

MILTON-UNION EXEMPTED VILLAGE SCHOOLS

School Board Meeting
Board Conference Room

Unofficial

The Regular Meeting of Milton-Union Exempted Village Board of Education was called to order by President Lori Ginn Parsons on December 11, 2019

The location of the meeting was moved from the Board conference room to the media center to accommodate the number of people in attendance.

PLEDGE OF ALLEGIANCE

ROLL CALL

Present: Mrs. Brumbaugh, Mr. Dehus, Mr. Long, Mr. Thompson, Mrs. Ginn Parsons

Others Present: Dr. Brad Ritchey, Superintendent, Mrs. Kay Altenburger, Treasurer, Mr. Dan Baisden, Operations Manager

SUPERINTENDENT REPORT

Dr. Ritchey reported that he, as District administrator, accompanied the band and choir to Disney World. It was a great experience and instrumental students worked with a professional musician who taught them about scoring. Vocal students participated in a candlelight processional, narrated by Isabella Rosellini.

HEARING OF THE PUBLIC

1. Alice Martin commented that she accompanied the band on a trip to Disney World in 1978-79 and had a great time. What an honor for the band to do it again!
2. Scott Fogle asked about several agenda items.
 - a. Regarding item IX A, why is the salary increase 3% rather than the 3.75% that was tabled at a prior meeting?

Dr. Ritchey responded that there is no salary schedule for administrators. Certified and classified staff have salary schedules. In FY20, the average salary increase for certified staff is 4.6%. The average salary increase for classified staff is 7%. The last time the administrators received a raise other than the base salary increase was in 2015.

- b. Does the school look at the salaries of staff in other districts in Miami County?

Dr. Ritchey responded that the 3% increase is not a market adjustment. Staff members will still be trailing other local districts.

- c. Regarding item IXB, why would we do this? Has this been done in the past?

Dr. Ritchey responded that the Board wants to look at options to make sure administrators are paid fairly. There will be a cost for the consultant but the benefit will be that it will be a third party giving an independent opinion from the outside. Administrator increases has caused consternation. He is not sure why this is happening and wants a smooth process moving forward. The cost to fix the issue will be higher than the way the district has been handling administrator salary increases.

- d. Regarding item IXC, isn't there an automatic annual increase in the Treasurer's contract?

Mrs. Altenburger responded there is no automatic increase provision in her contract. The contract allows for the Board to review her salary and increase it. The only way for her to receive an increase is for the Board to approve it.

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e. Regarding item IX E 1, is this a short-term, as needed, position?

Dr. Ritchey responded this is needed to provide relief in the guidance office to help students. It is District practice that staff cannot be hired until the District receives notice that the person has passed the background check.

3. Jason Tinnerman commented that the Village Council used a consultant once during his tenure as a council member. He thanked Chris Long for his years of service.

4. Andrew Morris verbalized his support for Ms. Shaw.

Dr. Ritchey stated the circumstances surrounding Ms. Shaw is a personnel issue and he has no comment.

5. Amos Knipp stated the absence of Ms. Shaw is crippling, and the lack of transparency is offensive. When will we know more?

Dr. Ritchey explained the District is following a process and it is unknown when it will be complete.

6. Bill Clausing stated he is a retired educator. He thanked several present and past staff members for the success of his children. He thinks Ms. Shaw is amazing and wanted to publicly thank her.

7. Savannah Pemberton referenced what she stated at the last meeting and wants to know how the Board supports teachers?

Dr. Ritchey responded that professional development that surrounds the strategic plan is offered. Grants for literacy in education and UDL are in place. Strategies to help students are taught.

Savannah asked about protocols for a teacher dealing with an ethical problem and protocol for dismissing staff.

Dr. Ritchey responded that the Board utilizes legal counsel.

Tammy Pemberton asked if the process the Board is following regarding the Ms. Shaw situation is in ORC. Savannah additionally asked if the Board uses the same attorney for all issues.

Dr. Ritchey responded that the Board attorneys are approved at the organizational meeting each year in January. Mrs. Altenburger further clarified that the Board utilizes attorneys who specialize in specific areas, similar to a patient visiting a doctor who specializes in a certain area of the body.

Dr. Ritchey further clarified that utilizing an attorney doesn't offload the issue.

8. Kelly Jones is a substitute teacher in the District and asked about training to handle students who have behavior issues.

Dr. Ritchey explained that aides are utilized from the Miami Co. ESC. Student Wellness and Success Funds can be used to address these issues. Administrators are looking at providing CPI training for all teachers. The Student Wellness and Success Fund Plan includes training in trauma informed care.

Ms. Jones commented that this behavior is seen in other school districts. She is glad to know MU has a plan to address it.

Mrs. Brumbaugh asked if substitute teachers could attend MU training. Dr. Ritchey stated substitutes are welcome to attend. He also stated the Miami Co ESC provides training for substitute teachers.

9. Sierra Smith, MU student, stated she believes more help is needed in the guidance office. Mrs. Woodall is doing a great job. Sierra verbalized her support for Ms. Shaw.

10. Hannah Nutley, MU student, asked why the substitute guidance counselor pay will be \$195 per day when the standard district substitute teacher rate is \$95/day?

Dr. Ritchey stated that if a position is difficult to fill the District has offered a higher rate in the past in order to get the position filled.

11. Billy Grishop, MU student, verbalized his support for Ms. Shaw. He asked about the process to hire a substitute counselor and wants to know how the sub will be integrated without backlash?

Dr. Ritchey explained the interview process and checking on background and certification.

Dr. Ritchey stated he understands that it will be different for students. In the short term, duties for counselors will be aligned to what the counselors are equipped to perform. Mrs., Woodall is likely to do more personal counselling.

12. Richard Schatz thanked everyone for the job they are performing. He would like an answer regarding Ms. Shaw's leave. If it is her time to go, then it needs to be done quickly. He asked if there had been a resolution to the targeting concern.

Dr. Ritchey acknowledged there had been a conversation and stated he didn't want to speak publicly about a private conversation. He is continuing to follow up with staff.

Mr. Schatz asked if the Board voted on the leave for Ms. Shaw.

Dr. Ritchey responded that there was no Board action because it is not required.

13. Megan Billing asked about the financial impact of EdChoice Vouchers since MU is underperforming.

Mrs. Altenburger explained the EdChoice Vouchers and stated that EdChoice will cost the District money. Students who have not been educated by MU and qualify for EdChoice will be funded \$6,000 by taxpayers' dollars. EdChoice rules changed and many more schools were categorized as EdChoice Schools, including several good schools in Miami County. Mrs. Altenburger referenced an article in the Cleveland Plain Dealer for a good explanation on how vouchers impact public schools.

Ms. Billing further stated her concern about targeting and encouraged administrators to continue to address it.

14. Carey Leffew noticed the school psychologist resigned in November and wants to know why the position has not been posted.

Dr. Ritchey responded that he is working with the Miami Co. ESC to fill the position, the position was posted by the ESC. It is not a good time of year to find a replacement.

Ms. Leffew further stated that MU has been a creative school district and thinks the District should have social workers again who perform social work duties rather than guidance counselor duties.

Dr. Ritchey and Mrs. Altenburger confirmed a social worker is hired through the Miami County ESC.

TREASURER'S REPORT

2019-180: Approval of Board of Education Minutes:

A motion was presented by Mrs. Brumbaugh and seconded by Mr. Thompson to approve the November 18, 2019 Regular Meeting Minutes.

Vote: Yays: Mrs. Brumbaugh, Mr. Dehus, Mr. Long, Mr. Thompson, Mrs. Ginn Parsons

Nays: None

MOTION PASSED

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2019-181: Approval of November Financial Report

A motion was presented by Mr. Dehus and seconded by Mr. Thompson to approve financial report.

Vote: Yays: Mr. Dehus, Mr. Long, Mr. Thompson, Mrs. Brumbaugh, Mrs. Ginn Parsons

Nays: None

MOTION PASSED

OTHER SPECIAL REPORTS

MUEA

Mrs. August clarified that not every teacher gets a step each year.

Mrs. August thanked Mr. Long for his service.

OAPSE

None

Recognition of Board Member Chris Long

Dr. Ritchey read a proclamation for Mr. Long and thanked him for his years of service.

Dr. Ritchey introduced Mrs. Beth Stasiak as the new Board member.

AGENDA CONFIRMATION

Additions and Deletions to Agenda

None

2019-182: Approval of the Agenda

A motion was presented Mr. Thompson and seconded by Mr. Long to approve the agenda.

Vote: Yays: Mr. Long, Mr. Thompson, Mrs. Brumbaugh, Mr. Dehus, Mrs. Ginn Parsons

Nays: None

MOTION PASSED

OLD BUSINESS

NEW BUSINESS

2019-183: Salaries

A motion was presented by Mr. Dehus and seconded by Mr. Long to approve the following personnel not on a salary schedule and not eligible for salary step or educational column movement, receive a salary increase of 3% as established by their contracted rate for fiscal year 2020, and effective with the first day of the fiscal year 2020 contract.

1. Joe Blackburn, PC / Network Technician
2. Laurie Grube, Director of Student Services
3. Jessica Mumau, High School Principal
4. Josh Roeth, Middle/High School Asst. Principal
5. Katie Hartley, Middle School Principal
6. Loretta Henderson, Elementary School Principal
7. Mark Lane, Athletic Director
8. Mick Nealeigh, Director of Technology
9. Kim Puckett, Teaching and Learning Coordinator
10. Dan Baisden, Operations Manager

Vote: Yays: Mr. Thompson, Mrs. Brumbaugh, Mr. Dehus, Mr. Long, Mrs. Ginn Parsons

Nays: None

MOTION PASSED

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2019-184: Administrative Compensation Schedule

A motion was presented by Mr. Thompson and seconded by Mrs. Brumbaugh to authorize them to research and/or contract for consulting support in establishing an administrative compensation schedule appropriately inclusive of factors beyond years of experience and length of service with the district for adoption and implementation following Board of Education review.

Vote: Yays: Mrs. Brumbaugh, Mr. Dehus, Mr. Long, Mr. Thompson, Mrs. Ginn Parsons

Nays: None

MOTION PASSED

2019-185: Amending Treasurer's Contract

A motion was presented by Mr. Brumbaugh and seconded by Mr. Dehus to approve the following resolution amending treasurer's contract.

WHEREAS, the Board of Education for the Milton-Union Exempted Village Schools (the "Board") entered into a Contract for Employment for Treasurer ("the Contract") with Kay Altenburger ("Altenburger") to serve as Treasurer for the period commencing the 1st day of August 2017 and continuing through the 31st day of July 2021; and

WHEREAS, the Board and Altenburger mutually desire to amend the salary provision of the Contract, with such amendment becoming a part of the Contract but not construed as a new contract for employment with the Treasurer nor as an extension of the termination date of the Contract;

NOW, THEREFORE, BE IT RESOLVED that the Board, in accordance with the authority granted it by R.C. 3313.24 to establish the salary of the Treasurer, which salary may be increased during the term of the Contract, hereby amends the Contract to increase the salary of the Treasurer in paragraph 3 of the Contract in accordance with the terms of the Amendment to the Contract presented to this Board for approval, with such increase to be effective August 1, 2019; and

All other provisions of the Contract for Employment for Treasurer shall remain unchanged by this Amendment. This Amendment shall not be construed as a new employment contract with the Treasurer nor an extension of the termination date of the existing contract; and

The Board President is authorized to execute the Amendment to the Contract for Employment for Treasurer presented to the Board for approval.

Vote: Yays: Mr. Dehus, Mr. Long, Mr. Thompson, Mrs. Brumbaugh, Mrs. Ginn Parsons

Nays: None

MOTION PASSED

2019-186: Resolution

A motion was presented by Mrs. Brumbaugh and seconded by Mr. Thompson for approval of an agreement with American Red Cross to use Milton-Union Exempted Village Schools as an Emergency Mass Care Shelter during a major disaster for Miami County residents.

Vote: Yays: Mr. Long, Mr. Thompson, Mrs. Brumbaugh, Mr. Dehus Mrs. Ginn Parsons

Nays: None

MOTION PASSED

2019-187: Consent Calendar

A motion was presented by Mr. Brumbaugh and seconded by Mr. Dehus to approve all matters listed under the Consent Calendar are considered by the Board to be routine and will be enacted by the Board in one motion in the form listed below. There will be no discussion of these items prior to the time the Board votes on the motion unless members of the Board, staff, or the public request specific items to be discussed and removed from the Consent Calendar. The Superintendent and administrative staff recommend approval of all Consent Calendar agenda items.

1. Employ the following personnel as a Guidance Counselor substitute for the 2019-2020 academic year, at a rate of \$135/day. **** Pending Certification ****
 - a. Deborah Jung
2. Employ the following certificated substitute personnel for the 2019-2020 academic year, on the first eligible date, at a rate of \$95/day.
 - a. James Brown
 - b. David Wortman
 - c. Matthew Dawson
 - d. Aubrey Davis
3. Accept the following resignation:
 - a. Lynne A Busse - Elementary Teacher
Effective - May 29, 2020
4. Employ the following personnel on supplemental contracts for the 2019-2020 academic year:

POSITION	PERSONNEL	STIPEND	STEP
<u>Academic:</u>			
Winter Guard Director	Elizabeth Hawley	\$1,019.00	4
Show Choir Asst.	Seth Helton	\$2,078.00	N/A
<u>Athletic:</u>			
MS Girls Basketball	Brittney Courtright	\$2,910.00	4
5. Employ the following classified substitute personnel for the 2019-2020 academic year, on the first eligible date, as per salary schedule:
 - a. Kathleen Guerra
6. Employ the following personnel as unpaid staff members to work with the following program for the 2019-2020 academic year:
 - a. Andy Grudich - HS Girls Basketball

Vote: Yays: Mr. Thompson, Mrs. Brumbaugh, Mr. Dehus, Mr. Long, Mrs. Ginn Parsons

Nays: None

MOTION PASSED

OTHER AUTHORIZATIONS, RESOLUTIONS, ETC.

Appoint President Pro-Tem for Organizational Meeting: Doug Thompson

2019-188: Policies

A motion was presented by Mr. Dehus and seconded by Mrs. Brumbaugh for adoption of the following listed Board Policies for usage throughout the Milton-Union Exempted Village School System.

Policy:

1310	EMPOLYMENT OF THE TREASURER	Administration
1340	NON-REEMPLOYMENT OF THE TREASURER	Administration
2431	INTERSCHOLASTIC ATHLETICS	Program

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5113.02	SCHOOL CHOICE OPTIONS	Students
5200	ATTENDANCE	Students
5230	LATE ARRIVAL AND EARLY DISMISSAL	Students
5350	STUDENT MENTAL HEALTH AND SUICIDE PREVENTION	Students
5460	GRADUATION REQUIREMENTS	Students
7300	DISPOSITION OF REAL PROPERTY/PERSONAL PROPERTY	Property
7440.03	SMALL UNMANNED AIRCRAFT SYSTEMS	Property
8500	FOOD SERVICE	Operations
1615	USE OF TOBACCO BY ADMINISTRATORS	Administration
3215	USE OF TOBACCO BY PROFESSIONAL STAFF	Professional Staff
4215	USE OF TOBACCO BY CLASSIFIED STAFF	Classified Staff
7434	USE OF TOBACCO ON SCHOOL PREMISES	Property

Vote: Yays: Mrs. Brumbaugh, Mr. Dehus, Mr. Long, Mr. Thompson, Mrs. Ginn Parsons

Nays: None

MOTION PASSED

COMMITTEE REPORTS

Legislative & Student Achievement

None

Policy Update

None

Building & Transportation

Mr. Baisden stated that the buses are ready for winter weather.

MVCTC

None

Milton-Union Education Foundation

Mrs. Brumbaugh reported there will be no meeting in December.

Audit/Finance Committee

Mrs. Altenburger stated the FY19 onsite audit work is complete. The audit is now going through managerial reviews.

Facility Complex Committee

None

INFORMATION and DISCUSSION ITEMS

February Regular Board Meeting Date- Tuesday, February 18, 2020

BOARD ANNOUNCEMENTS (Meetings)

Organizational Meeting and Regular Board of Education Meeting

Tuesday, January 7, 2020

6:30 p.m.

Board Conference Room

2019-189: ADJOURNMENT

A motion was presented by Mr. Long and seconded by Mrs. Brumabugh to adjourn meeting

President Ginn Parsons adjourned at 8:18 p.m.