

Minutes of the August 7, 2024 Regular Meeting of the Tecumseh Local Board of Education

August 7, 2024

The Tecumseh Local Board of Education met in regular session on August 7, 2024, with Board President Sue Anne Martin presiding. Ms. Martin called the meeting to order at 6:00 p.m. The meeting was held in the Tecumseh High School Arrow Conference Room 9830 W. National Rd., New Carlisle, Ohio 45344.

Roll Call: Present — Members Martin, Stafford, Clark, Diller, and Mills.
Absent — None.

Ms. Martin led the Pledge of Allegiance.
Ms. Martin recognized guests in the audience.

Minutes of Previous Meetings

Motion by Mr. Mills and second by Mrs. Clark to approve the minutes of the June 17, 2024, June 26, 2024, and July 16, 2024 meetings, as presented.

Roll Call: Ayes, Members Mills, Clark, Diller, Stafford, and Martin.
Nays, none. Motion carried 5-0.

Communications

Communications – None at this time.

Public Comments Pertaining to the Agenda –

Tia Stryker - I'm a First Grade Teacher at Park Layne, this will be my thirty-fourth year teaching First Grade at Tecumseh. I've been very proud of our district for prioritizing smaller class sizes in our K-1 classrooms. The year I started at Tecumseh was the year McAdams opened, and the district began full-day, everyday kindergarten. I was so excited to be in a district that realized the importance of learning that takes place in kindergarten. Then, due to budget cuts, our district stopped full-day, everyday kindergarten. But the district did see the negative impact this had on our early learners. Several years later, the district reinstated full-day, everyday kindergarten. We have had ten kindergarten classes and ten first grade classes until last school year when kindergarten only had nine classes. This coming school year, we were going to have nine kindergarten classes and nine first grade classes. I was disappointed in going from ten to nine, but understood that the kindergarten class that is coming into first grade is a bit smaller. However, last Friday, our staff was informed that our new first grade teacher is being moved to kindergarten due to higher kindergarten enrollment, and her first grade students will be disbursed into the remaining eight first grade classes. So last year, last school year, we had ten first grade classes and this year we are going to have eight. So, we went from ten down not to nine, but to eight. Class size is a huge deal in the early grades. Research has shown that small class sizes can have many benefits for students in K through third grade, including higher test scores, improved behavior, and increased participation in school. Small classes can help young children learn how to communicate and bond with each other. Smaller classes can also create more personalized learning environments, and teachers may have more time to provide individualized feedback and complete one-on-one assessments. I understand that money is tight, however I'm very disappointed this is where we are choosing to save money by not hiring another teacher. This

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decision will have an impact on these incoming first graders. I would be very disappointed in myself if I did not voice my concerns and be an advocate for incoming first graders. Thank you.

Sue Anne Martin - Thank you. Mrs. Crew, just responding to that while it's on the table, can you give us an update on class size or anything like that off the top of your head in this situation?

Paula Crew - I can. First grade classes are now all at twenty-four, except Tia's class, who is at twenty-five. A couple of things that we've done to reduce that is we did away with open enrollment last year and this year for kindergarten and first grade which drastically reduced that size as well. We had an influx of kindergarten students that came in, especially in the month of July, which they always do, it seems like, and that increased it by fourteen. So, the teacher that we are taking away was a K-1 Looping Teacher, she was teaching kindergarten and first grade. Now she's not teaching first grade this year, she's teaching kindergarten, which does reduce the first grade classes by one. But that pulls our kindergarten numbers down to where they are manageable at twenty-one and twenty-two. It leaves our first grade numbers at twenty-four, with one class being at twenty-five. Then, for financial purposes for one, and kind of looking where we are. I know Mrs. Strader sent communication out that we would keep an eye on those and see where those are.

Reports – Aaron Oakes, Course and Program Information - Career Tech and Partnership with Clark State

Old Business

There was no old business.

New Business

ADOPTION OF CONSENT CALENDAR - PERSONNEL

Motion by Mr. Stafford and second by Mr. Diller:

Resignation - Certified

Megan Ford, Fifth Grade Teacher at New Carlisle Elementary School. Effective at the end of the 2023-2024 school year. Reason - Personal.

Andrew Tincher, Title I Teacher at Donnelsville Elementary School. Effective at the end of the 2023-2024 school year. Reason - Personal.

Steve Macklin, Math Teacher at Tecumseh High School. Effective at the end of the 2023-2024 school year. Reason - Retirement.

Resignations – Classified

Miranda Guisinger, Bus Aide at Tecumseh Local Schools. Effective at the end of the 2023-2024 school year. Reason - Personal.

Jeanine Camp, Child Nutrition at Tecumseh Middle School. Effective August 5, 2024. Reason - Retirement.

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Brittany Mahaffey, Child Nutrition Assistant Manager at Tecumseh High School. Effective July 29, 2024. Reason - Personal.

Adrienne Reisinger, ALC Monitor at Tecumseh Middle School. Effective August 13, 2024. Reason - To accept another position within the district.

John Newberry, Evening Custodian at New Carlisle Elementary School. Effective July 28, 2024. Reason - To accept another position within the district.

Mike Ulrich, Head Custodian at Park Layne Elementary School. Effective July 28, 2024. Reason - To accept another position within the district.

Jessica Benner, Child Nutrition Assistant Manager at Tecumseh Middle School. Effective August 13, 2024. Reason - To accept another position within the district.

Sarah McCabe, Child Nutrition at Medway Elementary School. Effective August 13, 2024. Reason - To accept another position within the district.

Kim Clough, Child Nutrition at Donnelsville Elementary School. Effective August 13, 2024. Reason - To accept another position within the district.

Thomas Wood, Groundskeeper/Courier at Tecumseh Local Schools. Effective August 19, 2024. Reason - Personal.

Ciara Diamond, Child Nutrition (3 hours/day) at Donnelsville Elementary School. Effective August 6, 2024. Reason - To accept another position within the district.

Employment – Certified

to approve the employment of the following individuals for the 2024-2025 school year, as presented.

Rachel Alexander, Fifth Grade Teacher at New Carlisle Elementary School. Effective August 14, 2024. Step 0, Class I, \$39,081.

Amy McMahan, Intervention Specialist at Tecumseh Middle School. Effective August 14, 2024. Step 0, Class I, \$39,081.

Aaliyah Sakos, Math Teacher at Tecumseh High School. Effective August 14, 2024. Step 1, Class 1 \$40,645.

Suzette Everhart, Intervention Specialist at New Carlisle Elementary School. Effective August 14, 2024. Step 9, Class VI, \$67,142.

Amy Conrad, Eighth Grade English Teacher at Tecumseh Middle School. Effective August 14, 2024. Step 1, Class 1 \$ 40,645.

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Amethyst (Amee) Frawley, Title I Teacher at Donnelsville Elementary School. Effective August 14, 2024. Step 0, Class I, \$39,081.

Haley Smith, Intervention Specialist at New Carlisle Elementary School. Effective August 14, 2024. Step 0, Class I \$39,081.

Marie Wile, Intervention Specialist at Tecumseh High School. Effective August 14, 2024. Step 2, Class I \$42,599.

Employment – Classified

to approve the employment of the following individuals for the 2024-2025 school year, as presented.

Adrienne Reisinger, ELL Aide at Tecumseh Middle School. Effective August 14, 2024. No change.

John Newberry, Head Custodian at Park Layne Elementary School. Effective July 29, 2024. Step 4, \$21.27.

Mike Ulrich, Head Custodian at Medway Elementary School Effective July 29, 2024. No change.

Paul Teem, Evening Custodian at New Carlisle Elementary School. Effective August 19, 2024. Step 3, \$19.20.

Brianna Mustard, ALC Monitor at Tecumseh Middle School. Effective August 14, 2024. Step 2, \$15.39.

Chelsea Johnson, Latchkey Aide at Park Layne Elementary School. Effective August 14, 2024. Step 0, \$13.79.

Devon Hutchens, Bus Aide at Tecumseh Local Schools. Effective August 14, 2024. Step 0, \$13.79.

Melissa McNabb, Bus Driver at Tecumseh Local Schools. Effective August 14, 2024. Step 3, \$22.27.

Suzy Gorby, Lunch Monitor at Tecumseh Middle School. Effective August 14, 2024. Step 2, \$15.39.

Brittany Burkepile, Child Nutrition at Park Layne Elementary School. Effective August 14, 2024. Step 0, \$13.79.

Brittani Callahan, Title I Aide at Donnelsville Elementary School. Effective August 14, 2024.

Jessica Benner, Child Nutrition Assistant Manager at Tecumseh High School. Effective August 14, 2024. No change.

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Sarah McCabe, Child Nutrition at Tecumseh Middle School. Effective August 14, 2024. No change.

Kim Clough, Assistant Manager Child Nutrition at Tecumseh Middle School. Effective August 14, 2024. Step 9, \$19.39.

Ciara Diamond, Child Nutrition (6 hours/day) at Donnelsville Elementary School. No change.

Terry Rybicki, Latchkey Monitor at Park Layne Elementary School, pending licensure. Step 0, \$13.79.

Madison Caudill, Lunchroom Monitor at Park Layne Elementary School, pending background check. Step 0, \$13.79.

Employment – Substitute – Classified 2024-2025

to approve the individuals listed below to be employed as a substitute on an as-needed basis for the 2024-2025 school year, as presented

Donald Arndts	Kaitlyn Backus	Madelyn Beilharz
William Blake	Alissa Bole	Aimee Brown
Megan Brown	Rob Cassell	Madison Caudill
Sonya Chapman	Mary Chilton	Bobbie Cornett
Marvin Cornett	Ciara Diamond	Brandi Diehl
Gerald Ehlinger	Luke Ehlinger	Pamela Easterline
Lisa Evans	Steve Finnell	Tag Fox
Brooklyn Gibson	Jerome Gracy	Mattie Hillman
Brittany Hunter	Mark Irwin	Elias Joyce
Keith Justice	John Kame	Gene Karn
Alfa Klevin	Deborah Korab	James Layne
Kyle Leathley	Natasha Legge	Brittany Mahaffey
Mary McKinley	Danielle McKinney	Renee Mowry
Helen Mullins	Alan Peczowski	Lehan Peters
Bridget Pyles	Nancy Roach	Terry Rybicki
Dennis Shumaker	Madelyn Snyder	Connie Stocker
Mark Thompson	Shannon Trainer	Ashley Wells
Tracey Wiant	Robert Wigton	Dirk Yount

Employment – Supplemental - Athletic

to approve the following individuals for the 2024-2025 school year, salary as per Negotiated Agreement.

HIGH SCHOOL -

High School Volleyball Volunteer - filled, pending certification

High School Cross Country Volunteer - filled, pending certification

High School Boys Golf Volunteer - filled, pending certification

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Varsity Football Team Doctor - Volunteer - Ryan Foster, Kettering Health, pending background check

MIDDLE SCHOOL -

Volleyball

Middle School 8th Grade Coach

Courtney Scott

Middle School 7th Grade Coach

Kassidy Randall

Employment – Supplemental - Music

to approve the following individuals for the positions as listed for the 2024-2025 school year salary as per the Negotiated Agreement.

Band Camp

Melissa Willardson

Band Camp Assistant

Bryan Martin

Band Camp Assistant

Gwen Chappell

Employment - Supplemental - Miscellaneous

to approve the following individuals for the positions as listed for the 2024-2025 school year salary as per the Negotiated Agreement.

Nicole White

TMS Muse Machine Advisor

Peggy Bowers

THS Fall Play Assistant

Administrator Contracts

to approve a two (2) year contract extension for the following administrators, as presented.

Jay Burkholder	Donnelsville Principal	8-1-25 - 7-31-27
Brian Dixon	Dir of Facilities & Safety	8-1-25 - 7-31-27
Mike Foster	Asst High School Principal	8-1-25 - 7-31-27
DeAnna Gehret	Grants Coordinator	8-1-25 - 7-31-27
Chris Hauf	Asst Middle School Principal	8-1-25 - 7-31-27
Mark Holbrook	Athletic Director	8-1-25 - 7-31-27
Lauren McFarland	MS Principal	8-1-25 - 7-31-27
Beth Moore	Dir. Curr., Inst. & Assmt.	8-1-25 - 7-31-27
Aaron Oakes	High School Principal	8-1-25 - 7-31-27
Kathryn Randenburg	New Carlisle Principal	8-1-25 - 7-31-27
Marianne Rinaldo	Psychologist	8-1-25 - 7-31-27
Susan Wile	Director of Special Ed.	8-1-25 - 7-31-27

Classified Personnel on Administrative Contracts

Boyd Barger	Maintenance Supervisor	7-1-25 - 6-30-27
Anne Carter	Supervisor of Child Nutrition	7-1-25 - 6-30-27
Veronica Cassidy	Network Admin/Technician	7-1-25 - 6-30-27
Karen Lokai	Bus Supervisor	7-1-25 - 6-30-27
Dan Medve	Maintenance Assistant	7-1-25 - 6-30-27

Administrator Contracts

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to approve a one (1) year contract extension for the following administrators, as presented.

Thomas Mandryk	Psychologist	7-1-24 - 6-30-25
Karyl Strader	Park Layne Principal	8-1-24 - 7-31-25

Roll Call: Ayes, Members Stafford, Diller, Mills, Clark, and Martin.
Nays, none. Motion carried 5-0.

ADOPTION OF CONSENT CALENDAR - ADMINISTRATIVE

Motion by Mr. Mills and second by Mr. Stafford:

SOITA Membership

to approve the district's membership to SOITA for the 2024-2025 school year, as presented.

School Bus Stops 2024-2025

to approve school bus stops for the 2024-2025 school year. As per Section 3327.01 of the Revised Code, it shall be the responsibility of the superintendent or designee to determine the location of all school bus stops and routes which shall be approved annually by the Board of education as an integral part of the school bus routing plan. Authority to designate or relocate subsequent school bus stops shall be delegated by the Board of Education to the superintendent or designee.

Vacation Carryover

to allow Mrs. Paula Crew to carry over five (5) days of vacation from her 2023/2024 allowance into contract year 2024/2025.

Maintenance Stipends

to approve maintenance stipends for Boyd Barger and Dan Medve in the amounts of \$6,242 and \$4,682, respectively. These stipends are for weekend water checks that must be done which is outside the scope of their regular maintenance employment contracts. These amounts represent a 2% increase over the previous year due to the 2% increase in all district supplementals for the 24/25 school year. The stipends will be split evenly into two equal installments.

Resolution - Employment of Substitute Teachers

to approve the following resolution on the Employment of Substitute Teachers,

TECUMSEH LOCAL SCHOOL DISTRICT BOARD OF EDUCATION RESOLUTION EMPLOYMENT OF SUBSTITUTE TEACHERS

WHEREAS, the Tecumseh Local School District Board of Education ("Board of Education") anticipates that the District may experience difficulty obtaining substitute teachers; and

WHEREAS, pursuant to authority granted in Section 4 of Senate Bill 1, which was enacted by the 134th General Assembly and became effective as an emergency measure on October 28, 2021, the Board of Education was authorized to establish its own education requirements for individuals to serve as substitute teachers in the District during the 2021-2022, 2022-2023, and 2023-2024 school years; and

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WHEREAS, the General Assembly has permanently extended this authority through the enactment of House Bill 33 which is codified in R.C. §3319.102; and

WHEREAS, the Board of Education desires to adopt education requirements for substitute teachers in accordance with the law as a measure to help ensure the availability of a sufficient number of substitute teachers.

NOW, THEREFORE, be it resolved by the Tecumseh Local School District Board of Education as follows:

SECTION I

Beginning in the 2024-2025 school year, the Board of Education authorizes the employment of substitute teachers who do not hold post-secondary degrees, as is otherwise required pursuant to Ohio law and regulations, including Ohio Revised Code 3301.071, 3319.102, 3319.226, 3319.30, 3319.36, and Chapters 3314 and 3326 Ohio Administrative Code Section 3301-23-44, and/or Board Policy 3120.04 - Employment of Substitutes. To be eligible to serve as a substitute in the District, the Board requires that the employee have a high school diploma or equivalent diploma, and attend a full-day training session at Tecumseh Local Schools to fulfill the educational requirement.

In addition to fulfilling the educational requirements adopted by the Board of Education, an individual must be of good moral character and must have completed all required criminal background checks, as well as obtained a valid, temporary, non-bachelor's degree substitute teaching license issued by the Ohio Department of Education and Workforce to serve as a substitute teacher in the District.

Roll Call: Ayes, Members Mills, Stafford, Diller, Clark, and Martin.
Nays, none. Motion carried 5-0.

ADOPTION OF CONSENT CALENDAR - FINANCIAL

Motion by Mrs. Clark and second by Mr. Diller:

Financial Reports

to review and approve the financial reports for June and July, 2024.

Fund Advances

to approve the following as presented:

Negative fund balances covered by unencumbered general fund balance June and July, 2024.

June	
001-0000	\$917,619.04
505-9024	(\$15,981.42)
507-9322	(\$635,669.21)
516-9024	(\$72,786.66)
536-9024	(\$16,656.29)
551-9024	(\$1,884.26)
572-9024	(\$127,188.61)
572-9824	(\$12,440.51)
584-9024	(\$8,081.04)

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584-9924	(\$89.83)
590-9024	(\$26,841.21)

July	
001-0000	\$265,109.09
505-9024	(\$13,639.95)
507-9322	(\$100,669.99)
516-9024	(\$55,586.32)
551-9024	(\$1,211.48)
572-9024	(\$85,198.71)
572-9824	(\$619.30)
590-9024	(\$8,183.34)

This information is to notify the Board of Education and show there are sufficient funds in the general funds to cover the negative grant funds.

Amend Estimated Resources and Appropriations

to approve amended estimated resources and appropriations.

Mental Health Services of Clark and Madison Counties FY 25 Agreement

to approve the following agreements for the 24/25 school year. The agreement is for five mental health therapists at \$19,814 each, for a total of \$99,070 to be paid in quarterly payments of \$24,767.50.

Student Activity Fund Budget

to approve the following student activity budget for the 24/25 school year:

200-9208	Fellowship of Christian Athletes (FCA)
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Donations

to accept the following donations made to Tecumseh Local Schools.

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
Tecumseh Elementary PTO	Poster Printer	\$ 5,490.00
Altrusa	Literacy Project	\$ 212.00
New Carlisle Rotary Club	THS Freshmen T-Shirts	\$ 1,200.00
Tecumseh Strong	THS Football	\$ 2,000.00
Ryan Kelly	THS Girl's Tennis	\$ 100.00
Jerry Whetstone	Trailer - Athletic Dept.	\$ 150.00

Unpaid Leave

to approve the following unpaid leave requests for the pay period of 6/20/2024.

Jennifer Culbertson - 0.5 days
Jacqueline Teniente - 1.62 hours
Dannielle McKinney - 6 hours
Krista Cox - 2 days

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Mileage Contract

to approve the following individual to receive a mileage contract for the 24/25 school year:

Mike Foster

Transportation - Payment in Lieu of

to approve payment in lieu of transportation for the 2023-2024 school year and 2024-2025 school year, as presented.

<u>Parent</u>	<u>School</u>	<u>Amount</u>
Emerald Bilbrey	Dayton Regional STEM	\$583.86
John & Cassandraey Baumann	Troy Christian	\$583.86
Brian & Shannon Edwards 23-24	Troy Christian	\$596.43
Brian & Shannon Edwards	Troy Christian	\$583.86
Brian & Erica Ritchie	Dayton Regional STEM	\$583.86
Amy McMahan & Jeffrey Fourman	Dayton Regional STEM	\$583.86
Wesley & Brittany Brewer	Dayton Regional STEM	\$583.86
Adam & Diona Kuhn	Achieve Behavioral School	\$583.86
Kelly Summers 23-24	Carroll High School	\$596.43
Kelly Summers	Carroll High School	\$583.86

Roll Call: Ayes, Members Clark, Diller, Mills, Stafford, and Martin.
Nays, none. Motion carried 5-0.

INSTRUCTIONAL

None at this time.

POLICY

Policy Adoption

Motion by Mrs. Clark and second by Mr. Diller to approve the following policy, as presented.

po5136 Personal Communication Devices

Roll Call: Ayes, Members Clark, Diller, Mills, Stafford, and Martin.
Nays, none. Motion carried 5-0.

Planning and Discussion

Reports:

Paula Crew - I'm going to begin with some dates to inform you about and then just a little bit of information. We did have new teacher orientation last week, and thank you all who were able to come and introduce yourself to our new teachers. We did have twenty-four new teachers. We

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were able to have a really good session with them over two days on curriculum and special education and classroom management and our technology, our safety and security. We took a tour of the district via a school bus to show them where their students live. We dined at Studabakers so they could get a flavor for the environment in which their students are from. It was very good. I'm very excited. We have a really good group of educators that are excited and enthusiastic to be in the district. So that was just a really good two days. And thank you to those here who were part of presenting out, Beth, Susan, John, and Brian were all part of that two-day orientation. So thank you so much. We do have a secretaries meeting, we have that on an annual basis, on Monday with all of our district secretaries. In addition to our annual reminders that we give them, we're going to have a training this year with our secretaries and principals on a translation device that we're bringing in. I'm going to have Susan go over that a little bit more if I can, when it's her turn to report. That will be a good service for our students that speak English as a second language or speak do not speak English. We have a levy meeting scheduled for August 14th at five o'clock in this room. I want to give a huge shout out and kudos to Matt Mills, who also serves in his other capacity as a private citizen as our levy President. He did a nice presentation. Many of you were there on Monday night to the New Carlisle City Council. I just want to go on record that it was a fabulous, very informative. **Matt Mills** - It's not for me, it's for the kids. **Paula Crew** - But thank you for doing that for the kids. Very good presentation. You're going to be an outstanding levy President. August 14th through 16th, Wednesday, Thursday, and Friday, we have three professional development days that are embedded into our calendar this year. We're going to see how that goes. Kudos to Beth and Susan, who have worked hard on two of those days to plan for our professional development, and Brian and John, who have worked for Thursday for the safety and reunification that he will talk about momentarily. But we have a really good three days planned for our staff members that's going to be very productive for them. August 19th is opening day. If you can write that down and come, that would be great. August 19th, it begins at 8:00 in our auditorium here at the high school. Breakfast begins at 7:15. For the second year, Crossroads Baptist Church across the street has agreed to come in and make pancakes for our staff and provide other food, which is really awesome. I know Sue Anne is planning to give a welcome address to our staff on that day. If you can join us, that would be wonderful. That's opening day, we always try to keep that meeting as short as we can because we need our teachers and staff to get back and have time to prepare for our students coming in. I wanted to let you know about something called Rapback Expansion. And Rapback Expansion is something with the Office of Professional Conduct. It's a requirement that we're to have now in all school districts in Ohio. Essentially, what it's doing is it's making all of our staff be background checked on a regular basis where they're not now. Right now, all of our staff members who who are certificated and have a certificate through the Ohio Department of Education and Workforce have a background check periodically when their license expires. For a five-year professional license, a teacher, for example, they have to have a background check every five years. We have some folks like our custodians and our secretaries that were hired perhaps last year, perhaps twenty years ago, and they had a background check then, and that's the last time they've had one. That's the same in all districts, not just Tecumseh Local. Well, now the Office of Professional Conduct has determined that they want all staff members to be periodically background checked. In order to do that, they have to register for the Ohio ID license. We are working on that in the next month to get all of that done, to have all those people registered so that they'll be in what's called Rapback. And what Rapback does is this. I'll get an alert, and I've only I got an alert a couple of times, but an alert, and it asks me, is this particular individual employed at Tecumseh? I say, yay or nay, press yes or no. And if it's yes, they'll let me know that that individual has been arrested and what the charges.

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There's been a couple of times that I've immediately turned around and put someone on paid administrative leave and went through that process. But again, that was always only certificated staff members, so certified staff members, if you will. Now it will be classified and certified beginning this year. In my opinion, it's a good thing because I can never guarantee, and I know John and Brian, we've talked about this, a lot can happen in twenty years since you had a background check that we may not know about, for example. This is a way of just alerting school district. I wanted you to be aware of that. **Sue Anne Martin** - It doesn't change the frequency, though, for our certified, but it will add a regular cadence for everyone else. **Paula Crew** - That's correct. **Sue Anne Martin** - Okay, thank you. **Paula Crew** - You are welcome. There's a new law, House Bill 214, that's coming along. It will be on the agenda next time for review and the following month for approval. This law is the religious-based absences law. So legislation has passed, House Bill 214, which states that students may be absent for up to three days each school year for reasons of faith or religious or spiritual belief system or to participate in organized religious activities. So Neola is in the process of coming up with that policy to coincide with the requirements of House Bill 214. I'm just letting you know that's coming down the pike, and I have this if you'd like to glance through that. That is all that I have. Do you have any questions for me? *(There were no questions.)*

Susan Wile - I'm happy to report out on those devices. It's a really cool thing. You talked about the devices that we're going to be getting, and I can't recall the exact name of it right now, but it's an AI device, and we're going to have one in each building. It's like a double-sided iPad, and the principals are using the principal funds in each building to purchase these. They decided it was going to be a really good asset to their building, so they're going to use their funds to do that. The way that it works is, if a person who doesn't speak English comes into the building and comes up to the secretary, they'll be able to locate their language right on the screen and touch it, and then the device will immediately start translating in real-time. So it'll translate as that person speaks. The secretary will be able to see in English what that individual is saying. And as the secretary speaks back in English, the device will say back to the person in their language what the secretary is saying. And the technology is so advanced at this point. It's not a human translator, but it is similar. They are saying that Google translate translates word to word. So you have to have someone check that, right? They use the example of a doctor telling a patient they needed to quit something cold turkey. And they said, Google will say, you need to stop that cold bird. And people are like, they have no idea what that even means. They said, our technology will say, you need to stop that immediately without weaning yourself off of that because their technology understands what that phrase is, and will turn it into a meaningful phrase in their language. And so it's really good technology. We're not stopping with our human translators. There are certain circumstances where you're required to have a human translator, so we will still have that ability to make a phone call and use our human translator. But these devices seem like they're going to be really helpful. The other thing that they have the capacity to do, which is awesome, is a broadcast. So if I come in, if we have, for example, Karyl plans to use them for her parent meetings, her group meetings next week, where parents are coming in, you may have several members of your audience who don't speak English, and you need to broadcast in Spanish a translation of what you're saying. They'll be able to, I think, scan a QR code, and then it'll translate onto their phone what she's saying, again, in real-time. Each building will have one of these devices, we're being training on them, exactly how they work and what to expect during the secretary's meeting next week. So we're really excited to get those in. **Sue Anne Martin** - How

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much do those devices each cost? **Susan Wile** - The initial year cost is a little over \$2,000, and that covers the device and the service for the first year, right? And then it's about half that price, going forward to continue with just the service. **Sue Anne Martin** - That's not bad at all. **Susan Wile** - No, not for all the translation you need. **Sue Anne Martin** - And it will get better. AI continues to get better. Imagine as it continues to update. **Matt Mills** - Is that a program that can be installed on an individual student's Chromebook? **Susan Wile** - There are, and we have. But this program is not that program. But we do have Google Translate and such on individual students' Chromebooks, and that's when students come in and they're going to classes, that's what we do. We have them use Google Translate. Our ESL Aides show them how to use that. Our ESL Aide at New Carlisle is an expert. She can take a picture of a book with her phone and translate it into Spanish that still has the picture book's pictures on it and such. Again, there's great technology for that these days, and our tutors are good at using that. So we do utilize all of that in the classroom. But this will be a neat tool for the secretaries, I think, especially. We get a lot of calls from parents or parents coming in that just don't... I mean, I think it's really... It would be really scary to go into your child's school and need to ask a question or need something for your child and not be able to communicate those needs. So that'll be neat. Other than that, I'm super excited about the start of the school year. It's been a very busy and productive summer. I am glad that we have filled our intervention specialist positions. It is a very thin market right now to find them. So I was nervous, very nervous. Paula will tell you, there was a lot of work in June of recruiting people and getting people in. We have hired some folks on alternative licensures, so they're going to be learning as they work this year, and look forward to going through that with them and supporting them throughout the year. I would like to thank Beth for the work she did on putting together our professional development days because she did a lot of that for me. We'll be doing a lot of LETRS, and she will be doing a lot of stuff with our new curriculum she set up and put a lot into that. So I appreciate her support with that and the work that she did.

Beth Moore - There was a lot of feedback on teachers wanting things to be more individualized, and we don't blame them. So we really tried to do that, which is a lot of talking to a lot of people, but we're hoping that it goes well. Busy summer as well. Lots of books and curriculum movement, which is exciting and super busy. I look forward to using this year to bring in teachers and students to let you know how that's going. So you can hear from our staff, not just me. So that'll be exciting.

Brian Dixon - Facilities update, just a huge thank you to our custodial and maintenance teams, including our summer workers that were hired to complete thorough cleanings of our buildings. They really come together. New Carlisle and Park Layne boilers are complete, waiting on inspections for them to be fired. All the domestic hotwaters were replaced at the elementary buildings. Those are ready to go. Trucraft was the contractor through Roof Connect. They completed the ROTC roof, so that's another project that was done. On the safety side of things, Deputy Loney, Deputy Dillon and I attended last week a safety summit through the Ohio Safer Schools Community. And some of our biggest takeaways from that were things that we were aware of, but just to reinforce it with trust and relationship building with students. It's probably the number one school safety factor that you could put into place. If you have trust and relationships with the kids, they'll tell you things that they may not tell other people. Any time we come across those pieces of information, we can get those to the guys. They can do the right thing. So just a great information session with that. One thing we're moving to this year, teachers are going to find out on the day that we do our reunification training.

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[01:24:28.360] - Speaker 4

We're locked doors. The state of Florida has really made a movement with a lot of recent legislation on school safety. And one thing that we're going to ask our teachers to do this year is to lock their doors to their classrooms. Before we say too much with that, that also does not mean they have to be closed. So if those doors are propped open, they can easily, in a lockdown situation, grab the door, pull it closed, it's locked, they're good. There was a simulation that was done where an individual put on a series of headphones, and they were given one key to go lock the door in a classroom. Took them 45 seconds to do that with the stress of a situation on headphones. So that brought things home. If there is something like this for someone to go find their keys and figure out which key it is in a stressful situation, this lessens that. And anything we can do to protect those students, to make those kids safer and our staff safer. Drills, we're going to be doing drills a little bit different this year because when we do some of our lockdown drills, Deputy Loney, Deputy Dillon, and myself are going to be entering classrooms. For a long time, we've done drills where we just walk around the building, check to make sure the door is locked, okay, go on to the next one. But you don't see where those students are in that classroom. So it's important in their location. The Sandy Hook Commission shared that today, and I think things change every day, but an active shooter has never tried to breach a locked door, but they have been able to, if there are students in a classroom, there have been shots fired. But if we can get those students in that safe location where they're farther away from the door. That's obviously the key to that. Another thing that came out of the safety conference a little bit is fire alarms. We've been programmed since we were kids what to do when the fire alarm goes off. We have to look at that differently because a lot of these things, some of these active shooter events, the fire alarm is going off because either the shooter pulls it or there's a sprinkler head that's knocked out. So we have to teach our staff now to use their senses. If there is smoke, obviously, you're thinking fire, you go. If you're not sure, you should hold for a period of time. And again, that's some of the things that we're going to be talking about. If you watch the video, I'm not sure if it's public or not, but the Marjorie Stone, McDouglas in Parkland, students ran outside because there was a fire drill going off. And so they assumed that they needed to get out of the building. Well, that's how the shooter was drawing them out of the building. So scary, crazy things to think about in those situations, but it is going to require people to think on their feet. We do have a reunification. We call it a day, but it's really just a morning that we're doing on August 15th. You guys are welcome to come. We'd love to have anybody out there to see that. Deputy Loney, Deputy Dillon, and myself will be meeting with, actually, the high school staff first at Restoration Park Church, while the Ohio School Safety Center, presents an ALICE type training back here with elementary teachers at the auditorium in the high school. We're going to switch, so elementary teachers will come out with us, we'll send the high school teachers back here. So that will be one hour of training, and then there'll be a second hour of training that the entire staff does together with the Ohio School Safety Center. We're looking forward to this day because we think there's valuable information. This will be important. We hope that everybody can take at least one thing away from this and walk away feeling that we have measures in place. There may be some conversations, too, which is always good. Anytime we talk about it, some things come out of that. We continue threat assessment. That was a large part of the safety conference as well. The measures that continue to be put in place with that. Then one thing we're going to begin to do on a trial basis this year. I'm holding this, this doesn't work, But we have ordered a badge system that we can use to where the badges will now be the fobs for the building. So we're going to start that this year as a trial with administrators. I think we said first year teachers. We don't have it yet, so

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we're still waiting on that. The rest of the staff is going to get the normal picture ID on their badge. On the back of it this year, I think we got away from that for a couple of years, I'm not sure why, but it'll have the lockdown levels, so there's no confusion with that. I'll be sending those out to the entire district with that. But this will be, we want to promote staff to wear their badge, but when your Fob is a part of the badge, it makes it easier for us to make sure that we've got those things with us and everybody's identifiable. Locked doors. We talked about that in the classroom. That's an important thing in the building in general. Outside doors are always locked. We don't prop doors open and those things. So we'll continue to work through all those situations. If we do have a door propped open, we have somebody staying there monitoring that door because when kids come in the building in the mornings, we have to have the doors open so they can get in. But we want staff members out there like we've always had, protecting our kids.

Deputy Loney - Summer was great, I had a little time off. I got to go to two conferences. The one Brian and I and Deputy Dillon just went to was probably by far one of the best ones. Max Schachter, his son Alex was one of the first students killed there in Parkland. He spoke for four hours, and it felt like a half hour or forty minutes. But I got to talk to him after he presented. If you get a chance to look him up, it's unfortunate he's had to do it, but he has pushed a lot of legislation there in Florida. Brian and I, we talked about a lot of it. We hope it all comes north. But he's one of those speakers you didn't wish or you wish you didn't have to hear speak. But again, a lot of stuff we thought we knew about Parkland, we didn't know. So that, hearing him speak was rough. But, looking forward to getting back and looking forward to this stuff. Last night we had National Night Out here. Bethel Township hosted it. It started out a little rocky. At one time, we had candles and massages were the only thing we had to start with. Luckily, we got some food trucks, and we got the jumping house and all that stuff in here, so it wasn't looking good at first, but we got there. **Paula Crew** - I will say the massages, they were great, though. **Deputy Loney** - Yes. Walking around, they had great food. There were a lot of students. It was the first year, we knew there was going to be some growing pains, but a lot of people asked, and gave us input last night. So, it was good. We're looking forward to being back.

Information Items:

- Aug. 14 Freshman Orientation at THS 8:30 a.m. - 2:00 p.m.
- Aug. 14 Vaccination Clinic at Park Layne Elementary 8:30 a.m. - 3:00 p.m.
- Aug. 19 Open House -TMS 5:00 - 6:30 p.m. -THS 5:30 - 7:00 p.m.
- Aug. 20 Open House -PL 5:00 - 6:30 p.m. -DV&NC 5:30 - 7:00 p.m.
- Aug. 21 First Day for Students Grades 2-12 and Grade 1 A-K
- Aug. 22 First Day for Students Grade 1 L-Z
- Aug. 22-23 Kindergarten Phase-in Days
- Aug. 26 First Day for Kindergarten Students A-K
- Aug. 27 First Day for Kindergarten Students L-Z
- Sept. 2 Labor Day - No School - Board Office Closed
- Sept. 4 Picture Day at Tecumseh High School - underclassmen
- Sept. 10 LPDC Meeting -Special Education Conference Room 4:00 p.m. - 5:00 p.m.
- Sept. 13 Picture Day at Tecumseh Middle School
- Sept. 17 Board of Education Meeting - Arrow Conference Room 6:00 p.m.
- Sept. 23 Picture Day at New Carlisle Elementary School
- Oct. 1 Picture Day at Park Layne Elementary School

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Oct. 1	Parent Teacher Conferences -THS 4:00 p.m.-7:30 p.m. -DV 4:15 p.m.-7:15 p.m.
Oct 2	Parent Teacher Conferences -DV 4:15 p.m. - 7:45 p.m.
Oct. 3	Parent Teacher Conferences -THS 3:30 p.m. - 6:30 p.m.
Oct. 4	Teacher In-Service Day - No School
Oct. 4-6	Heritage of Flight Festival
Oct. 8	Parent Teacher Conferences -TMS 4:00 p.m.-7:30 p.m. -NC 4:00 p.m.-7:30 p.m.
Oct. 9	Picture Retake Day at Tecumseh High School
Oct. 10	Parent Teacher Conferences -TMS 3:30 p.m.-6:30 p.m. -NC 4:00 p.m.-7:00 p.m.
Oct. 14	Parent Teacher Conferences -PL 4:00 p.m. - 7:30 p.m.
Oct. 14	THS Choir Concert 7:00 p.m. -Pflaumer Auditorium
Oct. 15	Board of Education Meeting - Arrow Conference Room 6:00 p.m.
Oct. 16	Two-Hour Delay - Staff In-Service
Oct. 16	Parent Teacher Conferences -PL 4:00 p.m - 7:00 p.m.
Oct. 18	First Quarter Ends
Oct. 28	Ninth Grade CPR Training
Oct. 29	Report Cards Distributed

Comments and Questions from Board Members

- **Mrs. Clark** – I attended the fair, of course I always go to the fair, but with the other board members, we walked around, we got to see Matt's children's rabbits. We were toured by Emma Crist. She's the FFA President. She did a great job. If she didn't know, she didn't act like she did, which was a good thing. She said, I'm not sure. We asked a lot of questions. She's a great kid. That was really fun, we enjoyed that. That was Monday, it all ran together for me. It was a fun time. It was a real good time. I saw lots of kids, lots I have parents that were kids to me, and that was fun. It was a good summer.
- **Mr. Diller** - nothing at this time.
- **Mr. Mills** - I second Mrs. Clark's comments about the fair. I've never been a fair person. This was my first experience, I was a fair parent. I really enjoyed going and seeing all the students' projects. I enjoyed that Monday. It's really nice to see everybody who works all year and puts in the work and see it pay off. So, I really enjoyed that. Really glad to be back and the new school year starting in a couple of weeks, so looking forward to that. I would be remiss if I did not give a brief update on CTC. The ballot measure is still on the ballot, it's for new schools, in November. So this is the last chance for state money. **Paula Crew** - Is it the same percentage, may I ask Matt? **Matt Mills** - It works out to be the same percentage. Initially, it's a bond issue with an operating levy attached. So both issues have to be passed. It can't just be one or the other. It's a 37-year bond. So once the bonds go away, I think all that remains is It's like a 0.4 mill levy for the operating. Okay.
- **Mr. Stafford** - To follow up on this with Stryker's comments earlier. We were informed we have 23 kids per class. What is the norm? I don't know, was that mentioned? What was last year's? **Paula Crew** - I would have to look and see what last year's was, but I can get that information **Sue Anne Martin** - You'll share that with us? That'd be great. Thank you. I attended the boosters meeting Monday night, the athletic boosters, and we had the

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car show this past week in 260 cars, which is a pretty good turnout. And the boosters also paid for a permanent softball fence, which is a nice addition to our campus. So I didn't realize that it was not permanent, but I've been told by several parents that have daughters that play softball that it was very well received. Golf started this week. We've had two tournaments so far, and our turnout for kids is good. So it's increased from what we've had in the past. So that's exciting. We've barely been able to have a team, and now we have a lot of our stuff. It's been good. That's all.

- **Ms. Martin** - Mrs. Crew, will you find out where we're going to swim, swim practice is going to be, or do you know? **Paula Crew** - I actually talked with Mr. Holbrook. They're looking at Antioch College as a potential, and I want to give kudos to Mark. What a thing to land in his lap in the summer with no warning. He has tried Wright State. He tried Huber. Some of the practice times that he was able to get were crazy. Some of the places were like 10:45 - 11:45, 10:30 - 11:30 for our students. And keeping in mind, they swim three days a week. So latest that we have, it's not solidified yet, but it looks like it may work out at Antioch, and I will start my board updates and update you on that. **Sue Anne Martin** - The students need to get themselves to the facility to practice. Okay, thank you. **Paula Crew** - You're welcome. **Sue Anne Martin** - Now, swimming is a thing for me as you may or may not know. I want to pause for a moment as Mr. Dixon and Deputy Loney were talking about safety, and I need to say thank you. I cannot imagine being in a classroom, being in an office, being with twenty or twenty-five kids, be they kindergarten or be they seniors in high school, kids that now have to do this exercise. God, please be with us that it's never for true. I can't imagine. You're there to teach kids, and you have to pause and be able to turn on a dime to help protect them. So I need to say thank you. Because that's a big thing you didn't sign up for when you went and got a teaching degree. It's a necessary evil. And I'm very thankful for every one of you who has some hand in keeping our kids safe and teaching them and calming them and going about the day. So thank you. And that's all I had.

Public Comments -

Kerry Cassell - I asked them because they both teach first grade. They said the average is usually twenty-one or twenty-two for first grade. As a third-grade teacher, I am concerned by the class sizes in first grade, too, because that's going to have long-term ramifications. I mean, how many kids in a class? I mean, you're going to have more behavior issues. I mean, materials, cubbies, even just the ins and outs is a concern. I'm starting year twenty-eight. I have taught kindergarten, fourth, fifth, first, and third, and I've never had a class size anywhere near that big. I can't imagine being a first grade teacher with twenty-four kids. So I hope that we can figure out something. And then, I mean, flip it, but not flip it. Like the \$41,000 that was not in the five-year budget, with the revenue and everything. I mean, that gives you a first-year teacher. It might not pay for everything, but that's a good start. That would be a good way to use the money. And then you guys asked Matt and Jon, you guys asked about the subs. And, from a teacher's perspective and speaking for the Union, your non-certified teacher subs are less qualified. Everything Brian said, we need to have people in there that know what they're doing. And yes, our non-certified teacher, our non-certified subs, they get the day training, they can get through the day. But there is something to be said for education professionals to take taking over because even in the colleges, they're learning about the stuff. They've student taught somewhere to get that certification.

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They've passed a state test. Those are the people we want in our buildings when we are out, because like you said, those are our kids all the way from kindergarten to 12th grade. You don't want to leave them with just someone. And you guys passed an important policy, that high school diploma or a high school diploma equivalent. We wouldn't want to walk into our doctor's office and they be like, Well, Dr. Stafford is not here today, but we found a sub, and he has a high school diploma, and he sat in on a couple of classes, and we think he'll be fine to answer your questions today. It's just we have degrees, and there's a reason subs should have degrees too. **Sue Anne Martin** - Mrs. Cassell, I hear you, and I am sure I'm going to speak for Mrs. Crew, and she hears you. It's a necessary evil. I feel like this whole meeting is necessary evil. **Kerry Cassell** - I appreciate you're willing to look at it annually, and I appreciate stuff we're trying to think outside the box. Maybe we pay, we don't have to have one set sub pay. I know, Denise, that's finances and all that. I get all that, but maybe that's the way to get more people to sub. And then the last thing with the policy change for the electronics, if we could get that out sooner than later, and out like social media is where most of our people get our information. That would be beneficial because if not, when our teachers are telling us kids, it's board policy, put it away, then it's the parent that's going to come to us and then to our administrators like, I didn't see that. So the more... I know, like Springfield City started with those Yonder bags. I mean, it's been on the news. It's been... So the more we can get it out... **Sue Anne Martin** - I believe, again, speaking for Mrs. Crew, I know that she's had a plan of how we want to get this out and get it started. It needed to pass through us first. So I think in the next couple of days, there'll be information starting to go out. Absolutely. **Kerry Cassell** - Thank you. **Sue Anne Martin** - Tell me something good. **Kerry Cassell** - I'm ready to start a new school year! **Sue Anne Martin** - Excellent. **Kerry Cassell** - And there are still days left, we're not there yet. Springfield City teachers went back today, so we're not there.

Paula Fugate - First of all, I stopped and talked with Ms. McFarland and she asked me if I was going to... Or I asked her if she still would like me to come in during lunch this year, and she said yes. So I think me being called grandma must have ended up a good thing. But I still think that maybe we could put something out, even for the other schools, it may help some of the other principals during lunchtime, you know, to have somebody. Just a suggestion. Number two. I do want us to do again this year, because I'm very adamant about this, our Christmas cards for veterans. Please make sure. I know it's early, but still we need to get it out to all the principals so they can and the teachers can make arrangements. Do we still have any printed Christmas cards left? At one point, the basement was half full. So I didn't know if it still was or not. **Paula Crew** - We don't have any more printed Christmas cards. What we've been doing, Paula, is just having... **Paula Fugate** - Well, they've been making. **Paula Crew** - Yeah, which veterans, when I take them there to the VA Center, they seem to like the student generated cards better. **Paula Fugate** - What's funny, Paula, is the first year we did it, we had all those printed cards. The majority of the kids didn't use the printed cards. They made their own even in high school. And then just looking at reading a few of them as I went through them. It was amazing because you think what's that for the kids is just that I asked them a year ago. But no, they meant it. But I just wanted to see. I won't ask for any donations of cards for now. Let's see how things go. But if you change your mind, you know, I can put the word in. But yes, I'll be grandma again this year. So we'll see how that goes. I didn't have any kids. I didn't have to have you come and get me. **Deputy Loney** - No, that's true. **Paula Fugate** - I was good enough. **Sue Anne Martin** - Mrs. Fugate, I'm going to take off my school board hat and put on my Optimist Club President hat. And if we need printed

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cards, if someone will let me know, we'll get the Optimist Club to help get some of those. **Paula Fugate** - Okay. Thank you. **Sue Anne Martin** - Absolutely

Tia Stryker - Just me again. I just want to touch on Mr. Stafford's point. When I first found out from the message about losing a first-grade class, I was a bit upset, and I was talking to my family about it. My son was like, Mom, what will your class size be? I said, well, I'll probably have twenty-five, twenty-six kids, maybe twenty-seven, depending on how many come in. And he said, five kids, is that a big deal? At first grade, let me just say five kids is a huge deal. Three kids is a huge deal. We do so much one-on-one assessment with these kids that I check number ID, I check them counting, listening to them count. I check to see their letters. If they can say the alphabet, I check uppercase letters, lowercase letters. Do they know the vowels? I can't do that whole class. It's one-on-one assessments. So three kids does make a huge difference. I just wanted to make that point. Brian, I'm also super nervous about having the door locked because we have kids, if the door is locked, they just stand there. So, a lot more training will need to happen at our grade level in our building. But we'll do what we need to do to keep them safe. So thank you. **Sue Anne Martin** - Thank you. Wait a minute. I am remiss. Mrs. Stryker, will you pop back up here? Tell me something good. **Tia Stryker** - Something good? **Sue Anne Martin** - Tell me something good for school that you're looking forward to. **Tia Stryker** - What I am looking forward to, I have a toy chest that I bought for inside recess, and it got broke last year. Julianne's father-in-law has been kind enough to repair it for me. So I am pumped to get it back in to use it in my room. **Sue Anne Martin** - I love that. Thank you.

There was no need for an Executive Session.

Adjournment

Motion by Mr. Mills to adjourn the meeting.

Second by Mr. Stafford.

Roll Call: Ayes, Members Mills, Stafford, Diller, Clark, and Martin.
Nays, none. Motion carried 5-0.

Meeting adjourned at 7:50 p.m.



President



Treasurer

