

WADSWORTH CITY SCHOOL DISTRICT BOARD OF EDUCATION

WADSWORTH, OHIO

REGULAR STATED MEETING

MONDAY, JANUARY 3, 2022 (Immediately Following Organizational Meeting)

TO JOIN BY VIDEO, CLICK THE FOLLOWING LINK:

<https://stream.meet.google.com/stream/c7312fdd-2550-4cfb-a940-cd3f0a0a09f1>

(employees and/or those viewing from a student email acct. who do no plan to make public comment)

or

<https://meet.google.com/swv-xpmc-idt>

(participants/board members/those making public comment)

TO JOIN BY TELEPHONE, CALL THE FOLLOWING NUMBER:

+1 929-336-0412 PIN: 300 834 448#

AGENDA

I. Call to Order

II. Roll Call

III. Student/Staff Recognition

A. January Students of the Month

<u>Student</u>	<u>Grade</u>	<u>School</u>
Ainsley White	04	Franklin Elementary School
Miranda Kidney	04	Isham Elementary School
Abe Gabhart	04	Lincoln Elementary School
Haley Carr	04	Overlook Elementary School
Kendel Zimmerman	04	Valley View Elementary School
Aiden Cross	05	Central Intermediate School
Jordan Jones	08	Wadsworth Middle School
Rayghen Simon	11	WHS Career-Technical
Andrew Piepho	12	Wadsworth High School

IV. Administrative Discussion Items, Presentations, and Updates

A. 2024-2025 School Year Calendar

V. Administrative Items

A. Personnel Consent Items

1. Employments

- a) Thomas Forrer, Theater Tech
- b) Abigail Kissinger, Theater Tech
- c) Deanna Mayville, Non-teaching Employee
- d) Carrie Plake, Non-teaching Employee
- e) Amanda Simmons, Athletic Contest Worker, eff. 12/27/2021
- f) Michael Sweazy, Non-teaching Employee
- g) Classified substitutes, per attached list
- h) Supplemental contracts, per attached list
- i) Volunteers, per attached list

- 2. Recommendation to approve unpaid leave under FMLA to Kim Tobias, from the end of her allowable sick leave through the end of the 2021-2022 school year
- 3. Recommendation to amend the unpaid leave for Carol Norman, originally board-approved on September 20, 2021, to reflect a return date of February 1, 2022 rather than January 3, 2022

B. Action Consent Items

- 1. Recommendation to approve the 2023-2024 school year calendar
- 2. Recommendation to approve the following Memorandums of Understanding between the Wadsworth Education Association (WEA) and the Wadsworth City School District Board of Education:
 - a) Loss of Planning/Preparation Period
 - b) Middle School Football Coach Payment
- 3. Recommendation to approve the following Memorandum of Understanding between the Wadsworth Educational Support Personnel Association OEA/NEA and the Wadsworth City School District Board of Education
 - a) Posting Timeline and Vacancy

4. Recommendation to approve the payment of \$60/hour to employees whose position is covered in the Salary Exempt Benefit Provision Manual or the Administrator Benefit Provision Manual when the employee works outside of the employee's workday to assist the Medina County Health Department with contact tracing a positive COVID-19 case involving a Wadsworth City School District student, Wadsworth City School District employee, or another individual whose positive COVID-19 case is tied to the Wadsworth City School District due to the affected person being around our students and employees for school-related reasons. This resolution is for the period of December 18, 2021 through the end of the 2021-2022 school year.
5. Recommendation to approve the Student Well-Being/Mental Health Coordinator job description
6. Recommendation to join the Ohio School Boards Association Legal Assistance Fund for calendar year 2022 at a cost of \$250
7. Recommendation to approve the Letter of Agreement for Licensure Programs between Walden University Richard W. Riley College of Education and the Wadsworth City School District Board of Education
8. Recommendation to approve the Candle Coach LLC Terms and Conditions
9. Recommendation to approve the Affiliation Agreement between the University of Akron and the Wadsworth City School District Board of Education
10. Recommendation to accept the following donations:
 - a) an anonymous donation of \$18,000
 - b) \$5,000 from Joan Holt

C. Action Item

1. Recommendation to approve the following revised Benefit Provision Manuals:
 - a) Hourly Exempt Employee
 - b) Salary Exempt Employee
 - c) Administrator

VI. Items of the Treasurer

A. Action Consent Items

1. Recommendation to approve the estimated revenue and expenses FY23 and submit them to the Medina County Budget Commission

VII. Legislative Update

VIII. Floor Items

IX. Board Member Items

X. Executive Session

WHEREAS, a public board of education may hold an executive session only after a majority quorum of this board determines by a roll call vote to hold such a session and only at a regular or special meeting for the purpose of the consideration of any of the following matters:

- A. To consider one or more, as applicable, of the check marked items with respect to a public employee or official:
 - 1. Appointment
 - 2. Employment ✓
 - 3. Dismissal
 - 4. Discipline
 - 5. Promotion
 - 6. Demotion
 - 7. Compensation
 - 8. Investigation of charges/complaints (unless public hearing requested)
- B. To consider the purchase of property for the public purposes or for the sale of property at competitive bidding
- C. Conferences with an attorney for the public body concerning disputes involving the public body that are the subject of pending or imminent court action
- D. Preparing for, conducting or reviewing negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment
- E. Matters required to be kept confidential by federal law or rules or state statutes
- F. Specialized details of security arrangements where disclosure of the matters discussed might reveal information that could be used for the purpose of committing or avoiding prosecution for a violation of the law

NOW, THEREFORE BE IT RESOLVED, that the Wadsworth City Board of Education, by a majority of the quorum present at this meeting, does hereby declare its intention to hold an executive session on A2 as listed above.

XI. Adjournment

In accordance with State and Federal law, the District will provide reasonable accommodations to persons with disabilities who wish to attend and/or participate in school events. Such individuals should notify the Superintendent if they require a reasonable accommodation.

**WADSWORTH CITY SCHOOL DISTRICT
BOARD OF EDUCATION
Regular Stated Meeting
January 3, 2022**

Agenda Detail Sheet

IV. Administrative Discussion Items, Presentations and Updates

- A. 2024-2025 School Year Calendar:** At the November 15, 2021 board of education meeting, a proposed calendar for the 2024-2025 school year was presented to the board. As Ohio Revised Code requires a minimum of thirty (30) days from the time of public presentation before the board can formally act on a school calendar recommendation, it was planned to recommend the calendar for approval at the January 3, 2022 board of education meeting.

At a meeting on December 17, 2021, the team at Holabird & Root/bshn Architects, Inc. shared a tentative timeline for the new intermediate school construction process that covers the period of right now through construction completion. Of note, the timeline shows that completion of the project could occur as early as September of 2024 or as late as January of 2025. Both of these dates are well ahead of our target date of August of 2025. Please note that there are many moving parts right now, and this timeline could change.

As a result of this tentative timeline, we are going to hold off on recommending the 2024-2025 school year calendar. If the tentative timeline holds, which we should know in roughly six (6) months, we may need to alter some of the proposed school year calendar dates.

V. Administrative Items

A. Personnel Consent Items

1. Employments

- c) Deanna Mayville:** Ms. Mayville is being recommended to fill a vehicle driver position which is required due to the creation of a new route required to meet the needs of students, per their individual education program (IEP).
- d) Carrie Plake:** Ms. Plake is being recommended to fill the student attendant float position, a position required to meet the needs of students and address the challenges the district faces due to substitute shortages.
- f) Michael Sweazy:** Mr. Sweazy is being recommended to fill the CIS Custodian III position which was left open when Ms. Sabriena Hall moved to a new position within the district.

B. Action Consent Items

1. **2023-2024 School Year Calendar:** The 2023-2024 school year calendar being recommended for approval was presented at the November 15, 2021 board of education meeting.
2. **Wadsworth Education Association (WEA) Memorandums of Understanding (MOUs):** The MOUs between the WEA and the Wadsworth City School District Board of Education being recommended for approval are detailed below.
 - a) **Loss of Planning/Preparation Period:** While our Negotiated Agreement with the Wadsworth Education Association (WEA) addresses how we pay teachers who lose their planning/preparation period due to our request or requirement to substitute, the provision was meant as a last resort. Due to our substitute shortage, this school year the “last resort” has become more of the “norm” for us to keep our buildings open. We would like to use ESSER funds to increase the pay for this type of situation. This MOU is only for the remainder of the 2021-2022 school year and is meant to provide a small token of appreciation for the extra work the teachers are being asked to complete, not only when they have to cover a class during their planning period but when the work they would otherwise do during their planning period gets shifted to other parts of their day, often times outside of the workday.
 - b) **Middle School Football Coach Payment:** The board of education previously approved (July 23, 2021) a MOU that split the paid middle school football coaching contracts between more coaches than would otherwise receive a paid contract, thus resulting in less pay for each coach (the coaches initiated this; our total cost did not increase). One (1) of the coaches then resigned, effective September 3, 2021. This MOU will allow the money that remains from what the coach who resigned would have been paid to be distributed between the other coaches who were part of the original MOU. As noted earlier, this MOU does not increase the cost of what we otherwise would have paid for coaches during this past season.
3. **Wadsworth Educational Support Personnel Association OEA/NEA (WESPA) Memorandum of Understanding (MOU):** The MOU between the WESPA and the Wadsworth City School District Board of Education being recommended for approval allowed us to expedite the posting period for a recent transportation change that we plan to implement starting on January 3, 2022. The MOU also clarifies that a temporary student transportation need is not considered a vacancy per the language found in the *Collective Bargaining Agreement*.
4. **Salary Exempt Employee and Administrator Resolution:** The recommendation is to approve the payment of \$60/hour to employees whose position is covered in the Salary Exempt Benefit Provision Manual or the Administrator Benefit Provision

Manual when the employee works outside of the employee's workday to assist the Medina County Health Department with contact tracing a positive COVID-19 case involving a Wadsworth City School District student, Wadsworth City School District employee, or another individual whose positive COVID-19 case is tied to the Wadsworth City School District due to the affected person being around our students and employees for school-related reasons. This resolution is for the period of December 18, 2021 through the end of the 2021-2022 school year and is being made for the following reason:

As with our teachers and classified employees, many of our administrators and other salary exempt employees are being pulled in many directions during their normal working hours. From arranging substitutes and subbing themselves, to contact tracing, etc., much of the work they need to be completing is put on the back burner to address more immediate needs to keep our buildings open. The difference with administrators is that even pre-pandemic, the job has always involved this type of juggling (just nowhere near as much as currently is occurring).

As we near a year and a half of contact tracing, there is no doubt that many of our administrators and salary exempt employees have lost many hours outside of their regular work hours and workdays assisting our county health department in this task. They have graciously given freely of their time, as they know that doing so helps improve the precision involved in the contact tracing process and ultimately helps to keep our schools open and students in-person when we have to follow the rules established by the Ohio Department of Health and the Medina County Health Department.

As a result, we believe that the best way for us to provide a small token of our appreciation while providing a clean path to use ESSER funds is to compensate these employees when they are required to come back at night, on weekends, over vacations, etc. to contact trace.

5. **Student Well-Being/Mental Health Coordinator Job Description:** The Student Well-Being/Mental Health Coordinator job description being recommended for approval describes the duties to be performed by the person in this position, starting in the 2022-2023 school year. The position has been included in the Salary Exempt Benefit Provision Manual (see Action Item #1 below).
7. **Walden University:** The Letter of Agreement for Licensure Programs between Walden University Richard W. Riley College of Education and the Wadsworth City School District Board of Education being recommended for approval details the responsibilities of each organization as it relates to student teachers and administrative interns.

8. **Candle Coach LLC:** The Candle Coach LLC Terms and Conditions being recommended for approval will allow Franklin Elementary School to use Candle Coach LLC for a field trip in the spring of 2022.
9. **University of Akron Affiliation Agreement:** The Affiliation Agreement between the University of Akron and the Wadsworth City School District Board of Education being recommended for approval details the responsibilities of each organization as it relates to all of the clinical education programs in the College of Health and Human Sciences. This includes the School of Speech Language Pathology and Audiology; School of Social Work and Family Sciences; School of Exercise and Nutrition Sciences; School of Allied Health; School of Counseling; and School of Disaster Science and Emergency Services.

C. Action Item

1. **Revised Benefit Provision Manuals:** A summary of the revisions made to the Benefit Provision Manuals being recommended for approval is below.
 - a) **Hourly Exempt Employee:** We have removed conflicting language on who qualifies for insurance benefits and added the definition of full-time for the purpose of who qualifies for insurance benefits. This change does not remove insurance benefits from any current hourly exempt employee. In addition, we have added language to allow hourly exempt employees to create a sick leave pool, similar to what our Wadsworth Education Association (WEA) and Wadsworth Educational Support Personnel Association OEA/NEA (WESPA) employees are able to do.
 - b) **Salary Exempt Employee:** We have removed conflicting language on who qualifies for insurance benefits and added the definition of full-time for the purpose of who qualifies for insurance benefits. This change does not remove insurance benefits from any current salary exempt employee. We have also added the position of Student Well-Being/Mental Health Coordinator. We have previously talked about this position, and it has been budgeted for in our forecast and with the use of ESSER funds. In addition, we have separated the salary exempt positions into non-teaching employees and administrative employees to comply with Ohio Revised Code provisions ([3319.02](#), [3319.081](#), [4117.01](#)) regarding evaluations, contracts, personal leave and vacation. Finally, we have added language to allow salary exempt employees to create a sick leave pool, similar to what our WEA and WESPA employees are able to do.
 - c) **Administrator:** We have added language to allow administrative employees to create a sick leave pool, similar to what our WEA and WESPA employees are able to do.

VI. Items of the Treasurer

A. Action Consent Items

- 1. Approval of estimated revenue and expenses FY23 and submission to the Medina County Auditor:** This is the first step in the budget process with the Medina County Auditor for the 2022-2023 fiscal year. This includes funds that have associated tax levies including the general fund and bond retirement fund.

EMPLOYMENTS
January 3, 2022

Classified Substitutes

Angela Carretta
Deanna Mayville

Supplemental Contracts

Pamela Csaky	Co-director, WHS musical
Kalyn Davis	Co-director, WHS musical

Volunteers

Laurie Beal
Brody Fratantonio
Anthony Laurene
Cathryn (Cadie) Shaffer