

# Minutes of the June 17, 2024 Regular Meeting of the Tecumseh Local Board of Education

**June 17, 2024**

The Tecumseh Local Board of Education met in regular session on June 17, 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. Stafford and second by Mr. Mills to approve the minutes of the May 21, 2024, Regular meeting and the June 3, 2024, Special meeting, as presented.

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

## **Communications**

Communications – None at this time.

## **Reports – Anne Carter, Child Nutrition Supervisor**

Good evening, everybody. I just thought I'd give you a few updates, just our normal wellness guidelines. I wanted to say that our child nutrition department is 100% compliant with the Tecumseh Local Schools for the 23-24 school year with the policies. We did this by observing the reimbursable meal guidelines. We had a few changes this year, so we tried to stay in those. We follow the smart snack guidelines for the a la carte snacks. USDA compliance for calorie intake, and sodium level. Also just watching around the schools. I'm watching a lot of the wellness activities going on within the district and the instructional time that they're putting aside for the wellness activities. So going into the 24-25 school year, we've had a little bit of shake up towards the end of the year. My offices stay the same. It's me and my secretary Pam Piper. Coming to the high school, we have Tiffany McCabe and Brittany Mahaffee. Everyone else is the same. So Sheila Perry and Karen Martin, Joe and Pam will all still be at the high school. We have one change in the middle school. We have Billie Wells going into the middle school. The rest of the staff has stayed the same with Melinda as the manager and Jessica Benner as the assistant manager, along with my 6 hours. Park Layne manager, Linda Powell. Mid-year, we had a manager leave. She basically was the assistant manager over at the high school. She slid back over and ran till the end of the year and then accepted the position this year as the manager over there. Her changes, Chelsea is the same. Nicole Cremines was a sub. She took a four-hour position, and I currently have a vacant spot, and I have five applicants that will be I will be interviewing next week for next year. So like I said, there's some new faces in the Department to the district. Ciara Diamond, she's going to be a three-hour at Donnelsonville. Nancy Roach will be moving into Brittany Mahaffy's position. Nicole Cremines, like I said, and then to be announced. Then we had a couple of retirees this year, Laura Stroup from high school and Sue Leach from Park Layne retired. **Paula Crew** - That's 60 years of experience right there between those two.

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Just so you know. **Anne Carter** - I went through all this, who was moving where, everything. Getting back into the overall meals served. As you guys know, we had to go back into the free and reduced lunch applications. This took a decent hit for us in the district. Last year, we served 128,000 more meals than this year, but we did still serve 339,794 meals in the district, and that will continue to increase, I believe, next year. **Sue Anne Martin** - And that's just as part of free and reduced lunches, right? That is correct. As I'm reading that, that's not all meals we've served. **Anne Carter** - That's all meals we've served. **Sue Anne Martin** - Oh, I'm sorry. **Anne Carter** - So we've served 109 reimbursable breakfast because we get reimbursed on all status denied, free, or reduced. And then 230, 599 for the lunches. And we've served 339,794 last year, we served an additional 120,000 meals just being on CEP by itself. **Sue Anne Martin** - Okay. So that includes the young people who pay full price? **Anne Carter** - Yes. **Sue Anne Martin** - That's what I'm asking. **Anne Carter** - Yes, ma'am. **Sue Anne Martin** - Because it says reimbursible breakfast, reimbursible lunch. **Anne Carter** - I get reimbursed for whatever they are. So it's all scaled. I get a reimbursement from the state on all levels. **Sue Anne Martin** - Okay. Thank you. **Anne Carter** - Okay. So just to go through that, the Department operated National School Lunch program. Like I said, we serve the six buildings district-wide with just under 3,000 students. We collected the free and reduced applications, and the funding received over the Nutrition Service, it covers everything from our payroll, our benefits for all our staff, the food and beverage costs, as well as all maintenance, upkeep, and new equipment that we purchase. Students are able to charge up to the \$12 for a lunch or breakfast, that's a total. Once they're at that \$12 maximum, they go into a courtesy meal for lunch only, and they don't get charged for that. It's just a district policy that we have that they get offered a turkey sandwich lunch instead of their normal meal. With that being said, we ended up with a negative balance of \$1,832.30 in negative lunch charges for the year. And that doesn't include the courtesy meals, which we did 3,441 courtesy meals in our district this year. I get reimbursed the denied rate, which is what you asked me if the full paid students get reimbursed. We only get paid for that. But that doesn't include the students that we have taken that meal, that main entree, and then given them another one. We're taking a double hit for that. So, what's new? As I mentioned before, and I know that we've talked, and I've talked to Paula and Denise in-depth about whether we wanted to move forward at this point. But once we had that issue last year, they lowered our ISP rate to 25%, and it was 40% last year. We're sitting at about 47, which is where we were when she got denied and we had to pay all back that reimbursement. I'm going to turn in all the paperwork. I'm waiting for all that to come through. I have one more thing to turn in, I'm waiting for. But they've approved us tentatively, but we're so high away from that 25% rate that will be in the clear. It's just going to affect where we sit in that percentage rate. **Paula Crew** - If I could interject, just as a reminder that CEP is a program that provides free breakfast and lunch for all students in the district because we would have more the 25% that qualify for direct services and/or free or reduced lunch. That's a good thing. **Anne Carter** - We don't have to worry about if our students are eating, if they're hungry, we can send them through the lunch or breakfast line and they can eat. The one building that that will affect is Medway. They will stay on free and reduced. Their percentage rate was only 26%. There is a little reasoning next year, they may be added to that, we just figured out a bunch of stuff between the Clark County ESC and Tecumseh, where they are vended meals there. I didn't have access to their information to be able to get a full idea of how many children are actually directly certified from the state of Ohio, which is what that number is based on. It could really be 60, 70, and then that'll go into our next year. We'll be able to add them in. **Paula Crew** - I know the CEP, it's just, again, if we can get all of our students to qualify, that's great because some of our students are right on the cusp of qualifying.

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It's going to be advantageous for them to have a free meal for breakfast and lunch which I'm very excited about. **Denise Robinson** - The data has been cleaned up. **Paula Crew** - And the data has been cleaned up. **Anne Carter** - Yes. I have spent lots of time cleaning up data over the last couple of months just to get that, unfortunately. We could have added Medway in, but it would have reduced our percentage rate by about 2% just because they don't have high enough qualifying rate. We went from there. We're still adding new and adding more variety of choices every grade level. They seem to love the grab and go yogurt packs and having the opportunity to be able to have a choice of what they're eating. I did surveys twice. I did one in the beginning of the year, and I did one in the middle of the year. Pretty much the consensus is the same of what they like and what they don't like. Just continuing to add some new things and some variety into their selections. We're getting some new equipment. I've been doing some research, and we've been having some issues with our steamers in some of the buildings. Some of them are the original, some of them are new since we had them, 17 years old plus. So we're going to be getting combi ovens, two for the high school, two for the middle school, one for Park Layne, and one for Donnelsville. There just wasn't a need to do anything in Medway right now. And New Carlisle just got... They have a relatively new steamer, so we had to replace that before. And then also, I purchased a salad bar unit for the high school so that the salad bar was a really good hit this year for them, and they get some good choices. So I'm just going to open it up and be able to put it into the middle of their cafeteria and be able to work a real salad bar and give us some more options with that. **Paula Crew** - You'd add more options to that, too? **Anne Carter** - Exactly. Absolutely. **Paula Crew** - The salad bar is exciting. **Anne Carter** - So these are some of the equipment. That's the combi oven on the right-hand side. It's a 10-unit, and they're half-sheet pans, but it's a pretty big the oven. And then that is the exact salad bar unit that's sitting in the kitchen, it's already here. And then there's some smaller items, a couple of the other buildings that didn't necessarily get equipment asked for and wanted to have. Then we're going into an annual review year, so I wanted to just make sure that they had all their proper utensils and serving and portionings so that we can clear that with flying colors. **Sue Anne Martin** - What does that mean, it's an annual review year? **Anne Carter** - Okay, so we have an administrative review every 4-5 years where the ODE comes in and make sure we're following all our standards for the lunch program with our financing. If you can think about what the program is, it looks at it all. And they'll come in and pick up one or two buildings, and they'll monitor the progress in the service, and then they'll request some information from me of different things, production records and financials, all different aspects. **Sue Anne Martin** - And when do you expect that that happens? **Anne Carter** - So I have a new ODE rep, which was so exciting to hear this week, but after I've dealt with everybody else. But that's fine. She said I will get a letter in September with the checklist. And then I've been watching the CURS site, and it usually posts in there. Before it posts anywhere else, it's not posted yet. And like I said earlier about the CEP qualifications, now it's 25% or higher to qualify. And previously, it was 40% based on directly certified students. That did not include students that qualified on an application that was only if they received SNAP, Ohio Works, or they are Foster, Homeless, Migrant. That's only those students. It doesn't include the financial ones that went on for income only. **Sue Anne Martin** - And we're at 47%. **Anne Carter** - Well, this year, what they did this year is they qualified Medicaid-free and reduced this year. This number does not include the reduced students, but those numbers went up higher when they added more students. They're adding more and more ways for us to get meals to our students. All students qualify for free meal. They're reimbursed at the same rate. Just based on one year to the next, they eat more. We get more reimbursement to put back into our program.

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It's a win-win everywhere. More students will eat breakfast and lunch just because they don't have to worry about do they have money or do they not have money? There's going to be less peer focus. It's hard to walk, you might be a free student, but you might be sitting with a bunch of people that have a lot of money and you don't want to walk in and be like, Can I get a free meal today? So we won't have that focus on who has money and who doesn't, who's going to get a meal taken away from them or getting a turkey sandwich instead. So these are our numbers for if you wanted to know where we qualified per building. So you can see Medway isn't in there because this is the information I've submitted to them. So Park Layne is 56.84. We're sitting anywhere between 44 and 57, depending on where they live in the district and what schools they attend. We're definitely in that qualifying range. I'm not worried about the qualifying. I am still a little unsettled just because of what we went through in the past, but I'm hoping to have the full answer. I know we all are. We're all sitting just hoping to have all that answers next week. Are you sure? So software upstate. So last year, I onboarded a few different programs. Pay Schools is working out great. We had a rough start, but overall, it's just a very good communication. It talks everywhere through fees. It automatically uploads through DASL Progress Book. So if a new student is in, it's in. If they're already overnight within 24 hours, if they've withdrawn, they're already considered withdrawn from the system. But I can still access things like if they have excess money or if they owe money, I can still pull up all their accounts. They just come unactive. So when I'm pulling reports for ODE in the state, it doesn't show my inactive students. It only shows my active. So it was really good. And then HealthyPro, I'm still learning so much about that program, and we're going to do some training with my team. But it's basically a back-of-house management. It helped me do all the menus, which is amazing when you're dealing with all the different changes they're doing and the implementations of what they can have and what they can't have. But they do all of our state requirements. So when I have that administrative review, I can go back in to Healthy Pro and pull all that information, and it's in one. They will actually do a mock administrative review and pull all the data for me. I can give them actually visual access. I don't have to give them printed copies, which is amazing because I'm trying to save some trees because there's so much paper that's going on. But they can literally... I can grant them access for two weeks for a certain data, and they can go in and do all their research and do what they need. So where do we go from here? July first, we'll open the free and reduced applications for Medway only. That is also when the CEP information will all go out to the district. It's when all the new students will be in and all that new data. So we'll communicate all that through Parents Square on how they can access those things and add information, any questions. 24/25, we'll be on the CEP program. Breakfast and lunch stay the same for adults. And the extra entrees, of course, they will be charged if it will be considered an a la carte item if they come up for a second breakfast entree, or lunch entree. **Paula Crew** - That's on the agenda later for your approval, the a la carte prices. **Anne Carter** - Here's just some pictures from some of the things that we've done and helped out with throughout the year. A lot of them from the Senior Citizen Luncheon, celebrating Halloween and Nancy when she was here at the high school, her birthday, I think it was. But overall, I'm just really loving the district. I've had a lot of support, and I appreciate that from everybody here. I couldn't get through it. My team's great. My managers are amazing, and they really step up to their job, so they make my job pretty easy. And just any questions I've ever had, I know I could ask any single person in this district, and they point me in the right direction. I just appreciate all that. So thank you. **Paula Crew** - Does anyone have any questions for Anne? **Matt Mills** - I don't have any for Anne. Well, maybe Anne, or maybe a combination for Denise as well, too, if I may. Just out of curiosity, of the 3,400 free lunches that we gave, was the majority of that elementary school? Was that middle

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school? Was that across the board? **Anne Carter** - It was across the board. I would say my highest percentage of the courtesy meal was probably middle school and Donnelsville. **Matt Mills** - With CEP, we may have asked this question before. I know it's a sore subject. Since they lowered the threshold, do we have any opportunity to regain those funds at all? **Anne Carter** - No, unfortunately not. **Matt Mills** - I'm curious, I know the current lunch rates, and correct me if I'm wrong, I think it's \$2.75 for breakfast and \$3.50 for lunch? **Anne Carter** - It's \$3.50 for lunch and \$2.00 for breakfast. **Matt Mills** - How does CEP reimbursement compare to what we're charging? **Anne Carter** - It's based on a percentage, actually a better percentage. Even when I do the National School Lunch Program, we charge \$3.50 for, say, a free student. We would charge \$3.50, I get \$4.27 as a reimbursement. It just brings everything back to that average. The closer we are to 65%...70%, it's 100% for your reimbursement. It's based on scale. I believe 70 or 74% right now will be classified as a full pay. Then It's not by school, it's by district, even though that was broken down. But it does equal out that the district actually makes more money to put into the programming and get new equipment and get the things the students are needing and asking for. **Matt Mills** - Okay. **Paula Crew** - With that, just to interject, that goes along with that, the equipment that she showed, the district purchases some of this, but if it's like the salad bar, that comes from your budget. The Child Nutrition Department is a self-sustaining entity. That's where the reimbursement helps as well because you're doing the salary, benefits, and equipment, in addition to the food. **Anne Carter** - We need to have three months of sustaining a budget in our account in order to be considered self-sustaining. We're more than that. We were able to buy equipment because we had ample money. I don't know, going down, how the next year, the next year, if we would have stayed on National School Lunch program, how that would have affected our buying. But I do know that they will eat more. More students will eat just based on that three-quarters of the year. Well, actually, they ended up eating all year because that last couple of months, we just kept them on free. **Denise Robinson** - Any of the other equipment that's purchased that's not from the Food Service Fund comes from the PI fund, not the general fund. **Matt Mills** - I have one more question on here. So that becomes restricted, right? We can only spend the CEP funds. **Denise Robinson** - Yes, it goes straight into the 006 fund, and it's all restricted to be spent in that fund on... **Anne Carter** - On anything that will affect a student, meal-wise. So staffing, equipment. **Paula Crew** - It can be equipment. **Anne Carter** - Yeah, all of that. I'm self-sustaining, I pay for all that. That doesn't come on a general budget at all. My department, that covers my department. **Matt Mills** - Okay. Then I know that we are going to vote later on for the a la carte items, I haven't seen what the new prices are going to be. I don't think it's in the Google drive. Is it going to be higher across the board, the same, lower? **Anne Carter** - I pretty much kept them the same. **Matt Mills** - Kept them the same? **Anne Carter** - Our food cost percentages only went up like 2.5% versus last year, they went up almost 15 %. So we're leveling out a little bit. So it was easier to maintain them. I really did not buy anything extra this year, based on the CEP, just to see where our money was going to be so that we could keep the program running and not ever have to dip into the general fund or any of that. **Matt Mills** - That's all I had. Thank you. **Anne Carter** - You're welcome. **Sue Anne Martin** - By general fund, you mean your general fund? **Anne Carter** - No, I mean your general fund. In the event that my account can't sustain, it's sustained by the district. **Denise Robinson** - The general fund would have to transfer or advance advance money, which I had to do at my other district because we were \$70,000 in the hole. So the general fund would have to advance or transfer money every year. **Sue Anne Martin** - And does that happen at close to zero or at the 90 days cash? **Denise Robinson** - You would only transfer advance at zero, but it would definitely be an issue for her reporting at the three-month mark. **Sue Anne Martin** - Who established the three-month mark?

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**Denise Robinson** - That's ODE. **Sue Anne Martin** - Thank you. **Paula Crew** - And just for that, though, we have not had to advance from the district's general fund in twenty-two years. When Stacy came, she reversed it around and she did an outstanding job. **Anne Carter** - And I want to respect that as well. **Paula Crew** - And you've done that as well, your first year. So kudos to Stacy for keeping it in the black for over twenty years. **Jon Stafford** - In previous reports, I remember some frustration from the federal government's food requirements on getting the kids to eat it. Have they relaxed any of that or is it still like... **Anne Carter** - No, it's actually getting worse, but the kids are eating more because basically they're pushing towards fresh food. Honestly, they're pushing towards less processed food. That's where they're headed. **Jon Stafford** - That's a good thing. **Anne Carter** - That's why the salad bar, that's why pushing more fresh fruits and vegetables in the district. You know, seasoning, you can season, you just can't season with salt. You just have to know the balance. **Paula Crew** - You're also adding some things that hadn't been there before as just a balancing. For example, now they have ranch with their carrot sticks, and a child's more likely to eat carrot sticks if they can get to ranch. **Anne Carter** - And it's offer versus serve. **Jon Stafford** - Yeah. They are eating it, I guess. Stacey had expressed that they were throwing away a lot of food. **Anne Carter** - Well, I came out of prepackaged, first of all. I mean, it's hard to not have something taste... I mean, do you go to the gas station? How much stuff do you eat off the roller? Those things. That's not what a student wants or a parent wants or what I want them to eat. I'm doing the best I can with what I can offer them in the fresh side without making it so complicated for my team that it takes up too much of their time where they're not getting to be with the students. It's all a very big balancing act. Every year, just trying to add something different, grab and goes, even for the younger kids. It's a big deal. How do they eat at home? That's what I always think. **Brian Dixon** - I think another thing with kudos to Anne, I think we've had more staff members eating as well this year. I think that says a lot about what kind of food we're serving. **Paula Crew** - It is more work, more time-consuming for your staff, so we appreciate that. **Anne Carter** - I appreciate them for being flexible as well. **Paula Crew** - Absolutely. **Anne Carter** - Another thing that happened, just so everybody is aware at the table, I had to change some PIN numbers from students. A lot of PINs have changed throughout the district, so nobody has the same one. It took me a while to get it down, but it meant changing some pin numbers, but there was no way around it. There weren't a lot of issues with other double numbers, but there were a few. That's all I have. **Sue Anne Martin** - Any other questions? Thank you, Anne.

### Public Comments Pertaining to the Agenda –

**Paula Fugate** - The only comment I have is in reference to Jon's question about the kids throwing away food and stuff. I can tell you from working in the middle school last year, I saw very little food thrown away. And if nothing else, I had kids asking the three of us, if somebody doesn't want their chicken, can I... will you see if I can get it? If somebody doesn't want their pizza, will you see if I can have it? Now, that's a 100% turnaround from a few years ago when I did my presentation. **Sue Anne Martin** - Wonderful. Thank you for that addition.

**Kerry Cassell** - I was going to say, Anne, before you leave, my students are much happier coming back for lunch. You can tell they're eating more. You add dip to their anything, they'll eat it. Yeah. The carrots were being eaten and the fruit was being eaten. Like you said, they love the grab-and-goes. Angie was making the fruit parfaits every now and then. So kudos to you guys because our kids are really enjoying it. Thank you.

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### **Old Business**

There was no old business.

### **New Business**

#### **Public Hearing - Re-employment**

Public meeting was held on the issue of the employment of Melinda McKibben by the Tecumseh Local School District Board of Education.

**Paula Fugate** - I can speak for Mrs. McKibben. She is wonderful. I'm glad to see her back.

#### **Public Hearing - Re-employment**

Public meeting was held on the issue of the employment of Kimberly Snodgrass by the Tecumseh Local School District Board of Education.

**Kerry Cassell** - I can't speak for Ms. McKibben, but as a mom, both of my kids had Ms. Snodgrass I'm glad to see she's coming back. She's a phenomenal math teacher for the middle school. She had my two middle school kids.

### **ADOPTION OF CONSENT CALENDAR - PERSONNEL**

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

#### **Resignations - Certified**

Melinda McKibben, Title I Teacher at Park Layne Elementary School. Effective June 1, 2024. Reason - Retirement.

Jennifer Rose, Intervention Specialist at New Carlisle Elementary School. Effective at the end of the 2023-2024 school year. Reason - Personal.

Mklaine Eggleston-Righter, Physical Education Teacher at Tecumseh High School. Effective May 30, 2024. Reason - Personal.

Valerie Johnson, Intervention Specialist at New Carlisle Elementary School. Effective at the end of the 2023-2024 school year. Reason - Personal.

Jennifer Hulbert, Intervention Specialist at Tecumseh Middle School. Effective at the end of the 2023-2024 school year. Reason - Personal.

Nick Riley, Spanish Teacher at Tecumseh High School. Effective at the end of the 2023-2024 school year. Reason - Personal.

#### **Resignations - Classified**

Kathy MacAlpine, Title I Aide at New Carlisle Elementary School. Effective at the end of the 2023-2024 school year. Reason - Personal.

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Jacqueline Teniente, Spanish Speaking Aide at Tecumseh Middle School. Effective May 28, 2024. Reason - Personal.

LeeAnne Porter, Part-Time Secretary at Tecumseh High School. Effective June 5, 2024. Reason - Personal.

Elizabeth McGowan, Lunchroom Monitor at Donnelsville Elementary School. Effective May 29, 2024. Reason - Personal.

Patricia Rosenkranz, Lunchroom Monitor at Tecumseh Middle School. Effective at the end of the 2023-2024 school year. Reason - To accept another position within the district.

Brianna Brown, Title I Aide at Donnelsville Elementary School. Effective at the end of the 2023-2024 school year. Reason - Personal.

### Employment - Certified

Maddie Chassereau, Title I Teacher at Donnelsville Elementary School. Effective August 14, 2024.

Michele Hangen, Physical Education Teacher at New Carlisle Elementary School and Park Layne Elementary School. Effective August 14, 2024.

Laura Weaver, Physics Teacher at Tecumseh High School. Effective August 14, 2024.

John Austin Reedy, Chemistry Teacher at Tecumseh High School. Effective August 14, 2024.

Cheryl Couch Jones, Intervention Specialist at New Carlisle Elementary School. Effective August 14, 2024, pending licensure.

Danny Elam, Math Teacher at Tecumseh High School. Effective August 14, 2024.

David DeWeese, Physical Education Teacher at Tecumseh High School. Effective August 14, 2024.

Tricia Brown, Intervention Specialist at Tecumseh High School. Effective August 14, 2024.

Jude Tenbusch, Social Studies Teacher at Tecumseh Middle School. Effective August 14, 2024.

### Employment - Classified

Ciara Diamond, Child Nutrition at Donnelsville Elementary School. Effective August 14, 2024, pending background check.



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Patricia Rosenkranz, Lunchroom Monitor at Donnelville Elementary School.  
Effective August 14, 2024.

Cheyenne Williford, Title I Aide at New Carlisle Elementary School. Effective August 14, 2024.

Nicole Cremeens, Child Nutrition (4 hrs/day) at Park Layne Elementary School. Effective August 14, 2024, pending background check.

### Employment - Substitute - Certified/Classified 2024-2025

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

LeeAnne Porter

Laura Simons

Laura Stroup

### Employment - Extended School Year Services / Migrant Summer School

to approve the following individuals to perform extended school year services, for the summer of 2024, for special needs students in accordance with their IEP. Certified staff will be paid at the summer rate and classified staff will be paid at their current hourly rate, all to be paid from the general fund.

Stacy Blackburn  
Kim Lain  
Nichole White

Melissa Fogt  
Adrienne Reisinger

### Employment - Supplemental - Travel

to approve the following employees for travel for the 2024-2025 school year. The rates shall be in accordance with the established federal IRS-prescribed mileage rates.

Dianna Accurso  
Brooke Barger  
Veronica Cassidy  
Brian Dixon  
DeAnna Gehret  
Karla Jones  
Jan Knotts  
Karen Lokai  
Cara Mansell  
Dan Medve  
Krystyna Noaks  
Jennifer Riffel  
Heather Scaggs  
Peggy Van Fleet  
Susan Wile

Boyd Barger  
Anne Carter  
Andrea Circle  
Brooks Gear  
Mark Holbrook  
Daniel Kaiser  
Karin Linch  
Thomas Mandryk  
Suzanne Massie  
Beth Moore  
Gretchen Perkins  
Marianne Rinaldo  
Julia Short  
Todd Vehorn

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### Employment - Supplemental - Extended Time

to approve the following employees and the amount of their extended time for the 2024-2025 school year.

Suzanne Massie	THS Guidance	5 days
Gretchen Perkins	THS Guidance	5 days
Kristina Talley	THS Guidance	5 days
Beth Elliott	TMS Guidance	5 days
Melinda Scaggs	TMS Guidance	5 days
Karin Linch	Family & Consumer Science	5 days
Todd Vehorn	VoAg	30 days

### Employment - Supplemental - Department Head

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

Stephanie Stevens	Art
Michelle Peters	English
Kristine Talley	Guidance
Michael Crago	Math
Melissa Willardson	Music
Angie Jones	Science
Doug Free	Social Studies
Lisa Wells	Special Education
Todd Vehorn	Vocational Department
Stephen Rudnicki	Foreign Language
Dianna Accurso	Nurses

### 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.

Doug Couch	ROTC Drill Instructor
Michelle Peters	THS Yearbook
Adrienne Werling	National Honor Society
-tbd	Academic Team Advisor
Michelle Peters, Justin Hoke	THS Fall Play
-tbd	THS Student Council Advisor
Adrienne Werling	Senior Advisor
Kristie Talley	Junior Advisor
Kristie Talley	Sophomore Advisor
Joel Drake	Freshman Advisor
Stacy Blackburn and Sara Nelson	TMS Yearbook
Paul Merkle	TMS Student Council Advisor
Michelle Peters & Kristi Ryles(assistant)	Muse Machine

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### Employment - Summer Professional Development

to approve the following individual to complete training sessions required to teach Intro to Computer Science and AP Computer Science through our partnership with Amazon Future Engineering for the 2024-2025 school year, paid at the summer rate for Certified staff.

Cindy Cremeans

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

### PERSONNEL

#### Employment - Substitute Classified 2024-2025

Motion by Mr. Stafford and second by Mr. Mills to approve the employment of the following individual for the 2024-2025 school year on an as-needed basis.

Liv Crew

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

#### ADOPTION OF CONSENT CALENDAR - ADMINISTRATIVE

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

#### AFJROTC Minimum Instructor Pay

to approve an adjustment in pay from July 2023 through June 2024 for the ROTC instructors Major Couch and CMSgt Joseph Dittman, as per the Department of the Air Force, Air Education and Training Command, with the amount to be determined. This is an adjustment to fulfill the contract obligation. The contracts for the 2024-2025 school year for the AFJROTC position will be adjusted to reflect this increase/decrease in pay.

#### A la carte and Catering Price Lists

to approve a la carte and catering price lists for the 2024-2025 school year, as presented.

#### Wireless Communication Allowance

to approve the wireless communication allowance of \$40.00 per month for eligible employees for Fiscal Year 2025, as per Board Policy #7530.01.

Boyd Barger

Anne Carter

Andrea Circle

Chris Hauf

Karen Lokai

Josh Lutz

Lauren McFarland

Aaron Oakes

Jay Burkholder

Veronica Cassidy

Brian Dixon

Mark Holbrook

Steve Lokai

Cara Mansell

Beth Moore

Kathryn Randenburg

# Minutes of the June 17, 2024 Regular Meeting of the Tecumseh Local Board of Education

Jennifer Riffell  
Susan Wile

Karyl Strader

## Professional Meeting Approval

to authorize the superintendent, or her designee, to approve/disapprove applications for professional leave, as stated.

## Appoint Harassment Grievance Officer

to appoint Paula Crew as such grievance officer for the 2024-2025 school year.

## Student Fees K-8

to approve student fees for the elementary and middle schools (K-8) \$25 for the 2024-2025 school year.

## Technology Fees 2-12

to approve Technology fees of \$30 for all Tecumseh students in grades 2-12 to help insure and maintain student devices for the 2024-2025 school year.

## State and Federal Programs

to approve all available state, federal, and private programs, including:

- 5th Quarter Agriculture Education Grant (461 9301)
- Title I-C Migrant Education (505 9025)
- ESSER ESSER III Funds (507 9322)
- IDEA-B Special Education (516 9025)
- Title I Supplemental School Improvement (536 9025)
- Title III L.E.P. (551 9025)
- Title I-A Targeted Assistance (572 9025)
- EOEC Expanding Opportunities for Each Child (572 9825)
- Title I School Quality Improvement (572 9925)
- Title IV-A Student Support and Academic Enrichment (584-9025)
- Stronger Connections Grant (584-9924)
- Title II-A Improving Teacher Quality (590 9025)

## EPC Cooperative School Bus Purchasing Program

to approve participation in the EPC Cooperative School Bus Purchasing Program for FY25. This approval gives the EPC permission to advertise and receive bids on the Board's behalf as per the specifications submitted for the purchase of school buses. This approval does not approve the actual purchase of buses. Any bus purchases during the year will come to the Board separately for approval.

## Increase in Classified Sub Pay

to approve all classified sub pay to be Step 0 of the lowest salary schedule in that classification. Current rates are \$13.00 per hour.

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Sub Monitor	\$13.52 is Step 0 currently
Sub Custodian	\$15.95 is Step 0 currently
Sub Aide	\$13.52 is Step 0 currently
Sub Secretary	\$15.06 is Step 0 currently
Sub Food Service	\$13.52 is Step 0 currently

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

### ADOPTION OF CONSENT CALENDAR - FINANCIAL

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

#### Financial Reports

to review and approve the financial reports for May, 2024.

#### Fund Advances

to approve the following as presented:

Negative fund balances covered by unencumbered general fund balance May, 2024.

001-0000	\$409,501.66
505-9024	(\$15,678.19)
507-9322	(\$223,388.93)
516-9024	(\$61,727.76)
536-9024	(\$17,154.36)
551-9024	(\$2,857.12)
572-9024	(\$63,287.22)
572-9824	(\$7,246.61)
584-9024	(\$6,004.56)
584-9924	(\$2,490.49)
590-9024	(\$9,666.42)

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 Final Appropriations

to approve final appropriations for FY 24, as presented in Exhibit X.

#### Appropriations Amendment

to approve the request to amend district revenue and appropriations with the county auditor's office at the end of June 2024 according to the official appropriations document and certificate of estimated resources, as on file in the Treasurer's office.

#### Adoption of Temporary Appropriations for July 1, 2024 through June 30, 2025 for all Funds

to adopt Temporary Appropriations to meet ordinary expenses at the fund level for July 1, 2024 through June 30, 2025 fiscal year, with official documents and the 412 certificate as on file in the Treasurer's office.

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### Contract with Interpreters of the Deaf, LLC

to approve a contract with Interpreter Services of the Deaf for a Tecumseh Local student who requires these services, as presented.

### Contract with Montgomery County Educational Service Center (MCESC)

to approve a contract with MCESC for FY 25, as presented.

### Approval of "Tournament Only" Positions

to approve the following rates based on the OHSAA Tournament policies requiring individuals to be paid through district payroll. These are "Tournament Only" positions and will be filled at the stated rates at the discretion of the high school Athletic Director for the 2024-2025 school year. These positions may not be filled in time to get them board approved prior to a tournament taking place.

Tournament Site Manager - \$30  
Ticket Takers/Sellers - \$30  
Team Door - \$30  
Public Announcers - \$30  
Scoreboard Operators/Clock - \$30  
Statisticians - \$30  
Trainer - \$40  
Manager - \$60  
Site Manager - \$30

### Processing Vouchers

to authorize the Treasurer to process open vouchers for all funds as required to comply with company discounting.

### Authorization to Request an Advance on Taxes

to authorize the Treasurer to request from the Clark County Auditor advances on taxes when available during the 2024-2025 fiscal year.

### Authorization to Invest

to authorize the Treasurer to invest funds, as available, during the 2024-2025 fiscal year according to board-adopted investment policies.

### Fund Advances and Transfers

1) to authorize the Treasurer to transfer monies within a fund from one account to another and/or establish new accounts in all funds except Bond Retirement during the 2024-2025 fiscal year.  
2) to authorize the Treasurer to advance monies from the General Fund to any federal and/or state funds that reflect a deficit cash balance at the end of any month during 2024-2025, with monies to be returned to the General Fund upon receipt of monies so designated for the fund. (Example: Title I monies not received as scheduled.)

### Fixed Asset Disposal List

to approve the inventory disposal list for Fiscal Year 2024. The list consists of any items that are obsolete, and/or no longer functional.

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### SAA and Athletic Budgets for Fiscal Year 2025

to approve the SAA and Athletic Budgets for Fiscal Year 2025, as on file in the Treasurer's office.

018 9042	Principal's Support - Donnelsville Elementary
018 9046	Principal's Support - Tecumseh Middle School
018 9050	Principal's Support - Park Layne Elementary
018 9051	Principal's Fund - Tecumseh High School
018 9052	Principal's Support - New Carlisle Elementary
022 9018	Special Trust - Tecumseh Middle School
022 9021	Special Trust - Tecumseh High School
022 9042	Special Trust - Donnelsville Elementary
022 9050	Special Trust - Park Layne Elementary
022 9052	Special Trust - New Carlisle Elementary
200 9101	Student Council - Tecumseh High School
200 9108	Student Council - Tecumseh Middle School
200 9109	Hope Squad - Tecumseh High & Middle Schools
200 9111	National Honor Society
200 9131	ROTC - Cadet Corps
200 9132	ROTC - Honor flight
200 9301	FFA
200 9351	Drama Club
200 9519	Science Fund
200 9526	Gardening Club
200 9601	Band Club
200 9725	Senior Class of 2025
200 9726	Junior Class of 2026
200 9727	Sophomore Class of 2027
200 9728	Freshman Class of 2028
200 9751	Choir Fund
200 9752	Musical
200 9808	MS Yearbook
200 9809	Rolling Arrows
200 9851	HS Yearbook
200 9902	HS Optimist Service Club
200 9903	MS Optimist Service Club
300 9204	Academic Team
300 9401	Muse Machine Fund
300 9538	MS Basketball Cheer
300 9539	HS Basketball Cheer
300 9540	HS Football Cheer
300 9613	Marching Band
300 9614	Pep Band
300 9701	Business Club
300 9921	Athletic Fund
300 9922	Boys Basketball
300 9923	Girls Basketball

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300 9924	Girls Soccer
300 9925	HS Football
300 9926	Volleyball
300 9927	Baseball
300 9928	Softball
300 9929	Boys Soccer
300 9930	Wrestling
300 9931	Cross Country
300 9932	Track
300 9933	Boys Golf
300 9934	Girls Tennis
300 9935	Boys Tennis
300 9936	MS Football
300 9937	Bowling
300 9938	Swimming
300 9940	Girls Golf

### Student Accident Insurance

to approve the Student Accident Insurance for 2024-2025 through Guarantee Trust Life. This is the same company the district has used in the past. There are no rate increases from the previous year.

### Approval of School Related Organizations

to approve the following Booster/PTO School Related Organizations for the 2024-2025 school year. This recognition will be renewed every year.

Tecumseh FFA Alumni  
Tecumseh Band Boosters  
Athletic Boosters  
Arrows Parent Nation  
Elementary PTO Booster Group

### Complimentary Passes

to approve the following resolution, as presented.

#### Complimentary Passes

WHEREAS, in accordance with state law, the Board of Education offers certain benefits to our employees; and

WHEREAS, the Board of Education offers certain benefits to the community residents and other individuals; and

WHEREAS, the District and community benefit through the presence of district faculty, staff and others identified in this resolution at school-sponsored athletic and cultural events;

NOW, THEREFORE, BE IT RESOLVED by the Tecumseh Local School District Board of Education as follows:

The Board of Education provides complimentary passes and waives payment of any entry fee to the events listed below for all full-time and part-time employees, Board of Education members, District Golden Age Club members, current municipal officials, current fire/police/safety



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officials, district coaches and their immediate family members, local media, retired teachers, event workers, league pass holders, college coaches, athletic program sponsors and special event participants for the 2024-2025 school year.

Complimentary passes/payment waiver applies to the following district events: high school and middle school sporting events.

IT IS FOUND AND DETERMINED that all formal action of this Board of Education concerning or related to the adoption of this Resolution was adopted in an open meeting of this board, and all deliberations of this board that resulted in such formal action were adopted in meetings open to the public, in compliance with all applicable requirements of the Ohio Revised Code.

### Donations

to accept the following donations made to Tecumseh Local Schools. See Exhibit MM.

Donor	Purpose	Amount
Knights of Columbus	Food Pantry at NCE	\$ 300.00
VFW 9966	THS Wall of Honor	\$ 785.00
American Legion 286	THS Wall of Honor	\$ 785.00
New Carlisle Rotary Club	TMS - Multifunction Gym System	\$ 1,990.00
Lisa Moon	Muse Machine Trips	\$ 250.00
Copper Top Farm and Flowers	Fireworks	\$ 510.00
Steve and Cathy Marshall	Fireworks	\$ 500.00
Sandi and Jerry McMahan	Fireworks	\$ 50.00
The Blue Minnow Barn & Lake	Fireworks	\$ 200.00
Heather Moore	Fireworks	\$ 100.00
Marty and Melissa Gantz	Fireworks	\$ 100.00
Dan and Amy Rodewald	Fireworks	\$ 40.00
The Hampshire Family	Fireworks	\$ 100.00
The Leighty Family	Fireworks	\$ 100.00
Mike and Bridget Adkins	Fireworks	\$ 200.00
Maddie Leathley	Fireworks	\$ 25.00
Delaney Martin Performance Horses, LLC		
	Fireworks	\$ 50.00
Rob & Kerry Cassell	Fireworks	\$ 50.00
Radford Construction LLC	Fireworks	\$ 500.00
Mumma Realty & Auctioneers	Fireworks	\$ 500.00
Dooley Service Pro	Fireworks	\$ 500.00
P and D Lawncare	Fireworks	\$ 200.00
Staffco Construction	Fireworks	\$ 500.00
Marx Body Shop	Fireworks	\$ 500.00
Trostel, Chapman, Dunbar & Fraley Funeral Home		
	Fireworks	\$ 200.00

### Unpaid Leave

to approve the following unpaid leave requests for the pay period of 6/5/2024.

Scott Herbert - 1 day

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Alissa Bole - 5.5 hours

JeanMarie Pierson - 6.5 hours

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

### INSTRUCTIONAL

Motion by Mr. Diller and second by Mr Mills:

#### Student Handbook 2024-2025 School Year

to approve the Student Handbook for the 2024-2025 school year, as presented.

#### Out-of-State / Overnight Field Trip - Marching Band

to approve the request of Tecumseh High School Marching Band Director, Melissa Willardson, for the following out-of-state overnight field trip for the members of the marching band, and potentially all band students in grades 7-12, March 26-29, 2025, to Chicago, IL, as presented. The cost per student is estimated to be \$996.

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

### ATHLETIC

*None at this time.*

### POLICY

#### Policy Review

The board reviewed the following policy, as presented.

po5136 Personal Communication Devices

### **Reports:**

**Paula Crew** - I just wanted to let you know of the open positions that are still available. We've been working hard on interviewing. We had a lot of retirees this year. We do still have two intervention specialists at New Carlisle Elementary School, one at Tecumseh Middle School and one at Tecumseh High School to fill, a math teacher at the high school. We have a Title I Aide at Donnelsville Elementary School, an English Language Aid at Tecumseh Middle School, a Spanish teacher at Tecumseh High School, a lunchroom monitor and latchkey monitor at Park Layne Elementary, and a child nutrition three-hour position at Park Layne Elementary. So it may not seem like it, but we have hired, as you can tell from the board agenda, quite a few. So we'll be continuing. We have some interviews for intervention specialists yet this week, and some of the Title I as well. So we'll keep looking at those.

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Susan Wile - I don't have anything to report. I'm glad it's June. Sue Anne Martin - How is Summer School going? Susan Wile - Summer school is going very well. We have 16 students who are attending our little migrant summer school camp, and we have 10 other students who are receiving some migrant services at our summer learning program at Donnelsville. And Beth, do you have anything to share about the summer learning program?

Beth Moore - Yeah, it's on its way. It feels like a well-oiled machine compared to the first year that we did that. We have about 120 kids at the elementary level, that's K-4, and then about thirty-five to forty at the middle school. So things are going quite well.

Paula Crew - Before we go into Deputy Dillon and Brian Dixon's reports, I want to talk about moving our August Board Meeting. The Clark County Sheriff's department is holding their National Night Out here at Tecumseh, but it falls on the same night as our board meeting. So, I'd like to ask if we can move our board meeting to August 7th. Will that work for everyone? (there were no conflicts.)

Deputy Dillon - Deputy Payne is the Bethel Township Deputy. He's the one that brought our attention to ask us if we would like to have a National Night Out here at Tecumseh. We gave it a go. I know he spoke at the last Rotary meeting, so we're super excited to be included in it and build relationships with the community. That will be held on August 6 from 6:00 p.m. to 8:00 p.m. I invite everyone out and board members, please come. I think they're talking about dunk tanks and food ... Paula Crew - There will be food trucks, care flight is coming out that the little kids and big kids can get on and look at care flight, along with fire trucks. Brian Dixon - It will take place along the parking lot by the pond. Paula Crew - They are also going to have some seat belt checks. and how to make sure your child's car seat is in right. Sue Anne Martin - I need to know who's in the dunk tank. Paula Crew - It's going to be Deputy Dillon and Deputy Loney, I think. Brian Dixon - Maybe some board members?

Brian Dixon - I've got a busy summer around here. I sent you an update on the boilers, hopefully, that video came across, it's a good thing. I sent some videos that I haven't had to send before, so that was good to send them. Trucraft is busy on our roofs. I'll send these around. I'm not going to go into much detail on it, but they have started and replaced the canopy roofs over the outside of Reynolds gym and over the outside of the auditorium. So you can take a look at those. As those come around, they're making good progress with that. Medway parking lot, I've met with several contractors on that. Jj Brock Excavation has submitted a quote for \$8,120 to remove that parking lot, asphalt and put the top soil back. That was the lowest of the quotes. The other one was \$17,850 and \$19,944. The difference is, Josh Brock had available topsoil that he was wanting to get rid of. So he was able to save us quite a bit on the cost to do that. And then just the last... Well, actually, a few more things. Crackfill. We're doing crackfill here in the district, and it's turning out to be a great cost savings to the district. We purchased a machine. Before in the district, we had done crack fill for about 10,000 feet, and that was a dollar a foot, so \$10,000. We purchased a machine for \$2,000 and a skid that does 10,000 feet for \$2,000. So \$4,000 altogether, we have actually been through one skid, we're going through another one. So we will get twice as much crack fill done. So that's a good thing. We'll be touching, hopefully, every parking lot in the district. We've done the middle school. There's an infinite amount of cracks here. The high school, as you can see, if you go out there and look, but focusing on elementary. We started over at New Carlisle with that. But our summer helpers are doing great jobs. Then just a huge shout

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out to graduation. It was awesome. I think the community came together and it was a very successful evening. We got to see our seniors finish up thirteen years of education there. That was great. Now, they're forever Arrows. Roger Diller = It's a great perspective to be seated on the stage and look at the audience out there. It was very nice.

### Information Items:

July 3	Summer Learning Program K-8 concludes
July 4	Independence Day - Board Office Closed
July 16	Board of Education Work Session, 6:00 p.m.
July 19-26	Clark County Fair
Aug. 1-2	New Teacher Orientation
Aug. 6	National Night Out at Tecumseh High School
Aug. 7	Board of Education Regular Meeting, 6:00 p.m. ( <i>revised date</i> )
Aug. 14	Freshman Orientation at THS 8:30 a.m. - 1:30 p.m.
Aug. 14	Vaccination Clinic at Park Layne 8:30 a.m. - 4:00 p.m.
Aug. 19	Open House: TMS 5:00 p.m. - 6:30 p.m., THS 5:30 p.m. - 7:00 p.m.
Aug. 20	Open House: PL 5:00 p.m. - 6:30 p.m., DV & NC 5:30 p.m. - 7:00 p.m.
Aug. 21	First Day for Students in grades 2-12 and grade 1 last names A-K
Aug. 22	First Day for Students in grade 1, last names L-Z
Aug. 26	First Day for Students in Kindergarten, last names A-K
Aug. 27	First Day for Students in Kindergarten, last names L-Z
Sept. 2	Labor Day - No School - Board Office Closed

### Comments and Questions from Board Members

- **Mrs. Clark** – I'm just going to piggyback on what Roger said, about graduation. I had never seen it, obviously, from that side. It was a little intimidating for a hot minute, but then it was fine. I have a couple of kids that really were kids that either I knew their parents when they were kids or whatever that were special to me that I wanted to hand their diploma to. So that was exciting. I won't know them after this, though. That was a little hard for me, but it was great. I enjoyed it very much. And I got invited to tons of parties this year. That was fun.
- **Mr. Diller** - I thought Mrs. Carter from Food Service gave a great presentation, it was very informative. And, again, great graduation. I really enjoyed it.
- **Mr. Mills** - A couple of things. I was able to make it the staff celebration end of year celebration. I couldn't make it to the whole thing, but it was really awesome to see all the teachers that got honored, and not just teachers, but staff that got honored for retirement. Graduation was great. That was my second time sitting, and it's just as honoring to sit in the second time as it was the first. I do have a question about, just because I'm curious about state testing. I did get my son's testing results back, who is in fifth grade. It's more along the lines of, is the state getting us the information in time to actually get it out? Because I know that the third grade testing is more of the requirement than the other

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states. **Beth Moore** - Because we do paper testing, that takes a little bit longer. So third grade reading came in this week for this reading, and then we'll get math, I believe, next week. **Mr. Mills** - Okay. Just to make sure the state wasn't slowing us down. That was all. **Beth Moore** - No. The fact that we choose paper, that slows us down, but we feel like it's worth it. **Sue Anne Martin** - It's the right thing to do. **Mr. Mills** - I agree, paper is better. Then just a real quick update on CTC. We did put... This is CTC's last chance. They did put a new bond issue/levy on the ballot. It'll be the same amount of money as it was the last time. It'll be a 37-year bond to build the new buildings, like a 0.4 continuing PI levy. Then this is the last time they can try, in November. Well, they can try again, but just no more state money. It'll be the same dollar amount as it was back in March, just slightly different, and the continuing aspect will be much smaller. That's it.

- **Mr. Stafford** - Just a general graduation observation was I would say we should try to delay the launch of the fireworks a few minutes because there was a lot of parents, I think, that want that picture on the field, and it was like a log jam trying to get through the four-foot gate because I was trying to get out. I was the only person trying to get out. I know that there was a bunch of people trying to get through that one opening. **Sue Anne Martin** - Mrs. Crew and I actually talked about that as well because we noticed that as soon as we started giving out diplomas, I don't know if you noticed the mass of adults just coming out of the stands, working towards the end of the stand. So somehow we got to figure out that timing because that's a distraction to the kids that are last names of T's. So yeah, same idea. **Mr. Stafford** - I did notice that people were trying to either beat the crowd or what, but it was not fair to the other kids sometimes. The other one is a little different. I brought a little packet for my fellow board members to look at. So one of the things that I'd like to talk about tonight is our pay to participate for the athletics and then what they call non-athletic activities, which would be your marching band fees, musical fees, muse machine, class play, and then everything else is on here. I've put a little spreadsheet together for what we're currently paying and then what the family cap currently is and what I would like to see the fees go to. Just a little background for everybody. The athletics costs \$400,000 approximately, and pay-to-play generates about \$100,000. If we were able to reduce these rates, so if you're going to play football, it's \$250, it goes to \$125, we'd have a shortfall of \$50,000. We're one of the most expensive around. I think since I've been on the board on a I can't speak the previous boards. I think we do a really good job of trying to stretch our dollars around here as far as we can. So I think this would go a long way with our community if we could reduce the fees, because when your child or your son or daughter, whatever makes a sport, you're going to have the fee, and then you have to buy shoes, cleats, whatever. And then they also usually have a pullover, a sweatshirt, a warm-up suit. It's just like it just never stops. So this would soften the blow, I think, and it would go a long way. I don't know if you want to call it community outreach, but I would like to see us possibly have an open discussion about this, and if everybody was comfortable, potentially vote on it if somebody would make a motion. The other thing is I talked to the athletic director, Mark, who's also been involved with boosters for a long time, and he's pretty confident that the boosters would be able to commit \$10,000 to offset the 50. He just didn't want to commit to years in advance because the boosters' money fluctuates. And he gave the example of during COVID, because he's the treasurer, the booster's account went down to like \$15 or \$17,000. If we had no revenue coming in and it wouldn't be able to do something like this to commit

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money towards it. So that being said, when I played here or went through here, a lot of us in this room, it was zero cost. It's been something I would love to see happen. That's my two cents. I don't know how my other board members feel about it. If they want to talk about it, have an open discussion. But that's my two cents. **Paula Crew** - Jon, is this something... I know it's just from my perspective, is this something that if this changed, because we've always wanted not to have our kids pay fees. This is just one area we have to save money for that. But it's just something that we could potentially, if the board votes on this, that it could be looked at annually as something that it wouldn't... **Mr. Stafford** - I would be up for that personally. I can't speak for everybody else, but obviously, if our renewal doesn't pass, I think we'd have to go re-evaluate this. **Brenda Clark** - Yeah, that's what I was going to say. **Sue Anne Martin** - But we in no way are tying this to that. No, we cannot do that. Correct. My concern, number one, I can state very clearly, I cannot stand that we have pay to play. I cannot stand it. But the other part of it is 75% of the cost for athletics are covered by our general fund. If we reduce pay to play and we lose that 50-ish thousand dollars, let's say, not knowing who's going to pitch in, that's 50,000 more we have to have come out of the general fund. When it's very tight like it is, I hesitate for that reason. Again, going back to my original statement, I hate pay to play. I hate that we ask our families to do it. I just don't know of any other way to make it happen. **Roger Diller** - I don't either, but I think it was a long way toward the levy as far as people looking at it and thinking that the district is trying to give back. That's my thought. **Matt Mills** - Jon, this is your work, correct? **Mr. Stafford** - Yes, this is not a dictatorship. No, not that one. That's Denise's. This is Denise. **Matt Mills** - Okay. **Mr. Stafford** - I'm talking about the rates or not. I just basically cut them all on this. **Matt Mills** - That's not what I was saying. I just don't know this number So the \$50,000 number that you had that was based upon this, that if we cut these in half, that'd be 50 grand, and it had to come out of the general fund if we can't get people to donate enough. **Mr. Stafford** - Well, there's no guarantee of any... I'm fairly positive we could get 10 to make it 40. But the boosters isn't going to be able to do all 50 of it. So there would be a shortfall, at a minimum. **Denise Robinson** - We're not real sure exactly. Like you said, if it's \$50,000, it depends on. **Sue Anne Martin** - If we just go right now with 50. **Denise Robinson** - We could go with 50, yes. **Sue Anne Martin** - We may have more students participate if the fee is lower, right? Which also increases the cost, which is a benefit to our young people. Don't get me wrong. **Denise Robinson** - It's something that I could bring to the board every month, what it's looking like and if it's making a difference or if it's really hurting us worse than what we thought or not as bad as we thought. I don't know. **Mr. Stafford** - The only other thing I would add is I don't want to make it sound like we're over a barrel with it, but the payments are going to start coming in here, and then we'll have to do reimbursements because you said you've had a handful already. **Paula Crew** - We've have a lot. **Mr. Stafford** - I just feel like if we're going to make a decision on it, we should sooner than later. That's why I was bringing it tonight during my comment section. We've never made a motion since I've been doing this in this time frame, but I don't know where everybody else stands with possibly doing it. **Matt Mills** - I think it's a great idea, personally. Piggybacking off of Roger's comments, Mr. Diller's comments, it is a way to give back and say, Hey, we're going to give some, you give us some. Let's be a partner and let's figure out how we can do things good for the community. That's my opinion. **Brenda Clark** - I think it has to be communicated that it has to be looked at yearly. That every year we look at it. I think the public needs to know that because if this year we

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decide we're going to cut it in half and then next year, oh, sorry, now we're back at 375, or whatever the cap would be, they need to know ahead of time that it's a yearly thing that we're looking at. Don't you feel like that? **Paula Crew** - I think if you passed it tonight, I would recommend to you because typically I would bring that recommendation. But I understand why you brought the recommendation, Jon. I don't mean that. Because it's something none of us like to have the pay to participate. But I think it would be important that communication that I would need to disseminate communication as to why the board made that decision, if you do, and to wordcraft it that would say that. **Brenda Clark** - That makes it clear. **Paula Crew** - Include a message in our connecting link that goes to every voter so they know. To say, perhaps something like this vote, if it happens, is not something that's necessarily going to be sustainable. Our future finances will detect and dictate whether or not it could be sustainable. I think it's just that word crafting, some language. Would you agree? **Denise Robinson** - I think it's important to note that these rates are actually in the administrative guidelines and not actual board policy. **Paula Crew** - You want to note, again, the non-athletic ones too like Marching Band, Band Camp, Musical, and Fall Play. **Matt Mills** - I have a question, and maybe this is completely not doable. I know that some of our fellow school districts around the area used ESSER funds to buy a scoreboard or this or that. Do we have any ESSER funds left that could be used to supplement this? **Sue Anne Martin** - We used ours for education. **Matt Mills** - I know we did, but... **Sue Ann Martin** - A scoreboard?! **Paula Crew** - It was used by us for learning loss **Matt Mills** - and, I only said that because I know that we have this limited amount of time to spend it, and that'd be a way to get that- **Paula Crew** - We've allocated all of us. We've not actually spent it all. It has to be spent by September. **Denise Robinson** - It had to be encumbered by June. **Matt Mills** - Okay. **Sue Anne Martin** - Mr. Stafford, is your hope that we put this in place for fall sports? **Mr. Stafford** - Yes, to start the year, everything in the fall. That would be my hope. **Paula Crew** - And your current board policy states that all fees have to be paid by September 15th, so that is coming up. **Sue Anne Martin** - There's that wrinkle as well. **Paula Crew** - We do have people who have already paid because we've sent out notices and they've already paid. **Denise Robinson** - It will be a little complicated because in order to issue a refund, the name of the parent and the address isn't such a big deal, but we have to have social security numbers because we can't pay anyone without having a social security number or a tax ID number on file. I don't know how difficult that's going to be. **Sue Anne Martin** - That would be a reimbursement to them, right? They're not going to have a taxation on that. **Denise Robinson** - It is, but we can't even create a vendor without that information. **Sue Anne Martin** - Can they carry their balance over? They can leave it and carry it over? **Denise Robinson** - I don't know who would keep track of that unless Mark would want to keep track of that because I don't keep track of any of the actual fees. They enter how much the student fees are, and then they're paid and put online. I'm not actually privy to any of that. **Matt Mills** - How many students are we talking, just out of curiosity? **Denise Robinson** - I'm not sure how many have paid. **Paula Crew** - I talked to Julie, there have been quite a few. Marching band starts here in a couple of weeks. **Matt Mills** - Okay. **Denise Robinson** - It's just to let people know, they will have to provide their social security number to get a refund. **Mr. Stafford** - A lot of them haven't had tryouts or anything yet. **Mr. Stafford** - I don't know if it's my place to bring the motion. **Sue Anne Martin** - It is. You may bring a motion, and if someone seconds it, then we will move forward.

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### FINANCIAL

#### Reduce Pay to Participate Fees for the 2024-2025 School Year

Motion by Mr. Stafford and second by Mr. Mills to reduce the Pay to Participate Fees for the 2024-2025 school year, as discussed, with an annual review in April to see if the reduction is sustainable.

Roll Call: Ayes, Members Stafford, Mills, Diller, and Clark.  
Nays, Martin. Motion carried 4-1.

#### **Comments and Questions from Board Members (continued)**

- **Ms. Martin** – I did want to echo everybody's comments. Congratulations to all of our retirees. I'm very sorry, I could not be there that day, but I heard it was wonderful. I love all the excitement about the long time that those folks have been here and served us, and the goodness, and all the kids that were impacted by those wonderful folks. I'm very pleased to be part of a district that celebrates that. And then graduation is always a good time. I love, having been at both the Nutter Center and on the football field, I'm very thankful that we've had the opportunity to bring it back. It's more about being our home, right? And that makes a difference.

#### **Public Comments:**

**Kerry Cassell** - I have a question about the personal communication devices policy. How are we going to communicate with the parents? Because K-8, it's basically no changes, but I know it's really lax. I can speak to K-5. We have kindergarteners that their moms are buying their little watches, and they're talking, like texting them during the day, and there hasn't been a ton of support with the whole... the first time, the parent has to come get it. And I guess my concern is, that teachers are catching mad heat off of that when we're telling them "put the watch away."

Parents are very upset by that. So I just hope we really, really communicate that. I think when you say devices, everybody just automatically thinks phones. And so we need to also reiterate your little one can't have his little watch on him and be texting mom, which is crazy in and of itself, but I do know we've had a couple of situations. Question, and I know I'm supposed to address the board, but the insurance premium packet that was shared tonight, can I get a copy of that? Like with all the information on the premiums and she has the history of all of that. Is that possible?

**Denise Robinson** - Yes. **Kerry Cassell** - Thank you. And thank you. As a mom, for lowering the Pay to Participate. Noah's first sport was always basketball. In basketball, there's such a short turnaround, and it was the \$250 Pay to participate, at least \$100 in shoes, a \$50 team meal. And then the package Coach Leathley has them buy that they have to buy because it's their warm-up is at least \$127. And I mean, that's a lot for us, and we're two working, a two-family, two-income family. So thank you. And then my other thing, I was going to come up and talk about how well Migrant Camp is going. It is so much fun. Sue Anne, I need you to ask me something positive. And this camp has been a blast. And I think the half day has been fun. The kids are having fun, and it's just wonderful. **Sue Anne Martin** - What's different? **Kerry Cassell** - What's different?

**Sue Anne Martin** - Yeah. I mean, you've not commented about that before. Is there something



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different happening? **Kerry Cassell** - We're doing the camp differently this year because it's IMAGE. So I've done IMAGE, this is, I think, my fourth summer. And I love IMAGE because I can go out in the community on my schedule. Well, this year, that program was falling through, the whole migrant. And kudos to Susan for getting that back for us. But It's a two-week camp, and we invited the kids in, and it's 8:00 to 11:00, which is perfect because we were even talking... Even the middle school kids are coming every day when it's only a half day. We've been cooking with them and reading with them. It's been fun. **Sue Anne Martin** - Excellent. **Susan Wile** - Kerry has planned a mini Olympics for them on Friday, which I appreciate her doing the work on that. And we are going to be getting all ready for them to celebrate the summer Olympics in Paris. **Kerry Cassell** - And it will be inside. **Susan Wile** - We have popsicles and we'll be in the gym. And then the only other thing I wanted to comment on, which was what I came about the Migrant Summer School. I don't think it came up earlier. Chase Stafford got honorable mention all Ohio for basketball this year. And I know a lot of times we talk about our athletes and just, ...they're not going to go on...this needs to be fun. This needs to be fun. We have such a small group of kids that are going to go play at the next level. And that's true everywhere. But we also have a ham. I mean, we are getting it done here. Chase got it for basketball. Ava Moore got it for... She got honorable mention softball. And so when I came in, 1997, Michelle Demet was the last person for softball. From '97 to 2024, that's a big gap. So that's awesome. And Ava, not only... I mean, she's not only athletic, she's smart, she's going on to play at Illinois, which is a division one school. And then I'm going to brag on my own kid. Noah got first team all Ohio, and the last first team all Ohio was 1973, Larry Owen, and he went on to play pro. So I just thought... **Jon Stafford** - That's a big deal. **Kerry Cassell** - It's neat to see we've got kids that are rising to the top, too. Yeah. That's all.

**Melissa Willardson** - I'm going to give a big shout to Brian Dixon for getting the electric to the field. Record time, our showcase is already booked. Within 10 days, we had a full... We have a full slate for showcase, and there are bigger bands and bands we haven't had before. So I wanted to give you a public shout out for that. Thank you for doing that. **Sue Anne Martin** - What year is this for the show? Sorry. Here's why I ask. My parents were part of the starting of it. It's like '82 or '83, I think is when it started. I'm going to tell you '80. You think it was '80 on the button? Robin's going to hate this. My sister graduated in 1980. Yeah, because my parents were involved with boosters. Okay, so this will be 44 then. **Sue Anne Martin** - 44 years. **Melissa Willardson** - Yeah. 44. I couldn't remember if it was '82 or '83, but we'll go back to 80 with Bob. Okay. We were allowed to have 16 total bands that includes us. The only bummer this year is that your band size is based on your student population, grades 10 through 12, and our population has dropped enough that has kicked us out of a class A ranking into a class B, which is good because our kids are going to compete against groups that are the same size we are. Instead of the groups that have 100, 150 kids, we're going to be competing. But that's just something that really threw me for a loop that after I've been doing this stuff for 34 years, we have dropped a classification, and that was something that was wild. It was like from 500 to 799 is class A. We were at like 474 or something in that grade level. That was something different. But our show is Styx for the fall. So if you guys like classic rock, our show is Styx. I had to play at the football crowd. I have to do stuff like that. But you were talking earlier about the athletic boosters being able to kick in, maybe helping with things. I don't know what our music boosters could do because we budget year to year. We are self-sustaining on what we have, but that's something possibly we could visit and talk about that. It wouldn't be nearly as much as the athletics could give because we don't make as much as the athletics make, but I would be willing to open the door for at least a little bit

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of something, possibly. I know Nikki's back there going, Willardson, what are you doing? But thank you on behalf of our kids as well, because most of our kids do the musical and marching band, and it's a lot for them. Plus, they have another fee on top of that. So thank you for that as well. **Sue Anne Martin** - Thank you.

**Paula Fugate** - Last month, I brought up the fact that I was disappointed no one had taken me up on my invitation to come in and visit with me during middle school lunch. I told everyone, and I have reiterated this many times to Ms. Mcfarland, how good I think she is and what a good job she does and everything else. I wanted to clarify what I was talking about. I also wanted to clarify that after the meeting, I was approached by two people who felt like I had put Ms. Mcfarland totally down and was causing her damage. That is the last thing in the world that I was doing. If I was going to cause her damage, it would have come straight out of my mouth. And I do believe everyone in this room knows that because I don't mince words. But as I have told her, I think she's doing an excellent job, and she is. So I just wanted to make sure everyone knows exactly what I meant, how I meant it, and there is no question. **Sue Anne Martin** - Thank you, Ms. Fugate.

### **EXECUTIVE SESSION**

Motion by Mr. Diller at 7:44 p.m. to recess into Executive Session to consider the compensation of a public employee or official, to review negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment, 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 8:18 p.m.

### **FINANCIAL**

#### **TASE Negotiations**

Motion by Mrs. Clark and second by Mr. Stafford to approve TASE negotiations with a 2% base increase for FY 25, a 1% base increase in FY 26, and a 1% base increase with a reopener for salaries in FY 27.

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

### **EXECUTIVE SESSION**

Motion by Mr. Diller at 8:19 p.m. to recess into Executive Session to consider the compensation of a public employee or official. Second by Mrs. Clark.

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

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The meeting reconvened at 8:43 p.m.

**Adjournment**

Motion by Mrs. Clark to adjourn the meeting.

Second by Mr. Stafford.

Roll Call: Ayes, Members Clark, Stafford, Mills, Diller, and Martin.

Nays, none. Motion carried 5-0.

Meeting adjourned at 8:44 p.m.

A handwritten signature in black ink, reading "Sue Anne Martin", written over a horizontal line.

President

A handwritten signature in blue ink, reading "Denise L. Robinson", written over a horizontal line.

Treasurer

