

# Minutes of the December 10, 2024 Regular Meeting of the Tecumseh Local Board of Education

**December 10, 2024**

The Tecumseh Local Board of Education met in regular session on December 10, 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 Mrs. Clark and second by Mr. Mills to approve the minutes of the November 19, 2024 and December 5, 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.

## Reports –

**Lauren McFarland** - Brook has an excellent presentation prepared for you, but I just kind of want to praise her a little bit for her involvement with the program because I know she's not going to say anything and she definitely deserves it. But before I get to that, I also want to just take this moment real quick to thank the board for their continued support and encouragement for us to take 8th graders in Washington D.C. We were able to do that the week before Thanksgiving. We took eighty-five eighth graders and nine chaperones, eighty-five fantastic kids. We had a great experience. I'm sure Mr. Dixon might talk about it during his report, so I won't take too much from him, but we got a lot of compliments for their attentiveness and participation and it was just a great trip and it always is. And Ms. Leggett puts in so many hours to make sure it runs so smoothly. So anyway, I just want to thank the board on behalf of me and the staff at Tecumseh Middle School for continuing to allow us to take that out-of-state trip for eighth graders. But, getting into this, with the help of Brian Dixon, Dr. Oakes, and Todd Vehorn, we were able to bring VoAg and STEM to the middle school during the 2019-2020 school year. This has expanded the program from the high school. So at the middle school, the program is a semester class. This allows every 8th grader to take the program. So every 8th grader gets to experience VoAg for 18 weeks, experiencing a wide range of different components of what that has to offer. And because it's such a wide range, it is sure to spark some type of interest in every single student. Whatever they're interested in, whether it's cooking or farms or plants, farm animals, plants, whatever they're able to get. Every student is able to get something out of it. But specifically, Ms. Barger came on during the 22-23 school year and since then has really expanded the program and continues to find innovative and creative ways to bring different experiences for students. I don't want to take anything away from her because I know she'll talk about it, but she really has put in a lot of time, a lot of thought, and commitment and time to bring these

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experiences to students. So whether that is farm-based or FFA conventions or students joining an FFA club at the middle school, constantly involved in looking for different ways to get students involved. Additionally, one of the important things of having VoAg at the middle school is it can get students interested in continuing on at the high school, which they can use as a pathway for graduation. So students have the opportunity to earn a 12 point credential. With that addition of finding alternative means to graduation is important to some of these kids. So we're happy to kind of be that first look at the various points of this program to get students' interest. But my, some of my favorite things about this program is one, during the food lab week, the hallways, they smell pretty, pretty amazing. So that's awesome. I love seeing the pride and creativity in students during the woodworking unit, which I know they're working on now. When they leave for the holiday break, they come out with their whatever project and a lot of them are gifts for family members. And so that's always great to see. And of course, a highlight is always the science fair where students are exploring different aspects of VoAg, and how it applies to their everyday life or in society. So they put a lot of time and effort and have an opportunity to demonstrate their experiments with their peers, their parents, and judges. They always do a really good job. So I want to thank you also for your continued support with having that program at the middle school because it has been really beneficial to a lot of our students.

**Brook Barger** - I want to pass some stuff around so that you guys can look around at things. So these pens are for the board of education. My students had made them within this last week. After they get done with their first project for woodworking, they end up kind of fiddling around with all the tools. I let them use scrap wood and then make things. Something I introduced last year was the lathe because I was recently taught on it and they ended up making those pens custom. So I introduced you guys to the school that way. All right, so yes, I teach eighth grade Ag STEM. I focus on structuring my classroom based on the three circle models that agriculture education revolves around. Those three circles are Inquiry-Based Instruction and Learning and then Supervised Agriculture Experience, and then we have Premier Leadership, Personal Growth and Career Success. So throughout all of this, I aim for them to come to my classroom the way they are and they grow as a person, not just academically. I want them to work with others while I need them to be able to actually go into a career setting and be able to work as a unit if that makes sense. So, my content standards, I have nine of them, which is a lot to get through in a semester, but I end up integrating all of them together at the same time. So my top priority is business operation in the 21st century of skills. So this could go anywhere from job interviews to producing new items. I'll kind of show that later on what they do too. Obviously we talk about animal science, we talk about biotechnology, specifically when we do food labs and how to safely prepare those things. Power systems, elements of production, environmental science, food science, plant science and energy. So we get through a lot in 18 weeks. We do about a project a week. The philosophy and principles of a career tech classroom are that we incorporate a broad and long-term conception of work in combination with the depth of specialized skills. Meaning that I broaden their horizons with, let's say woodworking because I'm on it right now. I've taught them basic skills within the lab so that when they go out into the field they can have those specialized skills later on somewhere else. I emphasize the acquisition of strong academic knowledge and skill. So we're always striving that I tell them that this is their job. School is work, so we are always striving for success. And then I start the process of facilitating the transition between secondary and post-secondary schools. So I'm preparing my kids to continue on to high school when Vehorn takes over or the high school FFA or any of my colleagues will transition them over to post-secondary. That could be college and that could be strictly workforce. So there

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are several career fields that I personally touch on within my time with my students. They consist of agribusiness and production systems. So sales representatives. I have my students develop their own fertilizer. They have to do all the math work. And then at the end of that project, they have to come in and have a business meeting with me and try to sell it to me. Animal science and management. I specifically teach them how to inspect meat and what the difference between wholesale and resale cuts are. So we're looking at how marbling affects what prices are, so on and so forth. I do that with beef, pork, and poultry Bioscience. I specifically look into culinary science with how we regulate food in productions. And then we go into how we prevent diseases throughout the process. Horticulture. We talk a lot about soil farms, so how plants are affected by soil, the structure of soil, what that means for different areas, not only in Ohio, but throughout the United States, throughout the world, and what they actually produce and what we export and import. Natural resources and management. I kind of focus this on my career week. We talk about fisheries and forestry and wildlife management and what that actually looks like as a career. And then the last thing is power technology. So I would have said woodworking. But I actually implemented this one thing this year where my students have to be ready each day to earn employability points. So they have to have shoes, proper shoes on, proper clothes on and actually ready to go. Now, if you've ever been in my room, it's quite small so I have to split my group into two. So I've now instilled a foreman. I've watched how they do all year long and there's somebody who sits at the front. I have managers below them and they all kind of work together and they keep on task and it's been working out really well. For the future, right now, my immediate future, I'm looking at creating a virtual tour of the water tower. That has went away this last year because people have gotten busy. So I've researched and done a little bit of messing around with different apps. I've figured out a way that I can actually tour the entire water tower and then I'll probably end up putting that on our website. Which leads me into this. Not only am I just the AG teacher, I am the FFA advisor for the middle school and I'm co FFA advisor over here at the high school. I've taken the liberty of developing a brand new website for Tecumseh FFA. It holds all of our news, all of our updates. It's been very useful recently. So we also have a podcast through that too. There have been some hiccups around that but we're trying to work out the kinks and it's run by our seniors right now. So to give you a little bit more information because yes, FFA is part of my gig. FFA runs on a school-based agriculture education with the three-component model, as I stated earlier. Within the model, they focus on the balance of the classroom and laboratory instruction, FFA organization itself. So focusing on that developing premier leadership, personal growth and career success and supervised agriculture experience. So supervised agricultural experience, we call it SAE. This can be anything from our science fairs to job placements. It could be mowing your own grass during the summer. It really is anything as long as you're being able to use the knowledge that you gained in class and those skills in class, out, externally, are you doing it yourself? So at TMS, our FFA program is a club. So not everybody joins but those who are in Ag can join if they would like. If they do join, they have found like minded people. They really have and they grow as individuals. And that's not just saying within our school. They actually go out and go to FFA camps and they meet other people and they're forced to kind of mingle with other schools. Right. So it is very interesting. Our members compete in all sorts of competitions ranging from job interviews to general livestock judging, from public speaking, all the way to wildlife judging competitions. We are the largest student-run organization nationwide. We just hit a million members and we truly are student-run. Tomorrow we have our FFA meeting. So all of our officers will meet tomorrow to talk about the next couple of months. So, yeah, it's fairly interesting. That's my email, our website, and my

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phone number. If you have any questions, you can get in contact with me. I have three individuals who are willing to talk.

So I'm Chasity Allen. I'm a freshman at Tecumseh High School. I started FFA in my 8th grade year. I was really, I want to say involved, but I was really just close with this Ms. Barger, and she got me involved. She really pushed me to do a lot of things. The first competition I did was Creed speaking. So the FFA Creed memorized it, spoke it. Second competition, I just really got into livestock judging. I got 15th in state for the middle school. And that's just something that I've really grown in for equine judging. And this year I've gotten more competitions. Over the summer I went to FFA camp. I've met so many people. I mean, the people that I've talked to from over the years. My brain should have just gotten wider because I met a girl that is more than likely going to be my best friend for the rest of my life. She lives three hours away from me, and we met because of FFA. I think FFA is just great. And Ms. Barger's class, like, that's just what really got me a kickstart. And like, I want to go into agriculture and do something with that for the rest of my life, because it's something that I really have a passion for and I really just enjoy it.

My name is Madilynn Clevenger. I am in 10th grade and I've been in FFA for two years now. I take care of my own farm, a mini farm. We've got two goats a horse and a few chickens. My most memorable moment in Ms. Barger's class was the science fair. I got first place. I plan to continue my agricultural education for the next couple of years. My dream job is aerospace welding and If I get it, I hope that I can be in the agricultural industry for the rest of my life.

Hi, my name is Jaxson Clevenger and I'm currently an eighth grader in the first semester of Ms. Barger's class. And this year alone I have attended farm science review and completed the job interview contest. I am also the first of two eighth-grade honorary officers. I go to the high school offering meetings and relay the information to my middle school members. I am looking forward to competing in the middle school FFA quiz bowl and general livestock judging. I have found this class very interesting and different from other classes. We usually get to do a project a week or at least every three weeks. Currently I take care of two goats, three dogs, three chickens. And when I grow up, I want to be a welder. I have learned that agriculture can mean almost anything and is not just crops and animals. I am looking forward to my remaining time in FFA at the high school. Thank you.

Sue Anne Martin - Board members, do you have any questions? Matt Mills You kind of answered one of them already, but I saw two items in what you offer, what you teach, and I just have some more questions on that. So, what is power systems again? Brooke Barger - So power systems, I focus on basically the industrial technology aspect of it. So, I focus on beginner power tools, if that makes sense. So that they can have a basic knowledge, so they can go forward. If that makes sense. Matt Mills - It does, yeah. Brooke Barger - If I have a student, say, with robotics in science fair, then I'll sit down individually, one on one, and we'll go through systems. Matt Mills - It does. It does. So is it fair to say that during power systems you might be teaching them about not only power tools, but simple machines and things of that nature? That's awesome. Great to hear. And then what is energy? Brooke Barger - Energy is basic electricity circuits. So teaching parallel and continuing circuits. Matt Mills - Ohm's law? Brooke Barger - Yeah, that's right. Matt Mills - Is your course considered a CTE course? Brooke Barger - Yes. Matt Mills -

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With an appropriate pathway? Brooke Barger - Yes. Matt Mills - Okay, thank you. Sue Anne Martin - Great job. Anybody else? Thank you all for being here and spending the time, we appreciate it.

### Public Comments Pertaining to the Agenda –

**Carol Strayer** - Good evening. I'm Carol Strayer. I live at 309 North Clay Street in New Carlisle. Last month was a very contentious meeting. You, the school board acted in a professional and neutral manner even during the aggressive incident. I want you to know that I appreciate that attitude. As you move forward, I hope you vote to rescind the RTRI policy, I know it is up for suspension only tonight. After the state formulates its stance on RTRI, it is most likely that you will be able to pick it up again. I hope that when you do, take the following into consideration. Students whose families choose not to participate should not be penalized with study hall instead of instructional time. Teachers should not be penalized with extra work, but students miss all or part of the class. Teachers should not have to take in extra time for instruction for those specific students. Students who attend RTRI should be required to turn work in at the same time as all other students. Support staff such as secretaries, lunchroom staff, and Principals should not have extra duties as related to RTRI. On a personal note, I personally do not like having people from outside my district coming in and telling us what we should do and that truly irritates me. At the last board meeting, we had people who do not live in our district or who home-school their children. Should they have say about our policies? I have heard from a friend who is a librarian in Ravenna, Ohio. They have LifeWise. She found out recently that of the 200 signatures of people signing their petition to bring it into their school district, 78 of them were not from their district and several were from out of state. I hope that our district checks that out when looking at that for our district. Thank you for allowing me to speak tonight.

### **Old Business**

There was no old business.

### **New Business**

#### ADOPTION OF CONSENT CALENDAR - PERSONNEL

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

#### Resignation - Certified

*None at this time.*

#### Resignations – Classified

Missi Begley, Bus Driver at Tecumseh Local Schools. Effective December 1, 2024. Reason - Retirement.

#### Employment – Certified

*None at this time.*

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### Employment – Classified

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

Ashley Wells, Special Education Paraprofessional at New Carlisle Elementary School.  
Effective December 9, 2024. Step 1, \$14.64.

### Employment – Substitute – Certified/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.

Hayden Baumgardner  
Miranda Stidham

Valerie French

Ray Meade

### Employment - Supplemental - Athletic

for the 2024-2025 school year, salary as per the Negotiated Agreement.

### High School

#### **Cheerleading**

Competition Cheer - Erin Burns

#### **Boys Tennis**

Tennis Head Coach - Jessica Liska-Freeman

Tennis Volunteer - Mike Crago

#### **Softball**

Varsity Softball Head Coach - Christi Leggett

Assistant Softball (Varsity Assistant) - Bill Gruber

Assistant Softball (JV) - Courtney Scott

Softball Volunteer - Tammy Shoemaker

### Middle School

#### **Wrestling**

Assistant Varsity Wrestling - Carl Christy

### Approve Retire/Rehire Public Meeting and Notice

to approve a public meeting on the issue of rehiring retirees on February 18, 2025, and to approve notice for publication in the newspaper, as follows. "The Tecumseh Local School District Board of Education hereby gives public notice in accordance with Section 3309.345 of the Ohio Revised Code that Shelli Randall, who is currently employed by the Board of Education as a Physical Education Teacher at Tecumseh Middle School, will be retired and seeking re-employment with the Tecumseh Local School District in the same position following her service retirement. The Board of Education will hold a public meeting on the issue of re-employing the above-named person at a meeting to be held on February 18, 2025,

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at 6:00 p.m. at Tecumseh High School in the Arrow Conference Room, 9830 W National Rd., New Carlisle, OH 45344.”

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

## ADOPTION OF CONSENT CALENDAR - ADMINISTRATIVE

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

### Elect President Pro-Tem

Mrs. Clark nominated Ms. Martin to serve as the President Pro-Tem for the January 7, 2025 Organizational Meeting until the Board elects a President.

Second by Mr. Mills.

There were no further nominations.

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

Ms. Martin will be the president pro-tem.

### Power of the Pen Competition

to approve a \$250 stipend for the following coaches for Power of the Pen competition in February. If students advance to the next level of competition in May, the coaches will receive an additional \$250 stipend for March - May.

Christina Emberton  
Kayla Whitman

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

## ADOPTION OF CONSENT CALENDAR - FINANCIAL

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

### Financial Reports

to review and approve the financial reports for November 2024.

### Fund Advances

to approve the following as presented:

Negative fund balances covered by unencumbered general fund balance October 31, 2024.

001-0000	\$146,859.87
461-9301	(\$4,958.66)
505-9025	(\$7,147.87)
516-9025	(\$59,705.38)
551-9025	(\$1,274.54)
572-9025	(\$62,076.84)

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584-9025	(\$3,235.96)
590-9025	(\$8,460.62)

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 amend estimated resources and appropriations, as presented.

### Donations

to accept the following donation made to Tecumseh Local Schools.

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
Dayton Door Sales	THS Baseball	\$ 325.00

### Membership in OSBA

to approve membership fees for the Ohio School Boards Association for 2025. Membership for 2025, including subscriptions, is to be determined. The previous year's cost was \$8,731.

### Unpaid Leave

to approve the following unpaid leave requests for the pay periods of 11/20/24 and 12/5/24:

#### 11/20/24

Jessica Thacker, .25 days  
Cheyenne Williford, 2 days  
Christina Askren, 2 days

#### 12/5/24

Jessica Thacker, 9.75 hours

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

### INSTRUCTIONAL

#### Third Grade State Testing

Motion by Mr. Mills to pass a resolution to administer the third-grade reading and math state assessments for the 2025-2026 school year using a paper version as opposed to electronic.  
Second by Mr. Diller.

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



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## POLICY

### Suspend Policy

Motion by Mr. Stafford to suspend policy 5223 Released Time for Religious Instruction and place it on the January 7, 2025 agenda for further review.

Second by Ms. Martin.

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

### Policy Review

the following policies are under review:

<u>Policy</u>	<u>Title</u>
po0100	Definitions
po0142.1	Oath
po0152	Officers
po0155	Committees
po0164	Notice of Meetings
po0165	Board Meetings
po0165.1	Rescind Regular Meetings
po0165.2	Rescind Special Meetings
po0166	Agendas
po0167.2	Executive Session
po0167.7	Use of Personal Communication Devices
po0173	Rescind Board Officers
po4120.08	Employment of Personnel for Co-Curricular/Extra-Curricular Activities
po4121	Criminal History Record Check
po5131	Student Transfers
po5136	Personal Communication Devices
po5136.02	Personal Technology Device - Use
po5200	Attendance
po5500	Student Conduct
po5780	Student/Parent Rights
po6220	Budget Preparation
po6320	Purchasing and Bidding
po6460	Vendor Relations
po7530	Cellular Telephone Allowance
po7540.03	Student Technology Acceptable Use and Safety
po7540.04	Staff Technology Acceptable Use and Safety
po7540.09	Artificial Intelligence ("AI")
po8310	Public Records
po9160	Public Attendance at School Events
po1130	Conflict of Interest
po3113	Conflict of Interest
po4113	Conflict of Interest

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po6110	Grant Funds
po6111	Internal Controls
po6112	Cash Management of Grants
po6114	Cost Principles - Spending Federal Funds
po6325	Procurement - Federal Grants/Funds
po6550	Travel Payment & Reimbursement / Relocation Costs
po7310	Disposition of Surplus Property
po7450	Property Inventory
po2265	Protection of Individual Beliefs, Affiliations, Ideals, or Principles of Political Movements and Ideology

### Planning and Discussion

#### Reports:

**Beth Moore** - So third grade did state testing in the fall. We expect results on December 16th. December 16th is another great day for Tecumseh High School. They will finish their end-of-course courses for kids who need to get those credits through state testing. Additionally, the high school does their ACT testing typically in the spring, early mid March. They have decided to not just do ACT, but they were doing Work Keys. It's attached to the ACT, but it's like a workforce aptitude test where students can elect to do that, not the ACT, and can earn certificates that they can take to jobs. So that's pretty interesting. We'll get more details with that addition. They can do the military aptitude test as well. Been working with Suzanne Massie on this. She's a guidance counselor at the high school and she's got a really good feel for this. And instead of everybody doing ACT, it's neat to see the high school say there are other avenues. So I thought that was interesting. And we'll let you know how that goes as well. In regards to curriculum as you know, with ESSER funds, we purchased quite a bit of new curriculum in the elementary, the middle, and some at the high school. We'd like to do a survey and check in to see how is pacing going, where are the pitfalls? Where do people need support to do a mid-year check? So we'll do that and then we'll go back to our team and say, okay, how do we support better? How do we adjust? So that will be coming up after the break as well. Working with DeAnna Gehret on a grant with the middle school for ELA materials. They did not receive new materials through ESSER, and so we're looking at other grant opportunities to work on that. What's neat is teachers came to us and said we would really like to explore some new curriculum. We understand that it is great for students. It organizes us. And so it's really a neat perspective to have teachers come to us and ask us. So working that with Mrs. Gehret and Ms. McFarland as well. And then young authors. It's that time we start to collect young authors' writing pieces to send them off to Wittenberg in the early spring. Those are just a few things.

**Susan Wile** - I wanted to just kind of echo Lauren's comments about Brooklyn's VoAg program and how she works to involve the students. Like, my daughter really got involved in the FFA with Brooke in the eighth grade and very much enjoyed that program, continued it into high school. I just want to say that all that she said was true from a parent's perspective. She really does a great job with the kids and gets them involved, and they really enjoy that class. Our Special Ed District Profile Report is due out this time of year, but they've delayed that release, I think, because they're tweaking some of the metrics. Of course, you know, they've got to change how they're measuring us before they have to figure out, let us do the job first and then figure out what we're

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getting judged by. But they did release these new model policies and procedures yesterday, and we have to decide whether, as a district, we're going to adopt their model policies and procedures or whether we will enhance them and create our own. That's the word they used, enhance and create our own policy and procedures. So we need to review those by March and submit them into the state. So I will be looking over those and offering those to you guys to decide about what we want to do with our Special Ed policies and procedures. And those are. That is coming due because they have new operating standards which were implemented in June, and they will now want us to do a yearly revision of our policies and procedures and upload those each year. So that's a new requirement for us. For ELL, we are getting ready to start that OELPA assessment, which goes from February 3rd to March 28th. So we'll be meeting on Friday, kind of review our goals for that and look at our plan for getting all of those tests given and pulling all the subgroups that have to take that and making sure they get all of the different pieces of that. We have about 220 kids throughout the district that have to take that assessment. And then in gifted, I just want to go back to, I know it's been a while since we talked about the state report card, but I haven't addressed yet that we received zero out of five points in our gap closing for gifted in two of three areas. And first, I want to say that those points are all or nothing. So either you meet the criteria and you get all five points or you don't meet the criteria and you get zero points. There are no partial points awarded. But we're doing a lot of really good things in gifted. And I don't feel that the score on the report card reflects that accurately. At 83.4% of our students are identified as gifted, are performing at either the accelerated or advanced level on state assessments. And when you go back and you think, okay, well, how many of them are getting at least proficient? We've got 94.7%. So a great deal of our students who are identified as gifted are putting in the work and they're getting great scores on those state assessments. We met our gifted index. We met 95.7% of that goal. We're less than 5% away from reaching that goal. And again, that equated to zero points. And yeah, so really, really close on that one. And we should be proud of the fact of the work that we've done in this district to service our gifted students. In the last several years, our general education teachers have really taken on the task of they have to participate in 60 hours of professional development in order to be labeled as gifted service providers. And so many of our teachers have done that, that we are able to provide services to 64.3% of our students who are gifted in different areas. And that is more than any other district in Clark county. You can go in the report card and you can click and you can look, because some districts did score better than us on that gap closing metric, but they're not providing services to that percentage of their students. It's just that the metric is weighted to award more points to different grade bands or different service areas that districts have a tendency to not service, like visual and performing arts. And so our team, our DLT, is looking at ways that we can capture more credit for the work that we're doing in gifted. But I just think it's important to highlight that we are doing good things for our gifted kids. Our gifted kids are thriving here at Tecumseh Local. We put in a lot of work to make that happen. And I just felt like we should highlight that this metric doesn't make it look like that, but we are. Our gifted kids are doing well here at Tecumseh. And I'm proud of the work that our general education teachers have put in to be able to be those service providers and get those great state test scores for those kiddos. So I just wanted to point that out. **Denise Robinson** - And to kind of piggyback off of that. We get a lot of gifted funding, that is restricted funding. However, you cannot use any funding for those regular ed teachers who do all the work for the gifted students. You cannot use any of those expenditures towards the restricted gifted funds. Correct, Susan? **Susan Wile** - It's correct. **Denise Robinson** - So the work they're doing, does not equate to what we could use that money for. **Susan Wile** - And if there are some other things, that would

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be nice if we could spend on that, we're not allowed to spend those gifted funds on it. Yeah. So that's another soapbox.

**Brian Dixon** - First off, thank you for your patience last meeting when I wasn't here. But just to recap on that eighth-grade Washington D.C. trip, outstanding experience. You know, it's awesome to get to see these kids out in different environments other than just the classroom. There's a lot of education that goes on that trip. For me, I really enjoy taking our kids to see Wesley Williams' gravesite. I think it's just awesome for somebody that gave all for freedom in this country. We had an opportunity to visit the Army Museum, which was outstanding. Kind of changed the trip up a little bit this year. It was a little rocky getting back here because we got into some snow in West Virginia. All was good and overall a good experience. I think my favorite part of the trip this year was when we arrived in St. Clairsville, end of the trip, everybody's tired. We get off the bus and we go to different restaurants. So each chaperone goes to a different restaurant. So kids have choices. I took about 42 kids to Arby's. I walk in and you got all these hungry kids. They've been on the bus all day. And as soon as we get in line, here comes this little family in. Two little kids, two adults and our kids step to the side and let these people go to the front. So just, you know, that's something you don't, you don't teach those kids. But that's obviously been done in the right places. So great, great trip. Just to touch a little bit on safety. Tecumseh Local Schools is going to be recognized on Thursday by the Ohio Department of Public Safety, Ohio School Safety Center in an upcoming video. It's going to feature Deputy Lonely and Deputy Dillon for the work that they did in response to the September 16th incident threat that we had here in the school. So we're anxious to capture that, be a part of that, get some recognition, let people know that, you know, we're keeping kids here safe in the district. Public water. This is something that I think is going to be something that we have some discussions about in the future. But I'm on Rotary with Alex Dietz, who is the Clark County Director of Development. He relayed to me a message about two weeks ago that water is going to connect the village of Donnelsville and 235. This would mean public water would be available to connect the main campus and to Donaldsville Elementary. Again, not saying we should do that or not do that, but that's certainly a topic of discussion in the future because this would have a lasting impact on the district. Please know there's positives and negatives with this that could impact the district financially. So please just stay tuned on this one as we get some more information on that. The next thing, chillers, we continue to be good stewards here in the community with exploring possible replacements of our aging chiller systems in the district. Like we did with boilers in the past. They're kind of nearing that end of life expectancy. And although we're not there yet, we need to start to allocate expenses in those directions with our capital outlay. Tecumseh High School and Tecumseh Middle school each have two chillers. Rough estimate, those are probably about \$300,000 apiece. Each elementary building has a chiller in it costs around \$250,000 a piece. So we regularly maintain these. So none of them are in a place where they're not in working order. And if you think back, we have preventive maintenance on those. But if you'll recall, in the past we focused on boilers because they provide heat. Living without air conditioning would certainly be uncomfortable. So that's why we're kind of trying to be forward thinking as we move into these next steps. I was going to talk a little bit about the critical response graphs that some of the other districts in Clark county are looking into. In fact, I'll share this with you. Please know we're still investigating this because not all of our questions have been fully answered with this. There's still some questions on the access that the Clark County Sheriff's Department has with this. But this system is basically a grid system that they would take existing maps of our buildings, of our campuses and overlay on top of our current maps. And it's kind of like a grid system. So it would basically simplify things

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in an emergency response with columns and rows. And I attended a virtual presentation with a lot of other assistant superintendents in the districts. Many Clark county schools are exploring the same software. If we would move forward with this, we'd probably move forward at the high school and the middle school level. But what is in question is how the Clark County Sheriff's Office receives this. Talking with Mr. Mills a little bit, there is some questions on whether the Clark County Sheriff's Department has to pay for this as well. So we want to make sure everybody's on board with this before we jump through this. So again, this is another one just to kind of stay tuned with. But there's some information there for you guys to look over. Last thing, I just want to give kudos to Deputy Loney, Deputy Dillon and our SADD officers here at Tecumseh High School. Deputy Loney, Deputy Dillon and the SADD officers recently did a Buckle up with Brutus campaign at Donnelsville and New Carlisle with our second and third graders. The Ohio Department of Transportation awarded \$20 per student that completed this class. So overall, the district's going to receive a little bit over \$7,000, which is exciting. Full disclaimer. There were a couple of questions about the state up north. I'd be amiss if I didn't tell you that they don't have the same program, but our kids did come up with some good themes and Deputy Loney and I might have helped them a little bit, but Wolverines can't drive, so if you encounter one - use your seatbelt! **Roger Diller** - On the water issue, if we did move that direction, would we have to... I know that we do the sewer through Donnelsville. Would Donnelsville be in charge of our water supply then? If it goes through Donnelsville? **Brian Dixon** - That would definitely be a question we would have to find out information on. **Roger Diller** - And then would our wells be able to catch this place with a fire suppression? **Brian Dixon** - That's another question. I have a lot of questions on that. What would we do with our plants. You know, the plants at Park Layne and New Carlisle are plumbed for fire suppression. The one at Donnelsville is not. A lot of questions about this tower out here. How, you know, it's not just simply that we just spent so much money and move on. There has to be some investment in that. I've asked questions to Clark County Utilities as to whether they would use that as a pressure holding tank because they're going to need some pressure tank somewhere. So there's still a ton of questions out there about that. I asked if there would be any assistance given because a lot of this is funded through a state Initiative through a grant. So I asked if any of those funds would come to the district for us to be able to do some things like that. So I'm definitely planting stakes on that and trying to work through that to, you know, what kind of investment would require. **Roger Diller** - So is the county supplying the water to the village of Donnelsville? **Brian Dixon** - That's my understanding. **Roger Diller** - So if it comes from 235 and it comes across here, are they asking us if we would tap into it for the high school, too? **Brian Dixon** - They haven't asked that yet, but I think, again... **Sue Anne Martin** - How far down the road is this? A couple years? **Brian Dixon** - I would say probably a couple years. But as these discussions begin. We want to make sure we're a part of them. So that...we have a vested interest in the project. **Sue Anne Martin** - Absolutely. **Paula Crew** - And Brian, I think there's a sense of urgency, if I'm correct, because of the issues in Donnelsville. Is that right, with the water? **Brian Dixon** - I will clarify that and say not at Donnelsville Elementary. **Paula Crew** - Village of Donnelsville? **Brian Dixon** - They continue to, the EPA continues to investigate. I think closer to, I think closer to the Donnelsville Mall, to be honest with you. There's been, they've done a lot along the creek there with that. That's the area. But we have. They've drilled wells on our property, test wells with those kind of things. But again, we report every month to the Ohio EPA. This is actually the US EPA that's been involved in some of those things. Other questions? **Matt Mills** - Just a comment, and I know you'll do your due diligence when it comes time to replace the chillers, but from my experience, chillers that are 20 years old are much smaller than today's chillers. So that's

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something you'll have to deal with when the time comes. **Brian Dixon** - Yes. **Matt Mills** - So have fun with that.

**Deputy Loney** - Nothing at this time. I just want to wish everybody a Merry Christmas, Happy New Year, and stay safe.

**Paula Crew** - I'm just passing out the eNewsletter. This is going to be published tomorrow. It just gives information from the eNewsletter in paper form. I wanted to make it as part of my report. Each of our principals, supervisors, and directors, Denise, and I, we all write an article and this goes out four times a year. I think it's just very informational for both internal and external stakeholders. I'll talk a little bit about mine since I wrote that one on absenteeism and chronic absenteeism. And I think I brought this up before, but similar to what Susan was talking about with the gifted and the 0 out of 5 stars. Last year, we did have 0 out of 5 for our chronic absenteeism. But a lot of work has been done by our principals, our teachers, our staff, our students collectively that raised our percentage up, actually reduced our percentage of chronic absenteeism. I'm really proud to report that we did get five out of five stars this year. So on alleviating chronic absenteeism. And I know our principals are all still diligently working along with staff and teachers on systems to continue to put in place keeping the same ones that they know are working, but adding additional systems to improve our attendance. And it's working. I also wanted to share about the senior citizen luncheon. Thank you, as Beth indicated, to Roger and Brenda for coming to that. We had about 220 senior citizens from our community there. Anne Carter and her staff in child nutrition did a fabulous job planning for that, preparing the meals. The high school staff was wonderful with the flexibility of not having their gymnasium and having that many people in there. Our safety team did a wonderful job preparing for that many people. Our Arrow Service Club delivered the food to the senior citizens. Our administrative team and staff came and helped distribute door prizes. People were very generous with donating door prizes. So really a good event for our community. This morning we did have the Wes Williams ceremony to remember Wes. Brian talked about them seeing his gravesite in Washington D.C. at Arlington each year. I also like the ceremony that we have here. It's, you know, it's not very long in length, but his wife and girls were here this morning along with his father and other family and friends. And our Air Force ROTC cadets do a nice job of lowering the flag to half staff, and it's still that way today. If you're wondering why it's like that, because he did sacrifice his life 12 years ago today. So he's a 2005 graduate of Tecumseh High School, a four year member of the ROTC program, and Taps gets me every time with his family watching. So a nice remembrance of Wes this morning. And we have our music programs going on in the District. Our music teachers and directors are doing a fabulous job as are our kids. And a thank you to our teachers and staff members who come and help watch our students and keep them all where they're supposed to be until it's time to sing and take them to where they're supposed to go afterward.

### Information Items:

Dec. 11	Two-Hour Delay - Staff In-Service
Dec. 12	Donnelsville Christmas Concert Grade 4 6:30 p.m., Grade 5 7:30 p.m.
Dec. 16	THS Choir Concert 7:00 p.m.
Dec. 17	TMS Band Concert 6:00 p.m.
Dec. 19	THS Band Concert 7:00 p.m.

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Dec. 20	End of First Semester, Two-Hour Early Release
Dec. 23-Jan. 3	Holiday Break - No School
Dec. 24-25	Board Office Closed
Jan. 1	Board Office Closed
Jan. 6	Classes Resume
Jan. 7	Budget Hearing 5:30 p.m. Arrow Conference Room
Jan. 7	Organizational Meeting 5:45 p.m. Arrow Conference Room, immediately followed by the Regular Meeting
Jan. 17	Teacher In-Service Day - No School
Jan. 18	Athletic Hall of Fame
Jan. 20	Martin Luther King, Jr. Day - No School
Feb. 3	Parent Teacher Conferences TMS 4:00 - 7:30 p.m.
Feb. 4	Parent Teacher Conferences DV 4:15 - 7:45 p.m.
Feb. 5	Parent Teacher Conferences TMS 3:30 - 6:30 p.m.
Feb. 6	Parent Teacher Conferences DV 4:15 - 7:15 p.m.

### Comments and Questions from Board Members

- **Mr. Mills** – Well, first off, I'd like to say I got the chance to see the fourth graders at New Carlisle Elementary School yesterday do their Christmas program. And that was rather enjoyable. Everybody did a good job with that, all staff involved. I'm sure everyone else's Christmas programs went just as well and were just as good. And all the hard work put in by all the other students is going to pay off. I really enjoyed our presentation for the VoAg program at the middle school today. I learned a lot about that that I didn't realize was in it. That makes me excited. I know that it meets the CTE requirement. I would really love to see that offered to the seventh graders somehow so we don't have to pass that resolution every May to where we don't provide it to them. So I'll just leave that there. And then for CTC, because I have to talk about it real quick. Things are starting to move. They're going to meet with OFCC, who is the governing body for the state of Ohio for building new buildings. That is tomorrow. I had the opportunity to attend that meeting. They are selling bonds. The board approved to sell the bonds because we have to have the money before we do anything. And so more to come on that. But things are moving forward. And I hope everybody has a Merry Christmas, happy New Year, and happy holidays if you don't celebrate either.
- **Mr. Diller** - It was my first year attending the senior citizens luncheon. But you don't realize how much goes into that until you walk into that room and look around and see what everybody's doing. It was so good, I'll be back. I'll bring my whole class the next time.
- 
- **Mrs. Clark** - I want to say how proud I am of Brooke Barger. That girl came in wet behind the ears when I was still working, and she has grown leaps and bounds. I'm looking at Lauren and it's amazing how far she's come and how much she's grown the program, it's really, really good to see. I'm so excited for her. The senior citizen luncheon was awesome. It was great to see the people, but it's more for me, it's about seeing the people see each other. Oh, my gosh. These people, they're teachers from when I was a child. I mean, well, that's a long time. But, you know, I mean, there were teachers there



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that are still here, and they love that. This is, like their reunion and they would not miss it for the world. That is what I just love about it. I'm so excited that we do that for the people in our district. I've been to three of the concerts so far. Donnelsville, TMS Choirs and the New Carlisle fourth grade. Donnelsville second grade. It's so cute, I love it. I enjoy it. But I took my granddaughter to the second grade one, she's 4. She was, like, mesmerized. And she had her preschool program on Sunday. And so we talked about how you stand up and you sing it out and, you know, you do all the motions. And not because she's mine, but I must say, she was a star at her program because she had a little taste of what it was going to be like. So it was fun. It's been a really fun season.

- **Mr. Stafford** - I don't have anything to report.
- **Ms. Martin** - I have a couple of things. I want to recognize that we continue to support Wesley Williams' family by recognizing him. So thank you for continuing to do that. That is a lovely gift that we continue to do, and I am thankful. I have heard great things about the senior citizens luncheon. So I'm glad everybody gets to come and have a good time, that is so much fun. I also am excited to hear about FFA and getting younger people involved in that. I will always be a champion of it. We were never FFA kids growing up, the three of us. But my beautiful niece, Delaney Martin found a passion and love for it with her horses. How to steer, had some rabbits, had some chickens. But the horses are what stuck and runs her own business now and doing fantastic at it. I am very proud of her and part of that was because of the joy she found in FFA at Tecumseh. I have the sad news of letting everyone here know that the Optimist Club in New Carlisle will be disbanding at the end of December. It's kind of run its course. It has been in place for a lot of years. It started the September when I went to college as a freshman. My mom was a founding member. But it has run its course. And like so many other organizations in our communities, our churches, people are just very busy and have a hard time making everything work. So sadly, we are ending on the 31st of this month. So finally, I too want to wish everybody a Merry Christmas. I also want to make sure we recognize that there are twenty-three different holidays celebrated between Thanksgiving and the first of the year. And so just recognizing that everybody celebrates differently. I have the pleasure of taking my staff to breakfast tomorrow morning. And I have, he calls himself a sort of Catholic, a Methodist, a sort of Catholic, a Hindu and a Muslim, and we are going to go celebrate the holidays together at breakfast. So just as a reminder as you go out into the world, that that's my soap box today, is that not everybody has to believe like we do.

### Public Comments

**Sherry Priest** - I am here to echo Lauren and Brian's thank you for the Washington D.C. trip, proud grandma moment. My granddaughter was one of the kids who got to place the wreath at the Tomb of the Unknown Soldiers. And when she told me that that was a possibility last summer, she said to me, you know, Gran, they pick four kids who get to do this and she was talking about it and she said, and if my pops was here, he'd be there. So I said to my daughter, if she's selected, Gran will be there. So we left after school on Wednesday, got to D.C. Wednesday evening. We met them at Arlington National Cemetery and I got to see my granddaughter place the wreath. So thank you all. Please, please, please continue it. That was the highlight, I ranked



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higher this year, but that was the highlight of my year. Thanks. Sue Annr Martin - Thank you, Mrs. Priest. Hey, tell me something good. No, you already did. Sherry Priest - I'm retired.

Liz Lawrence - I've been working in this district with kids and families for twenty-nine years. I currently work with my first-grade kids at Park Layne Elementary and I am standing here today to ask you to protect our students and staff by not arming members of our staff. I have many concerns about this proposal and I'd like to talk to you about a few of them. My concern is about the amount of training that is required by Ohio's lawmakers. 700 initial hours are required for law enforcement officials to do their job. Ohio lawmakers have slashed up to twenty-four hours. Twenty-four hours of training is all that you need to use and be responsible for a weapon in a school full of children. Fifteen hours of tactical training and four scenario-based hours in Ohio's new mobile units. Less than sixty minutes of that training is dedicated to de-escalation and mitigation techniques. The article that I read said that law enforcement successfully, like actual officers, successfully hit intended targets in 18% of incidents. That's it, 18%. That 18% is from a person who has way more training than a person who has twenty-four hours of training that is required for a person that would be able to carry and use a gun at school. While there's little research on the effectiveness of arming school teachers, administrators and staff members, there is no research on how that policy affects our school climates, our child development and learning outcomes in each of our buildings. How will our parents feel and our community members feel about this? How do our teachers feel? What about our students? Our youngest learners might not know how to get or might not know how to say how they feel about it. But our middle school students, our high school students, they definitely have an opinion, I'm sure. Has anybody asked the stakeholders about how they feel about having this in your community schools? I'd like to talk about the financial costs of this for our district. The district would need to pay for guns, for ammunition, biometric gun safes, and bulletproof vests for each staff member. Yearly background checks would also be needed for staff. Certification costs from the state would also need to be paid. Mental health screens would need to be certified and maintained for armed staff, according to the information that I read online. Liability insurance is another costly requirement for this policy at Tecumseh. Would armed staff members need to purchase liability insurance as well? It seems like much of this money would be so much better spent reducing class sizes, hiring staff to meet the academic, social and emotional needs of our students. Mostly, it's the what ifs that concern me most deeply. It's the what ifs for students, for administration and for staff and my school in this district, in this community. What if I was to have this gun and I misidentify the shooter and I kill an innocent bystander? What if I accidentally shoot my co worker? What if I accidentally shoot an innocent student? What if the student somehow gets access to my gun? What if that student hurts himself or kills someone in my class? What if? Your staff sat in the auditorium on the first days of school this year. We listened to active threat training on August 15th from Ohio School Safety Center. The man told your staff that they would not remember how to tie their shoes in a school shooting event. They would not remember that they were supposed to lock and shut their door. He said your brain, he called it your squirrel brain, would make plausible excuses for the sounds and smells and sights in a traumatic event like a school shooting. If you can't remember to lock and close the door, how could you expect someone with little training, twenty-four hours of training, to get out their gun and shoot someone? Is this what you want at your work, at your wife's work, at your child's work? If you approve this policy in January, you are asking a person to do an impossible job with little training. You are asking people who care and who have cared for your children, your grandchildren to risk their lives and the lives of others that they work with every day. You are asking a person to possibly shoot a

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previous student, a student's parent, a staff member that they have worked with for years. Is that person going to be able to do it? Would you please do the work? Please do the work before you vote on this really important policy. Please talk to your staff, talk to your community members, talk to your students, and learn about their opinions and their concerns as well. Please. Thank you for taking the time to listen to me.

### **EXECUTIVE SESSION**

Motion by Mr. Diller at 7:21 p.m. to recess into Executive Session to consider the compensation of a public employee or official, to consider matters required to be kept confidential by federal law or regulations or state statutes, and to discuss details relative to the security arrangements and emergency response protocols for the board of education. Second by Mrs. Clark.

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

The meeting reconvened at 9:01 p.m.

### **Adjournment**

Motion by Mrs. Clark to adjourn the meeting.


Second by Ms. Martin

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

Meeting adjourned at 9:01 p.m.



President



Treasurer