The Fort Frye Board of Education met on Thursday, August 20, 2015, in the Lowell Elementary School building at 6:03 PM, for its Regular Meeting. Charlie Schilling called the meeting to order with the following members answering to roll call: Lloyd Booth, Stephanie Lang, Charlie Schilling, Kevin Worthington and Johnna Zalmanek. Members recited the Pledge of Allegiance to the Flag.

PUBLIC PARTICIPATION

COMMITTEE REPORTS

Stephanie Starcher, Superintendent

2015-159 CONSENT AGENDA

Johnna Zalmanek made a motion to approve the following ítems on the consent agenda:

AGENDA Recommend approval of the current agenda and any addendums associated with the agenda as presented.

MINUTES

Recommend approval and waiving public reading of the minutes of the July 16, 2015 regular meeting as presented.

Attachment 15-0820A

TREASURER'S REPORT

Recommend the Treasurer's report for the month ending July 31, 2015 {includes Cash Reconciliation, Fund Report, Warrants Issued, and Financial Comparison} be approved as presented.

Attachment 15-0820B

BUS STOPS

Recommend approval of proposed bus stops for the 2015-2016 school year.

Åttachment 15-0820C

OSBA DELEGATE & ALTERNATE

Appoint Llyod Booth as delegate to the OSBA Capital Conference Annual Business Meeting on November 9, 2015.

Appoint Kevin Worthington as the alternate.

RESIGNATION – DIANE ZIMMERMAN

Recommend approval of the resignation of Diane Zimmerman as a van driver for the Fort Frye Local School District, pending her employment as the afternoon custodian at Beverly-Center Elementary.

Attachment15-0820 D

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$RESIGNATION-TODD\ ENGLE$

Recommend approval of the resignation of Todd Engle as a Jr. High Football Coach at Fort Frye High School, effective July 28, 2015.

Attachment 15-0820E

DONATION -LOWELL ELEMENTARY

Recommend the donation of additional fence repair & materials at Lowell Elementary from Babcock Fence Company valued at \$3,000.

RESIGNATION – BRUCE LANNING

Recommend approval of the resignation of Bruce Lanning as a teacher at Fort Frye High School effective at the end of the 2014-2015 school year.

Attachment15-0820 F

DONATION – CHEVRON HUMANKIND EMPLOYEE ENGAGEMENT FUND Recommend accepting the donation of \$400 for Salem-Liberty Elementary Principal's Account from the Chevron Humankind Employee Engagement Fund.

2015-159 CONSENT AGENDA (continued)

RESIGNATION – KELLI MILLER

Recommend approval of the resignation of Kelli Miller as the junior high volleyball coach pending her being hired as the JV volleyball coach at Fort Frye High School.

Attachment 15-0820G

RESIGNATION – PAMELA HANDSCHUMACHER

Recommend approval of the resignation of Pamela Handschumacher as a paraprofessional at Beverly-Center Elementary effective at the end of the 2014-2015 school year.

Attachment 15-0820H

RESIGNATION – TERRY REITER

Recommend approval of the resignation of Terry Reiter as the Fort Frye High School Assistant Principal effective August 12, 2015.

Attachment 15-0820I

Attachment 15-0820I

**Tender of Terry Reiter as the Fort Frye High School Assistant Principal effective August 12, 2015.

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RESIGNATION – LORI SCHULTHEIS

Recommend approval of the resignation of Lori Schultheis as a paraprofessional aide at Fort Frye High School effective August 14, 2015.

Attachment 15-0820J

RESIGNATION – BRENDA HENDERSHOT

Recommend approval of the resignation of Brenda Hendershot as a JV Volleyball Coach at Fort Frye High School effective July 31, 2015.

Attachment 15-0820J1

Stephanie Lang seconded the motion.

Roll Call: Stephanie Lang-yes, Charlie Schilling-yes, Kevin Worthington-yes, Johnna Zalmanek-yes, Lloyd Booth-yes. Charlie Schilling declared the motion carried.

ADMINISTRATIVE & FINANCIAL AGENDA PERSONNEL

Employment by the Fort Frye Board of Education is contingent upon a successful background check through both the Bureau of Criminal Identification and Investigation (Ohio) and the FBI (at the employee's expense), training on the district's Exposure Control Plan, a TB test, and sports medicine training for persons involved in coaching activities and other state requirements.

2015-160 SUPPLEMENTAL CONTRACTS

Kevin moved to approve the recommendation to issue the following supplemental contracts for the 2015-2016 school year:

Name	Position	Step	Salary
Barbara Sleek	Head Softball	5	\$2,972.00
Sonny Bidwell	Head Baseball	5	\$2,972.00
Rob Nelson	Varsity Baseball Assistant	5	\$1,901.00
Kathy Allen-Bidwell	Yearbook Advisor	5	\$1,991.00
Tracey Huck	Prom Advisor	5	\$ 996.00
Beth Brown	Detention Hall Monitor	1	\$ 789.00
Bobbi Webb	Cross Country	-	volunteer

Johnna Zalmanek seconded the motion.

Roll Call: Charlie Schilling-yes, Kevin Worthington-yes, Johnna Zalmanek-yes, Lloyd Booth-abstain, Stephanie Lang-yes. Charlie Schilling declared the motion carried.

2015-161 NON-CERTIFIED SUPPLEMENTAL CONTRACTS

Charlie Schilling moved to approve the following:

Whereas the following supplemental positions have been posted for the required length of time and;

Whereas no certificated individuals have expressed interest in these positions and; Whereas these positions were made public for all individuals, certificated staff, support staff, and non-staff;

Therefore, I recommend the following non-certificated individuals be employed under a 1-year supplemental contract for the 2015-2016 school year:

Name	Position	Step	Salary
Derek Ginther	Golf	0	\$1,717.00
Mason Lang	Jr. High Football	0	\$1,105.00
Kelli Miller	JV Volleyball	0	\$1,384.00
Michelle Angle	Jr. High Cross Country	0	\$ 744.00
Chad Ross	Varsity Football	-	volunteer

Johnna Zalmanek seconded the motion.

Roll Call: Kevin Worthington-yes, Johnna Zalmanek-yes, Lloyd Booth-yes, Stephanie Lang-yes, Charlie Schilling-yes. Charlie Schilling declared the motion carried.

2015-162 THE OHIO COALITION FOR EQUITY & ADEQUACY OF SCHOOL

Lloyd Booth moved to approve the recommendation to pay dues to the Ohio Coalition for Equity and Adequacy of School Funding in the amount of \$496.00 for the 2015-2016 school year.

Attachment 15-0820K

Stephanie Lang seconded the motion.

Roll Call: Johnna Zalmanek-yes, Lloyd Booth-yes, Stephanie Lang-yes, Charlie Schilling-yes, Kevin Worthington-yes. Charlie Schilling declared the motion carried.

2015-163 ELEMENTARY AFTERNOON CUSTODIAN –DIANE ZIMMERMAN

Kevin Worthington moved to approve the recommendation to issue a 220 days 6 hr./per day contract to Diane Zimmerman as the elementary afternoon custodian at Beverly-Center Elementary School at a Step 22 salary of \$12.38/hr. effective for 2015-2016 school year.

Charlie Schilling seconded the motion.

Roll Call: Lloyd Booth-yes, Stephanie Lang-yes, Charlie Schilling-yes, Kevin Worthington-yes, Johnna Zalmanek-yes. Charlie Schilling declared the motion carried.

<u>2015-164 AMENDMENT – OAPSE VAN DRIVER</u>

Lloyd Booth moved to approve the recommendation of the attached Amendment to the OAPSE contract regarding adding "van driver" to be recognized as a classification and pay scale.

Attachment 15-0820L

Johnna Zalmanek seconded the motion.

Roll Call: Stephanie Lang-yes, Charlie Schilling-yes, Kevin Worthington-yes, Johnna Zalmanek-yes, Lloyd Booth-yes. Charlie Schilling declared the motion carried.

$\frac{2015\text{-}165 \ EMPLOY}{BORICH} \ 2^{nd} \ GRADE \ TEACHER @ BEVERLY-CENTER-CATHY$

Johnna Zalmanek moved to approve the recommendation to issue a 1-yr. limited contract to as a 2nd grade teacher at Beverly-Center Elementary for the 2015-2016 school year at a MA Step 10 salary of \$48,525.00 per the negotiated agreement between the Fort Frye Teacher's Association and the Board of Education.

Charlie Schilling seconded the motion.

Roll Call: Charlie Schilling-yes, Kevin Worthington-yes, Johnna Zalmanek-yes, Lloyd Booth-yes, Stephanie Lang-yes. Charlie Schilling declared the motion carried.

2015-166 SUPPORT STAFF CONTRACTS

Lloyd Booth moved to approve the recommendation to issue the following support staff contracts for the 2015-2016 school year per OAPSE agreement:

Name	Position	CONTRACT	STEP	SALARY
Rataiczak, Lynn	Paraprofessional	2 yr.	1	\$10.56/hr.
Simers, Cinda	Cook's Helper	2 yr.	1	\$10.04/hr.

Stephanie Lang seconded the motion.

Roll Call: Kevin Worthington-yes, Johnna Zalmanek-yes, Lloyd Booth-yes, Stephanie Lang-yes, Charlie Schilling-yes. Charlie Schilling declared the motion carried.

2015-167 MENTORING STIPEND

Johnna Zalmanek moved to approve the recommendation of the following to serve as mentors for 2015-2016 school year:

Mentor		New Teacher
Donna Hibbs	\$400	Sara Marshall (RE Year 3)
Donna Hibbs	\$600	Erika Jacks (RE Year 2)
Shelly McIntyre	\$600	Jessa Ott (RE Year 2)
Heidi Fryman	\$600	Tiffany Schob (RE Year 1)
Heidi Fryman	\$600	Jessica Roush (RE Year 1)
Pam Bostic	\$600	Peggy Posendek (RE Year 1)
Pam Bostic	\$400	Bethany McIntire (New to FF)
Lenora Lockhart	\$600	Alaina Jones (RE Year 1)
Paige Greathouse	\$400	Cathy Borich (New to FF)
Barbara Sleek	\$600	Lacey Worthington (RE Year 1)
Barbara Sleek	\$400	Eric Shields (New to FF)
Mentor		New Administrator
Megan Miller	\$400	Chad Ross

Stephanie Lang seconded the motion.

Roll Call: Johnna Zalmanek-yes, Lloyd Booth-yes, Stephanie Lang-yes, Charlie Schilling-yes, Kevin Worthington-yes. Charlie Schilling declared the motion carried.

2015-168 CERTIFIED SUBSTITUTES

Johnna Zalmanek moved to approve the recommendation to approve certified substitutes for the 2015-2016 school year as recommended by the Ohio Valley Educational Service Center.

Kevin Worthington seconded the motion.

Roll Call: Lloyd Booth-yes, Stephanie Lang-yes, Charlie Schilling-yes, Kevin Worthington-yes, Johnna Zalmanek-yes. Charlie Schilling declared the motion carried.

2015-169 SUPPORT STAFF SUBSTITUTES

Lloyd Booth moved to approve the following support staff substitues for the 2015-2016 year:

Kelly Adams	Carol Anderson	Becky Arnold
Pam Augenstein	Susie Baker	Janis Baker
Janet Barth	Penny Baughan	Curtis Baughan
Amanda Beebe	Judy Best	Aileen Biehl
Edwin Biehl	Diana Booth	Pam Brooker
Melissa Brooker	Brooke Buckley	Sarah Camp
Bridgett Campbell	Beverly Carpenter	Jocelyn Carpenter
Samantha Cary	Michelle Casada	Ashley Chipps

2015-169 SUPPORT STAFF SUBSTITUTES (cont.)

Taryn Clark Gary Crock Darcia Davis Tammy Dearth Debra Doebereiner Debra Dunbarger Donna Dunn Allison Eddleblute Lorie Eddy Barbara Everson Elanda Fliehman Dana Garvin Michael Garvin Denise Gerber Kitty Guinn Terri Haines Sandra Halt Angela Hamrick Brenda Heiss **Chasity Hayes** Virginia Heiss Diana Henry Tracy Henry Heather Hickerson Jacqueline Hysell Marsha Jeffers Amanda Kasun Tassy Kern Brenda Kidder Robert Kline Cheryl Klintworth George Klintworth Rebecca Klintworth Robin Knotts Lorretta Korte Monica Lang John Lang Jessica Lauric Carol Layton Loretta Liedtke Valery Linger Carol Llewellyn Valerie Lowe George Maddocks Marla Mankins Jeryl Manning Kevin Manning **Brick May** Lisa Miller Carissa Michael Ricky McKown Gary Naylor Harry Neville Brenda Murphy Myra Noe-Smith Kimberly Newsad Ellen O'Brien Carol Parcell Earl Owens Diane Pagan Kathy Pennock **Aaron Perine** Jennifer Phillips Darcee Pierce Jasmine Poljak Jolinda Pollock Tonya Posey Linda Prieto Melayne Pritchett Marsha Quimby Ron Rainer Lisa Rea Howard Rhodes Anthony Root Nannette Sampson Janine Satterfield Donna Schaad Jim Schaad Angela Seese Tammy Shafer Michelle Shilling Sheri Shriver Cinda Simers Thomas Smith Tyler Smith Cynthia Smith Carly Spindler Jill Spindler Lana Spung Lawrence Stalnaker Sherry Stengel Mike Streight Miranda Tennant Betty Thatcher Samantha Tennent Frank Thomas Lisa Treadway Chollie Treadway Sarah Vandenberg Lisa Walker Kevin Wagner John Walter Lusetta Wenzel Suzan White Scott Wilkinson Laureen Williams Jean Willis Angela Wilson

Diane Zimmerman Attachment 15-0820M

Mollie Zimmer

Charlie Schilling seconded the motion.

Cindy Worthington

Roll Call: Stephanie Lang-yes, Charlie Schilling-yes, Kevin Worthington-yes, Johnna Zalmanek-yes, Lloyd Booth-yes. Charlie Schilling declared the motion carried.

Jennifer Wright

2015-169 UNPAID LEAVE OF ABSENCE -SHERI SHRIVER

Charlie Schilling moved to approve the recommendation of an unpaid leave of absence for Sheri Shriver per article 10.2 and 10.3 of the OAPSE agreement effective from August 17, 2015 thru October 6, 2015.

Attachment 15-0820N

Kevin Worthington seconded the motion.

Roll Call: Charlie Schilling-yes, Kevin Worthington-yes, Johnna Zalmanek-yes, Lloyd Booth-yes, Stephanie Lang-yes. Charlie Schilling declared the motion carried.

2015-170 MOU - FORT FRYE TEACHERS ASSOCIATION

Johnna Zalmanek moved to approve the recommendation of the attached Memorandum of Understanding with the Fort Frye Teachers' Association (FFTA) regarding class size.

**Attachment15-0820 O

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is executed by and between the Fort Frye Local School District Board of Education ("Board") and the Fort Frye Teachers' Association ("Association") for the purpose of confirming the parties' agreement and understanding with respect to Article 10.02 B Class Size. The Board and the Association agree to the following:

If any class enrollment exceeds twenty-six (26) students in grades K-3 or twenty-eight (28) students in grades 4-6, the teacher will be compensated at the rate of two hundred dollars (\$200) per student over those limits per semester. If any K-6 art, music, or physical education class exceeds twenty-eight (28) students, the teacher will be compensated at a rate of one dollare (\$1) per student over the limit per class period per day.

If any class enrollment exceeds thirty (30) students in grades 7-12, except choir, band, and study hall, the teacher will be compensated at a rate of one dollar (\$1) per student over the limit per class period per day.

This Memorandum of Understanding is effective through the duration of the negotiated agreement which expires on June 30, 2017.

Stephanie Lang seconded the motion.

Roll Call: Kevin Worthington-yes, Johnna Zalmanek-yes, Lloyd Booth-yes, Stephanie Lang-yes, Charlie Schilling-yes. Charlie Schilling declared the motion carried.

<u> 2015-171 MOU – OAPSE</u>

Johnna Zalmanek moved to approve the recommendation of the attached Memorandum of Understanding with OAPSE and FFTA regarding insurance waiver incentives.

Attachment 15-0820P

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is between Fort Frye Local School District, hereinafter referred to as (the Board) and OAPSE/AFSCME Local 4, AFL/CIO and its Local 447, hereinafter referred to as (the Union) and is limited solely to the issue of Insurance Waiver Article 16.5 #4.

Employees electing to participate in the insurance waiver must notify the District Treasurer in writing no later than December 1 each year prior to the year in which the member has elected not to received the coverage. Employees new to the District must notify the District Treasurer in writing no later than 30 calendar days from their first official work day to request the insurance waiver for that year.

Neither party waives an contractual or statutory argument that it may have as to any future claims or pending grievance.

This Agreement shall become effective upon the signature of the parties and shall be in effect through the duration of the contract June 30, 2017.

Lloyd Booth seconded the motion.

Roll Call: Johnna Zalmanek-yes, Lloyd Booth-yes, Stephanie Lang-yes, Charlie Schilling-yes, Kevin Worthington-yes. Charlie Schilling declared the motion carried.

2015-172 SALARY FOR SUBSTITUTE VAN DRIVERS

Stephanie Lang moved to approve the recommendation to approve the salary of \$10/hr. for substitute van drivers for the 2015-2016 school year.

Charlie Schilling seconded the motion.

Roll Call: Lloyd Booth-yes, Stephanie Lang-yes, Charlie Schilling-yes, Kevin Worthington-yes, Johnna Zalmanek-yes. Charlie Schilling declared the motion carried.

2015-173 EMPLOY VAN DRIVER—BRICK MAY

Johnna Zalmanek moved to approve the recommendation of the employment of Brick May as an approximate 1.25 hr A.M. van driver @ a Step 0 salary of \$11.33/hr. beginning with the 2015-2016 school year.

Stephanie Lang seconded the motion.

Roll Call: Stephanie Lang-yes, Charlie Schilling-yes, Kevin Worthington-yes, Johnna Zalmanek-yes, Lloyd Booth-yes. Charlie Schilling declared the motion carried.

2015-174 OBI INSTRUCTOR – GARY CROCK

Charlie Schilling moved to approve the recommendation of Gary Crock for the position of OBI instructor for the 2015-2016 school year.

Johnna Zalmanek seconded the motion.

Roll Call: Charlie Schilling-yes, Kevin Worthington-yes, Johnna Zalmanek-yes, Lloyd Booth-yes, Stephanie Lang-yes. Charlie Schilling declared the motion carried.

<u>2015-175 EMPLOY ASSISTANT HS PRINCIPAL – CHAD ROSS</u>

Johnna Zalmanek moved to approve the recommendation to issue a 2-yr. contract (214 days per/yr.) to Chad Ross as the Assistant Principal for Fort Frye High School effective with the 2015-2016 school year at a beginning salary of \$63,654.00/yr. + benefits.

Stephanie Lang seconded the motion.

Roll Call: Kevin Worthington-yes, Johnna Zalmanek-yes, Lloyd Booth-yes, Stephanie Lang-yes, Charlie Schilling-yes. Charlie Schilling declared the motion carried.

2015-176 HIRE HIGH SCHOOLS THAT WORK COORDINATOR – STEPHANIE MARSHALL

Johnna Zalmanek moved to approve the recommendation for Stephanie Marshall to serve as the High Schools That Work Coordinator for the High Schools That Work Grant @ \$1,500.00 for the 2015-2016 school year.

Lloyd Booth seconded the motion.

Roll Call: Johnna Zalmanek-yes, Lloyd Booth-yes, Stephanie Lang-yes, Charlie Schilling-yes, Kevin Worthington-yes. Charlie Schilling declared the motion carried.

<u>2015-177 HIRE FORMATIVE INSTRUCTIONAL PRACTICES LEAD – JENNIFER YOUNG</u>

Charlie Schilling moved to approve the recommendation for Jennifer Young to serve as the Formative Instructional Practices Lead for the Straight A OAC Grant @ \$1,500.00 for the 2015-2016 school year.

Kevin Worthington seconded the motion.

Roll Call: Lloyd Booth-yes, Stephanie Lang-yes, Charlie Schilling-yes, Kevin Worthington-yes, Johnna Zalmanek-yes. Charlie Schilling declared the motion carried.

2015-178 EMPLOY INDUSTRIAL ARTS TEACHER @ FFHS – DAVE SCHAAD

Lloyd Booth moved to approve the recommendation to issue a 1-yr. limited contract to Dave Schaad as a part-time industrial arts teacher at Fort Frye High School for the 2015-2016 school year at a MA Step 0 salary of \$16,915.00/yr.

Kevin Worthington seconded the motion.

Roll Call: Stephanie Lang-yes, Charlie Schilling-yes, Kevin Worthington-yes, Johnna Zalmanek-yes, Lloyd Booth-yes. Charlie Schilling declared the motion carried.

<u>2015-179 EMPLOY INTERVENTION SPECIALIST TEACHER @ FFHS – DEREK SIDWELL</u>

Charlie Schilling moved to approve the recommendation to issue a 1-yr. limited contract to Derek Sidwell as an intervention specialist at Fort Frye High School for the 2015-2016 school year at a MA Step 1 salary of \$35,299 per the negotiated agreement between the Fort Frye Teacher's Association and the Board of Education.

Johnna Zalmanek seconded the motion.

Roll Call: Charlie Schilling-yes, Kevin Worthington-yes, Johnna Zalmanek-yes, Lloyd Booth-yes, Stephanie Lang-yes. Charlie Schilling declared the motion carried.

2015-180 WORKERS COMP CONTRACT GROUP RETROSPECTIVE RATE – SHEAKLEY

Lloyd Booth moved to approve the recommendation to participate in a BWC group retrospective rate with Sheakley for the 2016 rate year; estimated cost of \$38,096 for workers comp and \$1,405.00 for the administrative service fee.

Charlie Schilling seconded the motion.

Roll Call: Kevin Worthington-yes, Johnna Zalmanek-yes, Lloyd Booth-yes, Stephanie Lang-yes, Charlie Schilling-yes. Charlie Schilling declared the motion carried.

2015-181 EMPLOY PARAPROFESSIONAL AIDE @ BEVERLY-CENTER JILL SPINDLER

Charlie Schilling moved to approve the recommendation of the employment of Jill Spindler as a 3 hr./per day \$9.25 per hr. paraprofessional aide at Beverly-Center Elementary on an as needed basis for the 2015-2016 school year.

Johnna Zalmanek seconded the motion.

Roll Call: Johnna Zalmanek-yes, Lloyd Booth-yes, Stephanie Lang-yes, Charlie Schilling-yes, Kevin Worthington-yes. Charlie Schilling declared the motion carried.

BOARD CONCERNS

2015-182 EXECUTIVE SESSION To review & consider the renewal of the contract of the Superintendent

Lloyd Booth moved to adjourn to executive session at 6:41 to review and consider the renewal of the contract of the Superintendent.

Johnna Zalmanek seconded the motion.

Roll Call: Lloyd Booth-yes, Stephanie Lang-yes, Charlie Schilling-yes, Kevin Worthington-yes, Johnna Zalmanek-yes. Charlie Schilling declared the motion carried.

Johnna Zalmanek moved to return to the regular meeting at 7:20 PM.

Lloyd Booth seconded the motion.

Roll Call: Stephanie Lang-yes, Charlie Schilling-yes, Kevin Worthington-yes, Johnna Zalmanek-yes, Lloyd Booth-yes. Charlie Schilling declared the motion carried.

2015-183 SUPERINTENDENT CONTRACT 2016-2017 RENEWAL

Lloyd Booth moved to approve the 2016-2017 three year contract renewal of Stephanie Starcher, Superintendent at a beginning salary rate of \$98,000.

Johnna Zalmanek seconded the motion.

Roll Call: Charlie Schilling-yes, Kevin Worthington-yes, Johnna Zalmanek-yes, Lloyd Booth-yes, Stephanie Lang-yes. Charlie Schilling declared the motion carried.

2015-184 MOTION TO ADJOURN

Johnna Zalmanek moved that the Fort Frye Board of Education regular meeting be adjourned.

Charlie Schilling seconded the motion.

All in favor: Ayes: Lloyd Booth, Stephanie Lang, Charlie Schilling, Kevin Worthington and Johnna Zalmanek.

Meeting adjourned at 7:30PM.	
Stacy Bolden, Treasurer	Charlie Schilling, President