

Regular Meeting Poland Board of Education held May 18, 2020

The Regular meeting of the Poland Board of Education was held virtually on Monday, May 18, 2020, at 6:00 p.m.

President, Mr. Riddle called the meeting to order at 6:00 p.m.

Pledge of Allegiance

Members present for roll call and answering their names were Ms. Colucci, Dr. Dinopoulos, Mr. Polis, Mr. Riddle and Mr. Warren

Mr. Riddle explained anyone wishing to address the Board during Public Participation to email Mark Zura at mzura@polandschools.org.

PRESENTATION: 8TH Grade ELA Staff - Reading Books and Programming (Zoom)

Presentation provided by Poland teachers, Abby Aebischer, Haley Shaffer and Pam Angelilli.

Approval of Consent Agenda – Resolution #2020-89

Moved by Mr. Warren, seconded by Ms. Colucci to approve the following consent agenda items:

Treasurer/CFO Requests of Consent: Janet Muntean

1. The Board approve the Minutes of April 27, 2020, and May 11, 2020.
2. The Board approve the Financial Report of April 2020 as submitted.
3. The Board accept the following donations:
 - Erik Birmingham - \$250.00 to Interact Club
 - Boardman Glenwood Makerspace Program (Tim Harker) – Six (6) Faceshields
 - Rotary Club of Poland - \$7000.00 to assist with graduation expenses.
4. The Board the amended appropriation modifications and certificate of estimated resources FY20.
5. The Board approve the District's May Update of the Five-Year Forecast for FY20 as presented by Treasurer, Janet Muntean. This resolution and the Board's approval are required by the State of Ohio.

6. The Board approve American Fidelity Assurance to provide a Section 125 Flexible Fringe Benefits Plan for the employees of Poland Local School District beginning September 1, 2020 and ending on August 31, 2021.

Superintendent's Requests of Consent: David Janofa

1. The Board amend Resolution #2020-45 regarding the retirement date for William Amero from June 1, 2020 to July 31, 2020.
2. The Board approve he following non-certified administrator resignation.
Mohammad Khalid - Asst. Technology Coordinator effective as of May 26, 2020
3. The Board approve the following individuals listed below be approved as 2020 Summer School Tutors, for extended school year services as identified in the individual child's IEP at the rate of \$19.00 per hour.

Off Staff Personnel

- Rhonda Brocious
- Corey Stephens
- Megan Klein
- Staci Wills
- Corinna Griffin
- Donna Lambert
- Kathy O'Shaughnessy

On Staff Personnel

- Lindsay Ignazio
- Allie Anzevino
- Mary Hernon
- Jennifer Hudak
- Katie Leko
- Tracy Kaschak

4. The Board approve the following individuals listed below be approved as 2020 Summer School Aides, for extended school year services as identified in the individual child's IEP at the rate of \$12.50 per hour.
 - Michelle Masucci
 - Tiffany Mraz
 - Melinda Davis
 - Flora Cutrone

5. The Board approve Andrea Tekac, FMLA leave tentatively as of Tuesday, September 1, 2020 ending approximately Tuesday, November 24, 2020 according to PEA Contract Article 4.91.
6. The Board approve he following to be placed on the approved 2020 non-contractual seasonal/summer substitute list, substitute basis only, according to wage rate for the assignment designated according to OAPSE contract “seasonal help”.
 - Larry Griffis - Seasonal Lawn Crew
 - Ron Rowe - Seasonal Lawn Crew
 - Richard Johnson - Seasonal Lawn Crew
7. The Board approve he list of graduates for the Class of 2020. There are 151 proposed graduates for the Class of 2020. The attached lists of seniors are “on track” to complete the requirements to graduate set forth by the Poland Board of Education and the State of Ohio.

POLAND SEMINARY HIGH SCHOOL – 2020 GRADUATES

Alyiah Acevedo	Antonio Gay	Sydney Norris	Troy Vargo
Andrew Albert	Madison Genova	Nicholas Nuttall	Michael Voitus
Joshua Alessi	Dylan George	Charisma Ojeda	Hannah Volpini
Gia Almasy	Parker Geul	Jensyn Orr	Mai West
Allyson Andrews	William Ghinda	Theodore Ovaska	Ariana Williams
Jacob Antil	Caleb Grope	Daniel Pagan	Blake Wilson
James Bacon	KaLi Gross	Dante Parente	Jason Wilson, Jr.
Jet Bailey	Chase Gushura	Andrew Parker	Austin Wilush
Ashlee Barth	Nola Heuschkel	Alexis Petro	Rachel Wolfe
Steven Berchtold	Reese Ho	Morgan Pfarr	Zachary Yaskulka
Tyler Berry	Philip Hockensmith	Julia Pitlik	Kalysta Zembower
Alexa Black	Tyler Homrighausen	Emma Poland	
Mya Blanco	Ronald Hryb	Jaki Prusak	
Joshua Blasko	Blake Huemme	Madison Pushay	
Brooke Bobbey	Garett Hunter	Eric Quimby	
Carolyn Bocchieri	William Hunter	Ashlin Rabindra	
Kailyn Brown	Ava Izenour	Elena Reed	
Daniel Bulatko	Payton Jakovina	Julia Riser	
Sara Bushaw	Alyssa Jenkins	Natalie Rizzo	
Amy Cakir	Lauren Johnson	Gabriela Romano	
Vada Caliguiri	Jana Kaschak	Adam Rumble	
Gianna Carbon	Marie Kaschak	Emily Russell	
Stephen Carney	Adam Kassem	Jacob Rutana	
Frederick Chammas	Zachariah Kassem	Avery Sandy	
Hannah Chandler	Gemma Kearns	Alyson Santangelo	
Christina Cole	Charles Kish	Taylor Schmid	
Michael Cougras	Mitchell Kluchar	Adeline Schweers	
Cierra Craig	Peter Kostalas	Sierra Sebastian	
Eric Cromwell	Jacob Kountz	Abbie Shoemaker	
Albin Dearing	Michael Kushner	Jarret Shurilla	
Megan Delaney	Joshua Laverty	Dennis Skarote	
Vincent DeToro	Brendan Lee	Dominic Smith	
Mia DiCioccio	Ally Marki	Jacob Smith	
Brooke Dinopoulos	Alec Martin	Justice Smith	
Aleen Donnachie	Kaitlin Masucci	Gianna Stanich	
Paul Eonomus	Nina Matzye	Isabella Stanich	
Zachary Ellis	Mason McCurdy	Alivia Stefek	
Aunnahsti Fabian	Darcy McTigue	Ryan Stetser	
Margaret Faur	Lauren Melillo	John Stride	
Alexander Feliciano	Hannah Misko	Serena Studzinski	
Fulton	Liam Morrison	Cailor Sundstrom	
Braiden Forsyth	Christin Murcko	Bailey Swogger	
Emily Frost	Malachi Murphy	Emily Testa	
Marialana Gajdos	Gianna Myers	Vincent Testa	
Geno Gallo	Zachary Nemeth	Kendra Trollo	
Michael Galterio, Jr.	Allyson Nittoi	Jared Tucker	
Nathan Garthwaite	Robert Norris, Jr.	Carly Ungaro	

END OF CONSENT AGENDA

Roll call, all members voted yes, consent agenda approved. Motion Passed 5-0.

PUBLIC PARTICIPATION

Mr. Greg Hann - 7365 Indian Trail, Poland, Ohio – Wanted to express thanks to the Board for making online meetings available to the public. The information is appreciated and presented in an easy to follow manner.

Mrs. Elinor Zedaker – 70 Poland Manor, Poland, Ohio – Commented regarding the 6-8 Book Club Process which was presented earlier. Embracing the concept of book clubs beginning with the middle school age group will provide students opportunities throughout a lifetime. It is an enrichment without end.

SUPERINTENDENT'S REQUESTS/RECOMMENDATIONS - Not included in Consent Agenda:

Approval of FY21 Renewal Budget with The Nutrition Group – Resolution #2020-90

Mr. Polis moved and Mr. Warren seconded with all members present voting aye to approve the renewal operational budget for FY21 with The Nutrition Group for cafeteria operations and management services. Motion passed 5-0.

Approval of MOU- PEA Regarding Insurance – Resolution #2020-91

Mr. Polis moved and Dr. Dinopoulos seconded with all members present voting aye to approve the following Memorandum of Understanding (MOU) with the PEA regarding insurance. Motion passed 5-0.

WHEREAS, the Board and the Association are parties to a collective bargaining agreement ("Negotiated Agreement") effective September 1, 2018, through August 31, 2021; and

WHEREAS, the PEA has filed a grievance attempting to challenge the implementation of certain language in said Negotiated Agreement pertaining to spousal coordination of benefits; and

WHEREAS, the grievance is currently pending in American Arbitration Association in case number 01-19-0000-6774, before arbitrator David W. Stanton; and

WHEREAS, in the interests of maintaining positive labor relations and foregoing the expenditure of additional resources, the parties hereby agree to resolve matters amicably;

NOW THEREFORE, the Board and the Association agree as follows:

1. For the term of the current Negotiated Agreement, ending on August 31, 2021, the Board will appropriate funds for the purpose of allowing the reimbursement of legitimate and verifiable claims by those bargaining unit members actually disadvantaged by the spousal "carve out."

2. The Board will appropriate the following amounts which will be available only for the specific year for which they are dedicated, with no carryover.
 - January 1, 2019-December 31, 2019 - \$20,000
 - January 1, 2020 - December 31, 2020 - \$20,000
 - January 1, 2021-August 31, 2021 - \$13,500 (Prorated 8 months)
3. Bargaining unit members employed on or before the date of the filing of the underlying grievance whose spouses have been removed from secondary coverage and would otherwise would have been able to access prior to the language changes of the current Negotiated Agreement are eligible for reimbursement from the allocation in accordance with the process further detailed herein; however, no reimbursement will exceed the difference between what would otherwise be covered and the spouses maximum out of pocket ("MOOP") limit. Similarly, any reimbursement must take into account the savings realized by the bargaining unit member for the decreased cost of the tiered premium. That benefit will be determined by subtracting the actual cost to bargaining unit member of their tiered insurance contribution from the cost of the insurance quote for coverage that does not include spousal carve out.
4. In order to process claims and allow for an appropriate expenditure of funds, the parties agree that the "Reimbursement Guidelines" set forth in Attachment "A" to this Memorandum will be followed.
5. Reimbursements will follow a specific and rigorous reimbursement process in accordance with the parameters set forth in the attached "Reimbursement Guidelines" (Attachment "A") to be managed by the PEA who will verify and acknowledge, under penalty of forfeiture of reimbursement(s), that any bargaining unit member seeking such reimbursement, has actually incurred legitimate out of pocket costs (in excess of premium reduction gains) that would not otherwise have occurred but for the spousal carve out language in the Negotiated Agreement. However, the amount of reimbursement must be mutually agreed upon after going through the rigorous reimbursement approval process.
6. The District will pay reimbursements as submitted by the PEA, subject to the right of the District's Treasurer to review the underlying information for any submitted claim upon request. The PEA will develop an application form and acknowledgement for calculating and documenting reimbursement, utilizing the factors set forth above, including those set forth in the attached "Reimbursement Guidelines" (Attachment "A") and maintain such documentation for inspection upon request.
7. Because insurance coverages run on a calendar year basis, the Funds will be available only for reimbursement claims arising in a calendar year. As such, the reimbursement as follows:
 - Year 1: January 1, 2019 through December 31, 2019
 - Year 2: January 1, 2020 through December 31, 2020
 - Year 3: January 1, 2021 through August 31, 2021
8. Verified claims for the 2019 calendar year will be payable on or before July 1, 2020, if submitted on or before May 30, 2020. For Year 2, verified applications must be submitted by March 1, 2021, for payment on or before April 15, 2021. For Year 3, verified applications must be submitted by November 1, 2021 for payment on or before January 15, 2022. Should verified claims exceed total sums available for reimbursement, individual reimbursement amounts shall be prorated (eg., in a year that \$20,000 was available and there were \$25,000 in verified claims, individual reimbursements would be at 80%). The tax implications and treatment, if any, for such payments will be the sole responsibility of the bargaining unit member receiving reimbursement.
9. The PEA will dismiss the pending grievance and arbitration case and pay any and all AAA costs relative to cancellation of the hearing.

10. The parties expressly agree and acknowledge both that this Memorandum will expire ("sunset") at the end of the current Negotiated Agreement and will not be deemed current contract language in any successor negotiations. In addition, the parties stipulate and agree that reimbursement will not be paid for costs incurred after August 31, 2021.
11. The parties understand that this Memorandum will not serve as precedent in any other matter, claim, grievance or case, nor may it be introduced in same, except as to enforce the specific terms of this limited time and purpose Memorandum.
12. Any grievance alleged under this Memorandum may not proceed beyond Step 4 of the Grievance Procedure of the Negotiated Agreement.
13. All other provisions of the Negotiated Agreement currently in effect between the parties hereto are not altered by this Agreement and shall remain in full force and effect for the term of the Negotiated Agreement and no other agreements shall serve to alter the provisions of the current Negotiated Agreement unless agreed to, in writing, between by the parties hereto.

Approval to Authorize Petition for Educational Programing – Resolution #2020-92

Mr. Polis moved and Mr. Warren seconded with all members present voting aye to approve the resolution to Authorize petitions(s) for Educational Programming to the Mahoning County Department of Health. Motion passed 5-0.

Approval of FY21 Shared Services with Struthers City Schools – Resolution #2020-93

Dr. Dinopoulos moved and Ms. Colucci seconded with all members present voting aye to approve the Agreement with Struthers City Schools to confirm their understandings and agreement with respect to the sharing of services of an English Language Teacher (“ELL Teacher”) with the Poland School District for the 2020-2021 school year. The Struthers City Schools will be billed for 2/5 of all salary and fringe benefits for said ELL Teacher Services. Motion passed 5-0.

Approval of FY21 Shared Services with Boardman Local Schools – Resolution #2020-94

Dr. Dinopoulos moved and Mr. Polis seconded with all members present voting aye to approve the Agreement with Boardman Local Schools to confirm their understandings and agreement with respect to the sharing of services of a School Psychologist with the Poland School District for the 2020-2021 school year. The Boardman schools will be billed for 3/5 of all salary and fringe benefits for said School Psychologist Services. Motion passed 5-0.

Approval to Non-Renew Limited Teaching Contracts – Resolution #2020-95

Mr. Polis moved and Dr. Dinopoulos seconded with all members present voting aye to approve the non-renewal of the limited teaching contracts at the end of the 2019-2020 school year, as per O.R.C. 3319.11 for: Motion passed 5-0.

- Eva Sullivan - Retired Teacher McKinley Elementary
- Jen Hudak - Long term sub teacher

Approval to Non-Renew Classified Contract – Resolution #2020-96

Mr. Polis moved and Ms. Colucci seconded with all members present voting aye to approve the non-renewal of the classified retire/rehire contract of Ben Bruno, Retired Bus Driver, at the end of the 2019-2020 school year, as per O.R.C. 3319.11. Motion passed 5-0.

Approval to Non-Renew Interim Assistant Principal – Resolution #2020-97

Dr. Dinopoulos moved and Ms. Colucci seconded with all members present voting aye to approve the non-renewal of the Interim Assistant Middle/McKinley School Principal, Edward Ashcroft, at the end of the 2019-2020 school year as per O.R.C. 3319.11. Motion passed 5-0.

Approval of Special Board/Work Session in June – Resolution #2020-98

Mr. Warren moved and Mr. Polis seconded with all members present voting aye to approve a Special Board/Work Session Meeting on Monday, June 15 at 6:00 p.m. to be held virtually. Board action may be taken. Motion passed 5-0.

Approval of Second/Final Reading of Policies – Resolution #2020-99

Mr. Polis moved and Ms. Colucci seconded with all members present voting aye to approve Poland Board of Education Policies, listed below, as presented for second and final reading. The policy updates were completed using the services of NEOLA and will be available online. Motion passed 5-0.

- Policy # 1520- Employment of Administrators
- Policy # 3120 - Employment of Professional Staff
- Policy # 3120.04 - Employment of Substitutes
- Policy # 3120.05 - Employment of Personnel in Summer School
- Policy # 3120.08 - Employment of Personnel for Co-Curricular
- Policy # 4120 - Employment of Professional/Classified Staff
- Policy # 4124 - Employment Contract
- Policy # 4120.08 - Employment of Personnel for Co-Curricular
- Policy # 2464 - Gifted Education and Identification
- Policy # 4162 - Drug and Alcohol Testing of CDL License Holders
- Policy # 5460 - Graduation Requirements
- Policy # 5460.02 - Students at Risk of Not Qualifying for a HS Diploma
- Policy # 6107 - Authorization for Electronic Records and Signatures
- Policy # 6600 - Deposit of Public Funds: Cash Collection Points
- Policy # 6660 - School Activity Fund
- Policy # 6152 - Student Fees, Fines, and Charges
- Policy #8450 - Control of Casual-Contact Communicable Diseases
- Policy #8420.01 - Pandemics and other Medical Emergencies

INFORMATIONAL ITEMS

- Reminder that the Poland Local Schools Athletic facilities are closed as per recommendations from Governor DeWine and Dr. Acton's orders.
- Graduation information has been sent to Class of 2020.
- All testing schedules have been posted on building web pages.
- Information regarding locker cleanout/staff cleanout will be sent out this week.
- Dobbins - Work on roof is underway, approximately 15 days to complete. Abating is almost done. Painting and carpeting will follow
- PMS sidewalk replacements is currently underway. Blacktop will start Wednesday weather pending.

REPORTS/PRESENTATIONS

- Foundation – Mr. Polis – Announced Mr. Politsky is President and Mr. Day is Vice President for another year. Student Ambassadors for FY21 have been selected and the newsletter was discussed.

- Legislation – Mr. Riddle – Governor DeWine announced reopening order for child care centers. The following topics are currently being discussed in the House and/or Senate:
 - HB111 – Transfer of student records within 5 days
 - HB322 – Regarding Ohio Teacher Residency Program
 - HB409 – Modifies student attendance at e-schools.
 - HB83 – Allows images by camera on school bus as evidence for failing to stop
 - HB208 – Increased penalty for assault if victim is a sports official
 - SB10 – Amended –Increases penalty for theft in office \$150k or more
 - HB255 – Requires tax expenditure report of each property tax exemption
 - HB541 – Revised adjusting property values
 - HB609 – Requires tax commissioner to administer temporary amnesty program from August 2020 – December 2020 with respect to delinquent state taxes and fees
 - SB181 – Template for workforce education partnership programs
 - HB308 – Provides Workers Comp/Disability for peace officers

ANNOUNCEMENT

The next scheduled Special Board/Work Session meeting of the Poland Board of Education will be held on Monday, June 15, 2020 at 6:00 p.m. Virtually at the Poland Board of Education Administration Office.

The next Poland Board of Education Regular meeting will be held on Monday, June 22, 2020 at 6:00 p.m. per Livestream at the Poland Board of Education Administration Office.

At 8:09 p.m., Mr. Polis moved and Mr. Warren seconded with all members present signaling aye to enter into executive session to consider the appointment, employment, dismissal of a public employee or official.

Reconvene to Regular Session and Adjourn – Resolution #2020-100

At 8:45 p.m., Mr. Polis moved and Ms. Colucci seconded with all members present voting aye to adjourn the meeting. Motion passed 5-0.

Meeting adjourned.

Treasurer

President