

The Fort Frye Board of Education met on Monday, February 25, 2008, in the Beverly-Center Elementary School building at 6:00 PM, for a Regular Meeting. A prayer was led by Zack Waite. President Waite called the meeting to order and led in the Pledge of Allegiance to the flag with the following members answering to roll call: Tammy Bates, David Vandenberg, Zack Waite, David White, and Kevin Worthington.

**COMMITTEE REPORTS**

Dora Jean Bumgarner	- Parent-Teacher Conference Reports
Patrick P. Taylor	- Lowell Elementary/Salem-Liberty Elementary/Food Service
Laura E. Warren	- Beverly-Center Elementary/Title I/Curriculum
Brooke F. Buckley	- Technology

**2008-20 ACCEPT CHANGES/ADDITIONS**

David White moved to accept the following changes and/or additions to the agenda:

**Consent Agenda**

Add item – Change Locations of Regular Meetings

**Administrative & Financial Agenda**

Item #4 SmartBoard Trainer – Add *to be paid from eTech Professional Development Grant*

Item #8 Non-Certificated Supplemental Contracts – Change *Rob Strahler* to *Rod Strahler*

Kevin Worthington seconded the motion.  
Roll call: David Vandenberg-yes; Zack Waite-yes; David White-yes; Kevin Worthington-yes; and Tammy Bates-yes. The president declared the motion carried.

**2008-21 CONSENT AGENDA**

David Vandenberg moved to approve the following items listed on the consent agenda:

1. **DISPOSAL OF PROPERTY**

To approve to dispose of school property as listed on the Disposal of Property forms from Fort Frye High School and Salem-Liberty Elementary:

**FORT FRYE HIGH SCHOOL**

<u>Item</u>	<u>Model #</u>	<u>Serial #</u>	<u>Inventory #</u>	<u>Condition</u>	<u>Est. Value</u>
Milk machine			23706	Can't be repaired	\$0.00
Refrigerator			12118	Can't be repaired	\$0.00

**SALEM-LIBERTY ELEMENTARY SCHOOL**

<u>Item</u>	<u>Model #</u>	<u>Serial #</u>	<u>Inventory #</u>	<u>Condition</u>	<u>Est. Value</u>
Califone			02109	Poor	\$0.00
Cassette player			13805	Poor	\$0.00
Emerson cassette player			20374	Old/Poor	\$0.00
Orin cassette player			20351	Old/Poor	\$0.00
Zenith TV			13807	Old/Poor	\$0.00

2. **MINUTES**

To waive public reading and approve the minutes of the January 26, 2008 special meeting and the January 31, 2008 regular meeting as presented.

3. **TREASURER'S REPORT**

To approve the Treasurer's report for the month ending January 31, 2008 (includes Cash Reconciliation, Fund Report, Warrants Issued, and Financial Comparison) as presented.

**2008-21 CONSENT AGENDA (continued)**

4. **RETIREMENT – RUTH H. HEIDORN**  
To approve the retirement of Ruth H. Heidorn, effective at the end of the 2007-2008 school year. Mrs. Heidorn has taught in the district 22 years and has taught a total of 25 years.
5. **RETIREMENT – CHARLOTTE E. HENDRICKS**  
To approve the retirement of Charlotte E. Hendricks, effective at the end of the 2007-2008 school year. Mrs. Hendricks has taught in the district 28 years and has taught a total of 36 years.
6. **DONATION**  
To accept the donation of 6 Dell Optiplex computers (towers only) and 1 HP Scanjet 5550C from the Bureau of Public Debt with an approximate value of \$1,275.00.
7. **RESIGNATION – DEIDRE L. OLIVER**  
To accept the resignation of Deidre L. Oliver as Ewing School Aide, effective February 11, 2008.
8. **CHANGE LOCATIONS OF REGULAR MEETINGS**  
To change the locations of the following regular meetings:

<u>Date</u>	<u>Location</u>
March 25, 2008	Lowell Elementary School
April 22, 2008	St. John Central Elementary School

The meetings will be held at 6:00 PM.

Tammy Bates seconded the motion.

Roll call: David Vandenberg-yes; Zack Waite-yes; David White-yes; Kevin Worthington-yes; and Tammy Bates-yes. The president declared the motion carried.

**2008-22 REMOVED FROM TABLE – TABLED AGENDA ITEM**

David White moved to remove from the table the agenda item, Center Elementary Flag Pole, that was tabled at the January 31, 2008 regular meeting (Resolution Number 2008-16). David Vandenberg seconded the motion.

Roll call: David Vandenberg-yes; Zack Waite-yes; David White-yes; Kevin Worthington-yes; and Tammy Bates-yes. The president declared the motion carried.

**2008-23 CENTER ELEMENTARY FLAG POLE**

David Vandenberg moved that the Board recognize the legal ownership of the Center Elementary flagpole, as between Diane Clark and the Board, is open to question that the Board now determine that the flagpole is no longer needed for school use, that the Board approve the sale of the flagpole to Ms. Clark for the sum of \$1.00 and determine that such sale serves the public interest, and that the Board determine this method of sale is reasonable under the particular circumstances.

This resolution is based upon Section 3313.41 of the Ohio Revised Code and the Ohio Attorney General's Opinion No. 86-032 as indicated in a letter from Donald C. Scriven, Attorney, dated February 12, 2008.

Kevin Worthington seconded the motion.

Roll call: David Vandenberg-yes; Zack Waite-yes; David White-no; Kevin Worthington-yes; and Tammy Bates-no. The president declared the motion carried.

**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.**

**2008-24 ADMINISTRATIVE & FINANCIAL AGENDA**

David Vandenberg moved to approve the following:

- 1. CERTIFIED SUBSTITUTES  
To approve the following certified substitutes for the 2007-2008 school year, as recommended by the Washington County Educational Service Center, to be used as needed and paid board adopted rate of \$70 per day:

<u>Elementary &amp; High School Substitutes</u>	
<u>Name</u>	<u>Teaching Fields</u>
Dawn Barton	Agriculture
Tricia McFerren	Int. Lang. Arts 7-12
Donna Murphy	Mild/Moderate K-12, Elem. K-8
Cali Pate	Long Term Sub: History
Casi Pate	Can only sub. up to 5 days in one classroom

- 2. SUPPORT STAFF SUBSTITUTES  
To approve the following support staff substitutes for the 2007-2008 school year to be used as needed and paid board adopted rates:

Amanda M. Beebe	Deborah J. Gains
Brenda J. Murphy	Donald L. Rollison

- 3. SMARTBOARD TRAINER  
To approve for Tina L. Bohl to serve as a SmartBoard trainer at a rate of \$25.00 per hour + retirement/benefits, not to exceed 6 hours and to be paid from eTech Professional Development Funds.

- 4. EDUCATION TAX POLICY INSTITUTE  
To approve membership in the E.T.P.I. for 2008 at a cost of \$1,000.00.

- 5. ATTENDANCE OFFICER  
To approve a contract with the Ohio Valley Educational Service Center for Attendance Officer services for the 2007-2008 school year at a cost of \$2.90 per student (1,068 excluding JVS) = \$3,097.20.

- 6. INTERVENTION TUTORS  
To approve for the following to serve as tutors in the high school After-School Tutoring program for the 2007-2008 school year at an hourly rate of \$17.00 + \$2.97 retirement/benefits:

Language Arts	Terri Foland Cathy L. Sprague
Science	Tracey R. Huck Calvin D. Huck
History	Bobbi J. Webb John E. Bostic
Math	Andrew K. Sleek Deborah L. Misel

**2008-24 ADMINISTRATIVE & FINANCIAL AGENDA (continued)**

6. **INTERVENTION TUTORS**  
Mrs. Misel will also be filling in for the supervising teacher on Thursdays.  
The tutoring program will be paid from IDEA-B funds.
7. **NON-CERTIFICATED SUPPLEMENTAL CONTRACTS**  
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 2007-2008 school year:

<i><b><u>Position</u></b></i>	<i><b><u>Name</u></b></i>	<i><b><u>Step</u></b></i>	<i><b><u>Amount</u></b></i>
<i><b><u>Softball</u></b></i>			
Varsity Assistant	Justin Erb	1	\$1,218.00
Junior Varsity	Robert Forbes	5	\$1,624.00

8. **VOLUNTEERS**  
To approve the following to serve as spring sports volunteer coaches for the 2007-2008 school year:

<i><b><u>Position</u></b></i>	<i><b><u>Name</u></b></i>
Baseball	Rob Strahler
Baseball	Patrick Lang
Baseball	Scott Gerber
Softball	Katie Dixon
Softball	Dennis Bahen

9. **OUTDOOR EDUCATION**  
To participate in the Outdoor Education program at Camp Hervida on May 14, 15, 16, 2008. The cost would be \$18.00 each for 105 sixth graders (\$9.00 per night x 2 nights) = \$1,890.00 + kitchen use of \$230.00 for a cost of \$2,120.00.

Kevin Worthington seconded the motion  
Roll call: David Vandenberg-yes; Zack Waite-yes; David White-yes; Kevin Worthington-yes; and Tammy Bates-yes. The president declared the motion carried.

**2008-25 EXECUTIVE SESSION**

Kevin Worthington moved to adjourn to executive session at 7:22 PM to discuss personnel relating to employment and matters that were required to be kept confidential. David Vandenberg seconded the motion.  
Roll call: David Vandenberg-yes; Zack Waite-yes; David White-yes; Kevin Worthington-yes; and Tammy Bates-yes. The president declared the motion carried.

Returned to regular meeting at 8:45 PM.

## **2008-26 APPROVE TREASURER'S CONTRACT**

David Vandenberg moved to approve the Treasurer's contract with Larry D. James as follows:

### **TREASURER'S CONTRACT Fort Frye Local School District**

This employment contract is entered into the 25<sup>th</sup> day of February, 2008 by and between the Board of Education of the Fort Frye Local School District, hereinafter called the Board, and Larry D. James, hereinafter called the Treasurer. The Board and the Treasurer for the consideration herein specified, agree as follows:

1. TERM OF CONTRACT  
The Board, in accordance with its action as found in the minutes of its meeting held on the 25<sup>th</sup> day of February, 2008, hereby employs, and Larry D. James hereby accepts employment as Treasurer for a period commencing on the 1<sup>st</sup> day of January, 2009 and ending on the 31<sup>st</sup> day of July, 2013.
2. PROFESSIONAL CERTIFICATION  
The Treasurer shall maintain and furnish to the Board evidence of his maintaining, throughout the life of this contract, valid credentials to act as Treasurer of this district in accordance with the laws of the State of Ohio.
3. DUTIES  
The Treasurer shall perform the duties specified in the laws of the State of Ohio and duties as directed by the Board.
4. COMPENSATION  
The Board shall pay the Treasurer at an annual rate of \$71,846.00 (Seventy One Thousand Eight Hundred Forty Six Dollars and No Cents) to be paid in equal installments in accordance with Board policy. The Board may increase the salary of the Treasurer during the term of this contract, but in no event shall the salary be reduced, except as provided by law. If an adjustment in salary is made during the term of the contract, all other provisions of this contract, including its termination date, shall remain as stated herein.
5. OTHER COMPENSATION  
The Board shall provide the Treasurer with the following benefits: The Treasurer shall pay 10% of the cost of medical (health and prescription drug) insurance premiums. A Section 125 tax reduction for the employee's portion of the premium shall apply. The Board shall provide dental insurance and \$25,000 of life insurance at no cost to the employee. Also provided will be full board paid retirement pick-up to be added to compensation for retirement purposes, (pick-up on pick-up) and full board paid Medicare tax.
6. PROFESSIONAL GROWTH  
The Treasurer shall be encouraged to attend those professional meetings as are approved by the Board, the actual and necessary expenses of said attendance to be paid by the District in accordance with Board policy.
7. DAYS TO BE WORKED  
The Treasurer shall devote such time and energies as are necessary to perform the duties specified by state law and the Board. These duties will generally be performed during normal business hours, but it is expressly agreed that the duties of this position will require the Treasurer to work during times other than normal business hours.
8. VACATION  
The Treasurer shall be entitled to twenty (20) days of vacation with pay each year this contract is in effect. Vacation shall be scheduled by the Treasurer so as to minimize disruption of school district operations and at times acceptable to the Board.

**2008-26 TREASURER'S CONTRACT (continued)**

9. HOLIDAYS

The Treasurer shall be entitled to 11 paid holidays, as follows: New Year's Day, Martin Luther King Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, the day after Thanksgiving, the day before Christmas and Christmas Day.

10. SICK LEAVE/PERSONAL LEAVE

The Treasurer shall be entitled to the use of and accumulation of sick leave/personal leave in accordance with Ohio law and Board policy.

11. SEVERANCE PAY

Upon separation from employment due to retirement or death, the Treasurer shall be entitled to full pay at his current per diem rate for one-half of his accumulated and unused sick leave as of the day of separation, not to exceed 75 days.

12. EXPENSES

The Board shall reimburse the Treasurer for all actual and necessary travel and other expenses required in the performance of the official duties during the employment under this contract subject to such limitation as provided by law and by Board policy.

13. INCAPACITY CLAUSE

The purpose of this clause is to supplement the provision of O.R.C. 3313.23. If the Board has probable cause to believe the Treasurer is physically or mentally incompetent, the Board may require the Treasurer to submit to a comprehensive medical examination to be conducted by no less than two (2) physicians appointed by the Board. If there is a finding of incompetence, a statement certifying to the permanent and pervasive physical and mental incompetence of the Treasurer shall be filed with the President of the Board and shall be treated as strictly confidential information. The cost of the medical report(s) shall be paid by the Board.

If the medical report concludes that the Treasurer is physically or mentally incompetent to such an extent that, with or without reasonable accommodation, the Treasurer will be unable to perform the essential job functions of the Treasurer's office, and that such physical or mental incompetence will, with a reasonable degree of medical certainty, continue for a period of twelve (12) months or to the end of the term of this agreement, whichever is longer, the Board may, exercising its good faith and discretion, terminate this agreement.

This agreement is expressly made subject to the provisions of the Americans with Disabilities Act (ADA).

14. CONTRACT TERMINATION

This employment contract may be terminated by: (a) mutual agreement of the parties, (b) retirement, disability or death of the Treasurer, (c) termination by 2/3's vote of the entire Board for good and just cause as provided in O.R.C. 3313.22; or (d) for failure of the Treasurer to maintain a valid license.

15. INDEMNIFICATION

Except for findings for recovery in an audit report pursuant to Section 117.28 of the Ohio Revised Code, the Board agrees that it shall defend, hold harmless and indemnify the Treasurer from any and all demands, claims, suits, actions and legal proceedings brought against the Treasurer in his individual capacity, or in his official capacity as agent and employee of the Board, provided the incident arose while the Treasurer was acting within the scope of his employment (excluding criminal litigation) and any such liability coverage is within the authority of the Board to provide under state law. The Board's liability under this paragraph shall not exceed the amount provided by insurance purchased by the Board for this purpose or the amount

**2008-26 TREASURER'S CONTRACT (continued)**

## 15. INDEMNIFICATION

appropriated by the Board for this purpose, whichever is greater. Except that in no case will individual board members be considered personally liable for indemnifying the Treasurer against such demands, claims, suits, actions and legal proceedings.

S/Larry D. James  
Treasurer

S/Z. Waite  
President, Board of Education

David White seconded the motion.

Roll call: David Vandenberg-yes; Zack Waite-yes; David White-yes; Kevin Worthington-yes; and Tammy Bates-yes. The president declared the motion carried.

**2008-27 MOTION TO ADJOURN**

Kevin Worthington moved that the Fort Frye Board of Education regular meeting be adjourned. David White seconded the motion.

Roll call: David Vandenberg-yes; Zack Waite-yes; David White-yes; Kevin Worthington-yes; and Tammy Bates-yes. The president declared the motion carried.

Meeting adjourned at 8:49 PM.

**Larry D. James, Treasurer**

Zack Waite, President