

I. CALL TO ORDER

The Beavercreek Board of Education met in Special session on Friday, January 14, 2022 at the Beavercreek Board Office. Board President Ms. Rigano called the meeting to order at 7:00 a.m.

II. ROLL CALL

The following members were present for the Board of Education:

Chris Stein
Krista Hunt - Absent
Carl Fischer IV
Jo Ann Rigano
Gene Taylor

A quorum was declared with four members present.

III. PLEDGE OF ALLEGIANCE

Ms. Rigano invited everyone to join in the saying of the Pledge of Allegiance to the American Flag.

IV. APPROVAL OF AGENDA AS PRESENTED – RESOLUTION #2022-17

Mr. Fischer made a motion to approve the agenda as presented.

Mr. Stein seconded the motion.

ROLL CALL: Carl Fischer IV, aye; Chris Stein, aye; Gene Taylor, aye; Jo Ann Rigano; aye.

Motion carried 4-0

V. EXECUTIVE SESSION – RESOLUTION #2022-18

A. The Appointment, Employment, Dismissal, Discipline, Promotion, Demotion or Compensation of Public Employees 121.22 (G) (1)

Mr. Taylor made the motion to enter Executive Session at 7:04 a.m. Mr. Fischer seconded the motion.

Mr. Fischer made the motion to exit Executive Session at 7:31 a.m. Mr. Stein seconded the motion

VI. RECOMMENDATION – RESOLUTION #2022-19

Approval of the Board's Written Decision Regarding a Public Compliant

SEE NEXT PAGE(S)



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WRITTEN DECISION OF THE BEAVERCREEK CITY SCHOOL DISTRICT BOARD OF EDUCATION

Dear Mr. and Mrs. Cornell:

After extensive review and consideration of your complaints under Policies 9130 and 3362 and the written materials, investigations and reports made regarding those matters, the Board of Education has determined the following:

1. The Board determines that the Superintendent's September 28, 2021 response regarding your complaints about the Women's Lacrosse Coaches 2021 is appropriate and hereby affirms the same. The corrective measures ordered by Superintendent Otten are appropriate to address the concerns that were determined to be valid by Mr. Schwieterman in his investigation. The written warning issued to Michele Sorensen was intended and the Board believes will cause Coach Sorensen and others to be less defensive to criticism of herself and/or her coaching, no matter how unjustified she or other coaches may feel the criticism to be.

The Board also agrees that Coach Critchlow not being in a paid position as a lacrosse coach for the 2021-2022 school year is appropriate given the manner in which he was allowed to perform his paid duties in the 2018-2019 school year and inappropriate language used in 2021. The Superintendent's directive regarding written job performance expectations, appropriate communication and the Athletic Director's personal review and assessment of coaches who may be supervised by a family member should rectify such issues in the future. The Board acknowledges that the athletic department has other situations where family members may work with or be supervised by family members. For the benefit of the athletic department, such family relationships cannot always be avoided. However, the Board recognizes that special attention as the Superintendent has directed is needed to ensure that family relationships are not permitted to affect job expectations which should also be clearly defined.

2. As to your complaint of unlawful harassment under Policy 3362, the decision of the Superintendent is final under the policy. However, the Board did extensively review and consider the information submitted, Mr. Madden's written report to the Superintendent and the Superintendent's decision. The Board concurs with the Superintendent's written decision and the written apology for Coach Sorensen's failure to nominate your daughter for lacrosse award(s). The Board understands that no Beavercreek students received an award so it cannot be assumed that your daughter would have received an award. Nonetheless, she should have been nominated as the others were. The Board concurs with the determination that the failure was negligent and not intentional because the information was received by text not email as the others were. If Coach Sorensen intended to omit your daughter, it is much more likely that the omission would have been made in the original communication not after your daughter was included in the original group. Coach Sorensen's acknowledgement of her error and written apology to your daughter are accepted by the Board as genuine.

The Board also concurs with the written report of Mr. Madden. Contrary to your claim that the investigation was not properly performed, the Board believes that the investigation was thorough and demonstrates that considerable effort was made by Mr. Madden to interview witnesses and obtain information including sources outside the District, e.g., the lacrosse association and the club coach. The Board understands the investigation took longer than the suggested fifteen (15) business days but also recognizes that Policy 3362 specifically provides that certain cases may require additional time. Given the number of your allegations, the number of witnesses involved, the volume of information produced and the additional allegations added to the process, the Board determines that the investigation was conducted in a timely manner and within the terms of Policy 3362.

The Board does not agree with your allegation that your daughter was targeted, harassed, bullied or intimidated by Coach Sorensen. Your general point seems to be that Coach Sorensen was deliberately coaching your daughter to fail. With your daughter playing the critical position of goalie and playing over 88% of the varsity game time, your allegation infers that Coach Sorensen was deliberately sabotaging the entire team. Mr. Madden and the Superintendent did not find evidence to support your allegation and this Board concurs. While you may disagree with Coach Sorensen's coaching, and a few other parents apparently did also, the Board knows that criticism of coaches by parents is endemic to athletics. The vast majority of lacrosse parents and players were supportive of the coaches and did not agree that your daughter or the team were being sabotaged by the coaches. The coaches' performance will be evaluated as directed by the Superintendent and any concerns will be addressed. You are entitled to your opinion as parents and/or an assistant coach, but you are not the proper individuals to determine the merits and effectiveness of the coaching staff.

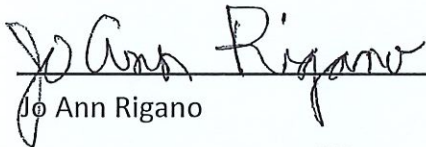
The Board also rejects your contention that Mr. Madden should not have considered the evidence provided by other players and parents. Your position seems to be that the only valid evidence or perception is that submitted or held by yourselves. Your allegations must be considered in the totality of the circumstances. In that light, your allegations of harassment, retaliation and intimidation are not credible. Specifically your allegation of interference with your daughter's club coach by Coach Sorensen is not supported. Coach Sorensen was seeking confirmation of best practices for goalies from another coach after an apparent disagreement with Mr. Cornell. The evidence does not support an inference of any improper purpose by Coach Sorensen in contacting the club coach. Further, with regard to retaliation as to your daughter, it is noted that your complaints were originally submitted near the end or after the 2021 season. It is not credible to believe Coach Sorensen retaliated against your daughter because of your complaints before they were made. As to Assistant Coach Towers and Coach Sorensen inquiring about a harassment complaint against Mr. Cornell, that also occurred in November well after the season. No complaint was filed or accepted. The Board accepts that the coaches may be frustrated by what they consider unfair criticism by you but that does not support a claim of actual retaliation or harassment. Neither does a show of support for the coaches by other parents or the Facebook removal after you had requested that your daughter not be included. As stated above, criticism of coaches is universal in athletics. As part of the expectations for coaches being developed, instruction in how to respond to criticism should be included. While

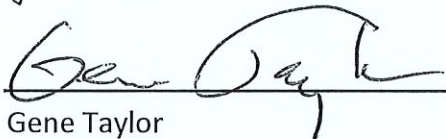
coaches expressing their personal frustration with criticism does not at all improve the situation, it does not support a claim of retaliation or harassment in this matter.

The Board concurs with Mr. Madden's Summary of Evidence and Determination in his Written Report to the Superintendent and the Superintendent's Written Decision. Therefore, the Board declines to take the actions requested in your email of January 3, 2022. On January 8, 2022, the Board provided the hearing with the Board required under Policy 9130 and you chose not to appear. Therefore, the Board will not provide a further hearing. Please note that we have not used your daughter's name not out of disrespect for her but in order to preserve her privacy to the extent possible.

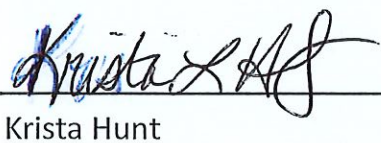
Respectfully submitted,

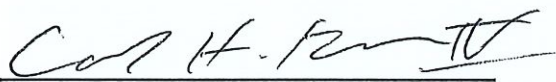
BEAVERCREEK CITY SCHOOL DISTRICT
BOARD OF EDUCATION


Jo Ann Rigano


Gene Taylor


Chris Stein


Krista Hunt


Dr. Carl Fischer IV

VII. ADJOURMENT

There being no further business, Mr. Stein moved to adjourn the meeting at 7:35 a.m. Mr. Fischer seconded the motion.

ROLL CALL: Chris Stein, aye; Carl Fischer IV, aye; Gene Taylor, aye; Jo Ann Rigano; aye.

Motion carried 4-0

We do hereby certify the above to be correct.

PRESIDENT

TREASURER