved by the Board of Education of Licking Heights Local School District, Licking County, Ohio, that the Board unilaterally implements the employment terms and wages, terms and conditions which are attached hereto in Exhibit I from the Board's final offer to the LHESPA, effective immediately.

Be it further resolved that the Board determines that such unilateral implementation is warranted because the parties have reached "ultimate impasse" on the terms reflected in Exhibit I attached hereto.

Be it further resolved that independent of the previous ground (ultimate impasse) on which the Board is implementing the Board's final offer reflected in Exhibit I, the Board, pursuant to the authority of the decisions in Toledo City School District Board of Education by the State Employment Relations Board in Case No. 2001-005 (9-20-2001) and Case No. 2001-006 (9-20-2001), determines that there are exigent circumstances for implementation of the changes in wages, terms, and other conditions of employment reflected in Exhibit I attached hereto, that is, the competitive disadvantage of Licking Heights Local School District in recruiting, hiring and retaining bus drivers due to the District's current wage rates and the hardship to bargaining unit members from the premium allocation under the current Negotiated Agreement for health insurance premiums.

Be it further resolved that the Treasurer and Superintendent are hereby authorized and directed to take any and all actions necessary to implement this Resolution and the wages, and the terms and other conditions of employment reflected in Exhibit I hereto.

ROLL CALL: Bagley___Roth___ Russ___Satterwhite___ Wand___MC: Y N

Resolution #05-14-114._____moves and _____seconds that the Board of Education approves the following supplemental:

<u>Name</u>	<u>Position</u>	<u>School</u>	<u>Level</u>	<u>Exp.</u>	<u>Salary</u>
Cathy Satterwhite	Advance Placement Advisor	High	5	2	\$ 662
Cathy Satterwhite	English/Lang Arts Academic Chair	High	3	8	\$1750

ROLL CALL: Bagley___Roth___ Russ___Satterwhite___ Wand___MC: Y N

Resolution #05-14-115._____moves and _____seconds that the Board of Education approves the NetOps Agreement effective August 1, 2014, for three years, at a cost of \$6,300 per month.

Comment: This will terminate the existing contract which expires March 31, 2015 and is replaced by the new agreement effective August 1, 2014 with a yearly savings of \$24,000.

ROLL CALL: Bagley___Roth___ Russ___Satterwhite___ Wand___MC: Y N

12. **Presentation of Prepared Remarks by the Public**

13. Superintendent Comments:

14. Board Comments:

15. **ADJOURNMENT**

Resolution #05-14-116. _____ moves and _____ seconds that the Board of Education meeting is hereby adjourned. Time: _____

ROLL CALL: Bagley___Roth___ Russ___Satterwhite___ Wand___MC: Y N