

Board of Education

Monday, September 21, 2015

215.  
ITEM I

Call to Order and Pledge of Allegiance

The regular board meeting of the Marion City Schools was called to order at 7:00 p.m. in the Grant Middle School library by President Mr. Williams. The pledge was given by all those present.

216.  
ITEM II

Roll Call:  
Mr. Iams, Mr. White, Mr. McCreary, and Mr. Williams  
Mr. McKinniss entered at 7:25 p.m.

217.  
ITEM III

Superintendent's Report

218.  
ITEM IV

Assistant Superintendent's Report

219.  
ITEM V

Treasurer's Report

A) August 2015  
Board Minutes  
Approved

Mr. Iams moved and Mr. White seconded the motion to approve the minutes for August 3, 2015 work session/regular board meeting and the August 17, 2015 regular board meeting, and August 24, 2015 special board meeting.

Roll Call:  
Ayes: Mr. Iams, Mr. White, Mr. Williams, and Mr. McCreary  
Absent: Mr. McKinniss  
Noes: None Motion carried  
Vote: 4-0

B) August 2015  
Financial Report  
Approved

Mr. McCreary moved and Mr. Iams seconded the motion to approve the August, 2015 financial statements.

Roll Call:  
Ayes: Mr. McCreary, Mr. Iams, Mr. Williams, Mr. McKinniss, and Mr. White  
Noes: None Motion carried  
Vote: 5-0

220.  
ITEM VI

Hearing of the Public

Anyone having a legitimate interest in the actions of the Board may participate during this public portion of the meeting. All participants must be recognized by the presiding officer and will be asked to:

1. Identify themselves;
2. Limit comments to no more than three (3) minutes; and
3. Address all comments to the presiding officer.

221.  
ITEM VII

Amended Agenda Confirmation

A) Additions and  
Deletions to  
Agenda

None

B) Agenda  
Approved

Mr. McKinniss moved and Mr. White seconded the motion to approve the agenda.

Roll Call:  
Ayes: Mr. McKinniss, Mr. White, Mr. Williams, M. Iams, and Mr. McCreary  
Noes: None Motion carried  
Vote: 5-0

222.  
ITEM VIII Old Business - None

223.  
ITEM IX New Business

A) Permanent FY16 Appropriations Approved Mr. White moved and Mr. McKinniss seconded the motion to approve the following FY16 Permanent Appropriations:

General Fund	\$55,418,215.79
All Other Funds	<u>\$19,176,386.88</u>
Total All Funds	\$74,594,602.67

Roll Call:  
Ayes: Mr. White, Mr. McKinniss, Mr. Williams, Mr. White, and Mr. Iams  
Noes: None Motion carried  
Vote: 5-0

B) Transfer Funds Mr. Iams moved and Mr. McCreary seconded the motion to approve the following fund transfer:

From	001 (General)	\$750,000
To	003 (Capital Projects)	\$750,000

Roll Call:  
Ayes: Mr. Iams, Mr. McCreary Mr. White, Mr. Williams, and Mr. McKinniss  
Noes: None Motion carried  
Vote: 5-0

C) Donations Mr. McCreary moved and Mr. McKinniss seconded the motion to approve the following donations:

- Theresa Moran, \$550 to help cover the cost of pay-to-participate for 11 students.
- Rich Ramey, from RAMTEC, donated ten (10) Makey Makey Invention Kits valued at \$50 each.
- Jo Ann Radwin-Zimmerman, \$500 donation to Telecom for their help with League of Women Voters Video Broadcasts.
- Jo Ann Radwin-Zimmerman, \$1,000 donation to the Harding Herald.

Roll Call:  
Ayes: Mr. McCreary, Mr. McKinniss, Mr. Iams, Mr. White, and Mr. Williams  
Noes: None Motion carried  
Vote: 5-0

D) Purchased Services Mr. Iams moved and Mr. McCreary seconded the motion to approve the following purchased service:

- Julia Ambrose, HABIL (after school intervention), paid \$30.00 per event from general fund.
- David Dunaway, HABIL (after school intervention), paid \$30.00 per event from general fund.
- James Robert Gery, HABIL (after school intervention), paid \$30.00 per event from general fund
- Linda Burlile, academic tutor (specialized), paid \$75.00 per hour plus mileage when traveling to the district or \$40.00 per hour for online services.

Roll Call:

Ayes: Mr. Iams, Mr. McCreary, Mr. McKinniss, Mr. Williams, and Mr. White

Noes: None

Motion carried

Vote: 5-0

- E) Board Policies Superintendent Barber recommends approval for the first reading of the following board policies:
- Bylaws and Policies  
Revised Policy #0100 - Definitions  
Revised Policy #0113 - Address  
Revised Policy #0131.1 – Technical Correction  
Revised Policy #0157 – Appointment to Joint Vocational  
Revised Policy #0166 – Executive Session
- Administration  
New Policy #1130 – Conflict of Interest  
Revised Policy #1230 - Responsibilities of Superintendent  
Revised Policy #1231 – Outside Activities of Administrators  
Revised Policy #1422 – Nondiscrimination and Equal Employment Opportunity  
New Policy #1430.02 – Leave of Absence for Employment by a Community School  
New Policy #1619.01 – Privacy Protections of Self-Funded Group Health Plans  
New Policy #1619.02 – Privacy Protections of Fully Insured Group Health Plans  
Revised Policy #1623 – Section 504/ADA Prohibition Against Disability  
Discrimination in Employment  
Revised Policy #1630.01 – FMLA Leave  
Revised Policy #1662 – Anti-Harassment
- Professional Staff  
New Policy # 3113 – Conflict of Interest  
New Policy #3120.10 – Job Sharing  
Revised Policy #3122 – Nondiscrimination and Equal Employment Opportunity  
Revised Policy #3123 – Section 504/ADA Prohibition Against Disability  
Discrimination in Employment  
Replacement Policy #3128 – Suspension During Pending Criminal Actions  
New Policy #3170.01 – Employee Assistance Program (EAP)  
Revised Policy #3210 – Staff Ethics  
New Policy #3231 – Outside Activities of Staff  
New Policy #3231.01 – Research and Publishing  
New Policy #3419.01 – Privacy Protections of Self-Funded Group Health Plans  
Revised Policy #3419.02 – Privacy Protections of Fully Insured Group Health Plans  
Revised Policy #3430.01 – FMLA Leave
- Classified Staff  
New Policy #4113 – Conflict of Interest  
Revised Policy #4120.09 – Volunteers  
New Policy #4120.10 – Job Sharing  
Revised Policy #4122 – Nondiscrimination and Equal Employment Opportunity  
Revised Policy #4123 – Section 504/ADA Prohibition Against Disability  
Discrimination in Employment  
Replacement Policy #4138 – Suspension During Pending Criminal Actions  
Revised Policy #4139 – Staff Discipline  
New Policy #4170.01 – Employee Assistance Program (EAP)  
Revised Policy 4362 – Anti-Harassment  
New Policy #4419.01 – Privacy Protections of Self-Funded Group Health Plans  
Revised Policy #4419.02 – Privacy Protections of Fully Insured Group Health Plans  
Revised Policy #4430.01 – FMLA Leave
- Finances  
Revised Policy #6110 – Grant Funds  
New Policy #6146 – Post-Issuance Compliance  
Revised Policy #6660 – School Service Fund
- F) Design Firm Selection Mr. McCreary moved and Mr. Iams seconded the motion to approve the MSA Sport as the design firm for the Athletic Facilities renovations and master planning.

Roll Call:  
Ayes: Mr. McCreary, Mr. Iams, Mr. White, Mr. Williams, and Mr. McKinniss  
Noes: None Motion carried  
Vote: 5-0

- G) Roof Replacement at Church St. Property
- Mr. Iams moved and Mr. McCreary seconded the motion to approve the following:
- Acceptance of the lowest bid by Sky Roofing via Garland Industries for \$110,710 for labor to replace the roof on the Church Street building.
  - Purchase of material totaling \$29,716 from Design-Build Solutions, Inc. for the roof on the Church Street building.

Roll Call:  
Ayes: Mr. Iams, Mr. McCreary, Mr. McKinniss, Mr. Williams, and Mr. White  
Noes: None Motion carried  
Vote: 5-0

- H) Harding Marching Band Overnight Trip
- Mr. Iams moved and Mr. McCreary seconded the motion to approve an out-of-state trip for the Harding Marching Band to the Outback Bowl in Tampa, Florida from Sunday, December 27, 2015 through Sunday, January 3, 2016. Students will be responsible for trip fees. No district monies will be used.

Roll Call:  
Ayes: Mr. Iams, Mr. McCreary, Mr. Williams, Mr. White, and Mr. McKinniss  
Noes: None Motion carried  
Vote: 5-0

- I) MEA Negotiated Agreement
- Mr. McCreary moved and Mr. Iams seconded the motion to approve to ratify a new three-year contractual agreement between the Marion City Board of Education and the Marion Education Association. This contract is in effect from 12:01 a.m. October 1, 2015 through July 31, 2018.

Roll Call:  
Ayes: Mr. McCreary, Mr. Iams, Mr. White, Mr. Williams, and Mr. McKinniss  
Noes: None Motion carried  
Vote: 5-0

- J) Employment
- Mr. White moved and Mr. Iams seconded the motion to approve the following personnel be hired on a supplemental contract:

Edgar Layne step 0, \$14,976 custodian II at Garfield pro-rated to 222 days @ \$57.600 = \$12,787.20 on a 120-day probationary period effective August 24, 2015

Roll Call:  
Ayes: Mr. White, Mr. Iams, Mr. Williams, and Mr. McCreary  
Abstained: Mr. McKinniss  
Noes: None Motion carried  
Vote: 4-0

- K) Employment
- Mr. McKinniss moved and Mr. McCreary seconded the motion to approve the following personnel be hired on a supplemental contract:

Harding High School Supplemental 2015-2016			
<u>Name</u>	<u>Duty</u>	<u>Step</u>	<u>Salary</u>
Kelly Williams	HS Science Department Head	VIII-3	\$1,533

Roll Call:  
Ayes: Mr. McKinniss, Mr. McCreary, Mr. Iams, and Mr. White  
Abstained: Mr. Williams  
Noes: None Motion carried  
Vote: 4-0

- L) Consent Calendar (1-7) Approved
- Mr. Iams moved and Mr. McCreary seconded the motion 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 amended Consent Calendar agenda items.
- Roll Call:  
 Ayes: Mr. Iams, Mr. McCreary, Mr. McKinniss, Mr. White, and Mr. Williams  
 Noes: None  
 Vote: 5-0  
 Motion carried
1. Staff Letters
- Sandy Hall, head cook at George Washington, a letter of retirement effective February 27, 2016.
- Lois Chesser, 5-hour cook at Harding High School, a letter of resignation effective September 11, 2015
- Susan Kielmeyer, payroll clerk, a letter of resignation effective October 31, 2015 contingent on approval of future employer on October 8, 2015.
- Traci Reed, bus aide, a letter of resignation effective August 17, 2015
2. Dismissed
- Breanne Griffith, 3-hour cook at Harrison, effective August 13, 2015.
3. Unpaid Leave Change
- Change From Unpaid Leave to Short-term Leave Without Pay  
 Kathy Jester
4. Classified Transfers
- Roger Cole step 1 \$35,235 from custodian II at Grant Middle School to groundskeeper at Harding High School, His salary will be pro-rated to 222 days @ \$135.519 = \$30,085.27 effective August 24, 2015 and he will be on a 30-day probationary period.
- Cary Whitman, from groundskeeper at Harding High School to roving groundskeeper effective August 27, 2015. Pay will remain the same.
- Carol Young from a 3 hour cook to a 5/3 hour cook annual salary \$10,660 at George Washington effective August 13, 2015.
5. Change in Hourly Rate
- The following bus aides should receive extra pay per hour for lifting effective August 13, 2015:
- |                            |                               |
|----------------------------|-------------------------------|
| Jon Alexander - \$12.06    | Vicki Brown - \$13.19         |
| Lorna Downs - \$12.18      | Judy Morris - \$12.54/\$13.24 |
| Ron Prater - \$12.18       | Traci Reed - \$11.91          |
| Jodene Southward - \$13.34 | Jay Zell - \$12.06            |
6. Salary Adjustments 2015-2016
- Jill Hecker from MA-14 \$60,283 to MA+14 \$62,156 due to evidence of 15 graduate hours past a Masters Degree.
- Lisa Ralph from MA-8 \$52,449 to MA+8 \$54,663 due to evidence of 15 graduate hours past a Masters Degree.
- James Uline from MA-15 \$62,496 to MA+15 \$64,029 due to evidence of 15 graduate hours past a Masters Degree
- Nicole Uline from MA-18 \$62,496 to MA+18 \$64,029 due to evidence of 15 graduate hours past a Masters Degree.
- Michelle Waers from 5y-0 \$35,591 to MA-0 \$37,464 due to evidence of 15 graduate hours past a Masters Degree.

Consent Calendar Continued:

7. Employments  
2015-2016

Employment of the following personnel pending BCI/FBI and Certification if applicable for the 2015-2016 school year.

Constance Alexander step 0 \$11.21/\$11.91 per hour, effective September 9, 2015 with salary pro-rated to 169 days remaining on contract. She will receive the extra compensation when applicable. She will be on a 120-day probationary period.

April Bullion step 0 \$15.91 per hour, bus driver, effective August 31, 2015 with salary pro-rated to 176 days remaining on contract. She will be on a 120-day probationary period.

Teena Crowell step 0 \$6,396 3-hour cook at Grant Middle School with salary pro-rated to 182 days remaining on her contract, @ \$33.841 = \$6,159.11 effective August 24, 2015. She will be on a 120-day probationary period.

Dalton Dains step 0 \$31,928, custodian I at Harding High School with salary pro-rated to 224 days remaining on her contract @ \$122.800 = \$27,507.20 effective August 20, 2015. He will be on a 120-day probationary period.

Donatta Evans step 0 \$11.21 per hour, bus aide, effective September 8, 2015 with salary pro-rated to 170 days remaining on her contract. She will be on 120-day probationary period.

Donna Franklin step 0 \$11.21/\$11.91 per hour, bus aide, effective September 9, 2015 with salary pro-rated to 169 days remaining on her contract. She will be on a 120-day probationary period.

Paul Hall step 0 \$15.91 per hour, bus driver, effective August 24, 2015 with salary pro-rated to 181 days remaining on his contract. He will be on a 120-day probationary period.

Tammy Mogan step 0 \$11.21 per hour, bus aide, effective September 8, 2015 with salary pro-rated to 170 days remaining on her contract. She will be on a 120-day probationary period.

Ronald Ratliff step 0 \$14,664 Food Service Utility Worker for the district with salary pro-rated to 217 days remaining on his contract @ \$56.400 = \$12,238.80 effective August 31, 2015. He will be on a 120-day probationary period.

Alexandria Van Gundy step 0 \$6,396, 3-hour cook at Harrison Elementary School with salary pro-rated to 170 days remaining on her contract @ \$33.841 = \$5,753.02, effective September 9, 2015. She will be on a 120-day probationary period.

Harding High School 2015-2016 Supplementals

<u>Name</u>	<u>Duty</u>	<u>Range/Step</u>	<u>Salary</u>
*Richard Baird	Asst. Marching Band Director	II-5	\$4,598
Bob Bender	HS Newspaper Advisor	IV-5	\$3,236
Joshua Clevenger	Mock Trial Advisor	VIII-3	\$1,533
*William Etling	Percussion Director	VIII-5	\$1,873
Donald Foreman	Junior Class Advisor	VIII-1	\$1,192
Donald Foreman	Jacob's Well (50%)	VIII-1	\$ 596
*Alexander Freeman	Drill Team Director (50%)	VII-1	\$766.50
Jacob Hartman	Marching Band Director	I-4	\$6,301
Jacob Hartman	Pep Band Director	VII-3	\$1,873
Jacob Hartman	Stardusters Director	VI-3	\$2,043
Patricia Howard	FCCLA Advisor	VIII-3	\$1,533
Ethan Jones	Asst. Marching Band Director	II-1	\$3,917
Donald Kress	HS Non-Core Department Head	VIII-3	\$1,533
Kimberly Lutz	HS Math Department Head	VIII-2	\$1,362

Consent Calendar Continued:

Harding High School 2015-2016 Supplementals

<u>Name</u>	<u>Duty</u>	<u>Range/Step</u>	<u>Salary</u>
Megan Maynard	National Honor Society Director	VII-2	\$1,703
Gregory McClelland	HS Social Studies Department Head	VIII-1	\$1,192
Gregory McClelland	HS Technology Coordinator	III-3	\$3,326
Mark McQuown	HS Special Education Department Head	VIII-2	\$1,362
Daniel Miller	Prom Coordinator (50%)	VIII-5	\$936.50
Daniel Miller	Jacob's Well (50%)	VIII-5	\$936.50
Michael Panamarzuk	Academic Challenge Advisor	VIII-3	\$1,533
*Amy Pirnstill	Drill Team Director (50%)	VII-5	\$1,107
*Amy Pirnstill	Color Guard Director	VII-5	\$2,214
Mark Robinson	Prom Coordinator (50%)	VIII-5	\$936.50
Jennifer Robinson	Senior Class Advisor	VII-4	\$2,043
Adam Schmidt	Yearbook Advisor	IV-3	\$2,895
Michael Seymour	HS English Department Head	VIII-3	\$1,533

\*denotes lay coach

Grant Middle School 2015-2016 Supplementals

<u>Name</u>	<u>Duty</u>	<u>Range/Step</u>	<u>Salary</u>
Paula Crissinger	MS Special Education Department Head	VIII-1	\$1,192
Ricardo Lehman	MS Non-Core Department Head	VIII-1	\$1,192
Jolene Miller	MS Math Department Head	VIII-3	\$1,533
Sarah Mowery	MS Technology Coordinator	III-2	\$3,065
Elizabeth Ratliff	MS ELA Department Head	VIII-1	\$1,192
Nicole Uline	MS Social Studies Department Head	VIII-3	\$1,533
Robin Vansickle	MS Science Department Head	VIII-1	\$1,192

District Supplementals 2015-2016

<u>Name</u>	<u>Duty</u>	<u>Step</u>	<u>Salary</u>
Allison Mayer	District Art Coordinator	IX-3	\$1,022
Sarah Mowery	District Media Coordinator	IX-2	\$851
Madonna Wells	District PE Coordinator	IX-1	\$681

\*denotes lay coach

District Leadership Team Members paid a \$400 each year stipend from Title I funds

Tina Barnes	Erika Bower
Susan Flock	Nicole Jiran
Adam Kunkle	Adam Mowery
Laurie Newell	Angela Osborne
Shelley Pickens	Marcia Pitts
Mary Stephens	Elizabeth Reyna-Williams

Year 1 Resident Educator Mentors paid \$550 per teacher per year

Calai Adams	Marianne Allen
Raejean Andrews	Cynthia Barry
Scott Cameron	Jill Hecker
Melba Keplinger	Amy Lingo
Angela Lowe	Angela Pace
Lisa Ralph	Ann Schertzer
Mary Stephens	Machael Webster

Consent Calendar Continued:

Year 2 Resident Educator Mentors paid \$800 per teacher per year

Barbara Beach	Rhonda Goings
Mary Krell	Marcia Pitts
Elizabeth Ratliff	

Grant After School Behavior Intervention paid \$18.50 per hour from general fund

Russell Collins	Maureen Patrick
Steven Stoner	Thomas Walton
Megan Young	

21<sup>st</sup> CCLC After School Program Academic Tutors paid \$22.00 per hour from 21<sup>st</sup> CCLC funds

Scott Cameron  
Gary Kleptach

Angela Fetter, HABIT (after school intervention), paid \$30.00 per event from general fund.

Employ individuals on an “as needed” basis to perform services for game day sporting events and/or any OHSAA tournaments hosted at Marion City Schools for the 2015-2016 school year, and pay those individuals at the rates established by Marion City Schools’ athletic department, OHSAA, or the Marion City Schools local pay scale. Paid per established rates.

Vickie Rowe, ten (10) additional hours of overtime to use from July 1, 2015 through June 30, 2016 due to changes in high school schedules and staff records.

After School Supper Program paid \$5,000 per year (quarterly) effective September 14, 2015

Harding – Patricia Phillips  
Grant – Judy Briggs  
Taft – Brenda Anderson  
McKinley – Tonya Mosher

Classified Substitutes to be hired on an “as needed” basis:

Constance Alexander, substitute bus aide @ \$8.50 per hour  
Jessica Brewer, substitute bus aide @ \$8.50 per hour, effective August 19, 2015  
Timothy Cook, substitute custodian @ \$8.50 per hour  
Thomas R. Garner, substitute custodian @ \$8.50 per hour  
Grecia Catalan Gomez, one-on-one teacher aide @ \$8.50 per hour  
Jamie Good, substitute bus aide @ \$8.50 per hour, effective September 9, 2015  
Paul Hall, substitute bus driver @ \$8.50 per hour, effective August 18, 2015  
Amanda Holcomb, substitute cook @ \$8.10 per hour  
Kevin Muche, substitute bus aide @ \$8.50 per hour  
Devesta Petty, substitute one-on-one teacher aide @ \$8.50 per hour  
Selena Salsgiver, substitute cook @ \$8.10 per hour  
Paul Shuster, substitute custodian @ \$8.50 per hour  
Schyler Trent, substitute custodian @ \$8.50 per hour

224.  
ITEM X

Committee Reports

A. Athletics	Mr. White and Mr. Williams
B. Buildings and Grounds	Mr. White and Mr. Williams
C. Communications	Mr. Iams and Mr. White
D. Curriculum	Mr. McCreary and Mr. McKinniss
E. Finance/Insurance	Mr. Iams and Mr. McKinniss
F. Policy	Mr. McCreary and Mr. McKinniss
G. Legislative Liaison	Mr. McKinniss
H. Student Achievement	Mr. McCreary
I. Tri-Rivers	Mr. McCreary and Mr. White



225.  
ITEM XI Information and Discussion Items - None

226.  
ITEM XII Board Announcements (Meetings, etc.)

- October 5, 2015 Work Session Board Meeting  
Grant Middle School Media Center  
7:00 p.m.
- October 19, 2015 Regular Board Meeting/Public Hearing  
Grant Middle School Media Center  
6:50 p.m.

227.  
ITEM XIII Other Authorizations, Resolutions, Etc.

Executive Session Mr. McCreary moved and Mr. White seconded the motion to go into Executive Session at 8:02 p.m. for the purpose of discussing evaluation of personnel.

Roll call:  
Ayes: Mr. McCreary, Mr. White, Mr. McKinniss, Mr. Iams, and Mr. Williams  
Noes: None Motion carried  
5-0

Attending Executive Session All board members

Executive Session Adjourned President Mr. Williams declared board out of Executive Session at 8:35 p.m.

228.  
ITEM XIV Adjournment

Mr. McKinniss moved and Mr. Iams seconded the motion that being there was no further business the regular board meeting was adjourned at 8:35 p.m.

Roll Call:  
Ayes: Mr. McKinniss, Mr. Iams, Mr. McCreary, Mr. Williams, and Mr. White  
Noes: None Motion carried  
Vote: 5-0

\_\_\_\_\_  
PRESIDENT

\_\_\_\_\_  
TREASURER