

**This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in the agenda.**

**ROLL CALL**

Marcia S. Bruns \_\_\_\_\_  
Ryan C. Crandall \_\_\_\_\_  
Erika M. Damman \_\_\_\_\_  
Ty A. Otto \_\_\_\_\_  
Michael J. Wesche \_\_\_\_\_

**PLEDGE OF ALLEGIANCE**

**SUPERINTENDENT'S REPORT**

1. Students in grades 3-12 with PERFECT Ohio State Tests (OSTs) test scores

ELA -

Grade 4 (Tilley) - Annalyse Carpenter  
Grade 5 (Hesterman) - Alexis Stover

MATH -

Grade 3 (Badenhop) - Myah Gunter  
Grade 3 (Yunker) - Noah Borstelman, Cash Bostelman, Casen Niese

Grade 4 (Faerber) - Leo Altman, Connor Babcock, Cameron Brown, Emma Damman, Adrianna Seesholtz, Mason VonDeylen, Taylor Weber

Grade 4 (Walston) - Lilah Adams, Parker Kyle

Grade 4 (Turner) - Nixon Agler, Sadie Bickel, Caleb Graham, Lucas Helberg

Grade 5 (Cordy) - Evelyn Aderman, William Hoffman, Bentley Keller

Grade 6 (Jason Seiler) - Chloe Brink, Braden Gray, Grayson Lamming

Grade 6 (Glassford) - Erin Damman

Algebra I (Wachtmann) - Robert Hoffman

Geometry (Aschemeier) - Cooper Korak

SCIENCE - None

SOCIAL STUDIES - None

**CONSENT AGENDA**

**\*bold indicates new to position**

It is recommended that the Napoleon Area City Board of Education:

1. approve the minutes of the regular Napoleon Area City Board of Education meeting of August 16, 2023 as presented.
2. approve the FMLA leave for Mrs. Jodi Myers to begin intermittently August 22, 2023 and continuing up to twelve weeks.
3. approve the FMLA leave for Mrs. Jodi Stover to begin intermittently August 24, 2023 and continuing up to twelve weeks.
4. approve the FMLA leave for Mrs. Char Gray to begin September 15, 2023 and continuing up to twelve weeks.
5. approve the FMLA leave for Mr. Tyler Swary to begin approximately October 20, 2023 and continuing up to twelve weeks.
6. approve the FMLA leave for Mr. Lane Bese to begin approximately November 23, 2023 and continuing up to twelve weeks.
7. approve the FMLA leave for Ms. Mackenzie Plassman to begin approximately January 3, 2024 and continuing up to twelve weeks.
8. approve the FMLA leave for Mrs. Alyssa Bird to begin approximately January 21, 2024 and continuing up to twelve weeks.
9. approve the FMLA leave for Mrs. Chantelle Cramer beginning February 20, 2024 and continuing up to twelve weeks.

10. approve the employment of Mrs. Tracy Leaders as a Building Aide at Napoleon Elementary School effective August 24, 2023. Mrs. Leaders will work four (4) hours per day and will begin at the probationary rate for the 90-day probationary period.
11. approve the employment of Mrs. Ashley Kryder as a Building Aide at Napoleon Elementary School effective September 5, 2023. Mrs. Kryder will work 4.25 hours per day and will begin at the probationary rate for the 90-day probationary period.
12. Mrs. Molly Boy, Grade 3 Teacher as approved May 24, 2023, consent agenda item number ten will start at Bachelor's + 150, step zero (0).
13. approve an employee contract for Mrs. Amber Sonnenberg as Napoleon Area City Schools EMIS Coordinator, 200 days per year, effective July 1, 2023 as presented.
14. approve a one-year Retired Certificated Limited Contract to Mr. Gene Rupp as Interim Special Education Director, at step 5 of the Director of Special Education salary schedule as presented.
15. approve the amendment/extension to the Treasurer's contract as presented.
16. accept the resignation of Mrs. Wendy Nashu, Special Education Director at Napoleon Area City schools effective September 10, 2023. Mrs. Nashu served the district for twelve years.
17. accept the retirement resignation of Mr. Tim Atkinson, Grade 2 Teacher at Napoleon Elementary School effective at the end of the 2023-2024 school year. Mr. Atkinson has served the district for 23 years.
18. accept the retirement resignation of Mrs. Cyndia Tilley, Grade 4 Teacher at Napoleon Elementary School effective at the end of the 2023-2024 school year. Mrs. Tilley has served the district for 30 years.
19. accept the retirement resignation of Mrs. Tiffany Biederstedt, Grade 1 Teacher at Napoleon Elementary School effective at the end of the 2023-2024 school year or May 28, 2024. Mrs. Biederstedt has served the district for 34 years.
20. approve the following Athletic coaches for the 2023-2024 contract year:

Ticket Manager - **Halle Good** (1/2)

Varsity Assistants:

Girls Basketball - Denine Cramer, Amberly Abbott

Softball - Chad Rupp

Water Polo - **Abby Allison** (1/2), **Shannon Finn** (1/2)-effective 9/19/23

Wrestling - Austin Ripke

Freshman Head Coach:

Girls Basketball - Julia Rausch  
Wrestling - Devin Meyer

Junior High Head Coach:

Boys Basketball - Derek Damman (8th grade)  
Girls Basketball - Kara Miller (7th grade)  
Boys Track - Tyler Swary  
Girls Track - Jason Seiler

Junior High Assistants:

Football - **John Cooper** (7th grade) - effective 8/31/23  
Boys Track - Alex Glassford

21. approve the following athletic volunteer coaches for the 2023-2024 school year:

Bowling - Randy Babcock, Chris Ehlers, Denny Ehlers, David Kiessling, Randy Schwaiger  
Wrestling - Charley Bohls, Josh Lynch

22. approve the following athletic/tournament game help for the 2022-2023 school year:

Lynne Debbe	Cory Niekamp	David Burill	Madelyn Lloyd
Brittany Labie	Ashley Miller	Kevin Garringer	Steve Griep (Freels)
Duane Ressler	Brett Wesche	Drew Snoply	Mike Lloyd

23. approve the following athletic/tournament game help for the 2023-2024 school year:

Lynne Debbe    Halle Good    Lee Schiple    Allison Thomas    Susie Wagner

24. approve the following individuals as High Quality Student Data Committee (formerly SGM) members for the 2023-2024 school year at the tutor rate of \$30.00 per hour:

Anne Kessing            Kara Miller

25. approve the following individuals as tutors at Napoleon Elementary School for the 2023-2024 school year at the tutor rate of \$30.00 per hour. This is to help students with learning loss experienced during covid and will be paid by ARP ESSER funds.

**Napoleon Elementary School**

Grade 2 - Kara Miller, effective October 2, 2023

Grade 3 - Molly Boy, effective September 1, 2023

26. issue a supplemental contract for the following mentor or facilitator teachers for the 2023-2024 school year (as needed):

Mentor – Year 1

Carley Frank, Jennifer Kin, Kylie Speiser

Mentor – Year 2

Kelli Good, Sarah Rosebrock, Lindy Seagrave, Cyndy Tilley

RESA Facilitator - Kara Miller (Mentor - Year 3 & 4)

27. approve the following as substitute teachers for the 2023-2024 school year:

**Addyson Speiser** - Effective September 14, 2023 (temporary non-bachelor)

**Macee Speiser** - Effective September 14, 2023 (temporary non-bachelor)

Haley Wulff - Effective August 30, 2023 (non-bachelor's)

28. approve the following substitute positions for the 2023-2024 school year:

Jennifer Bergstedt - Café - eff. August 23, 2023; **Custodial** - eff. September 14, 2023

**Brianna Pollauf** - Cafe, Secretary - effective September 11, 2023

**Julianne Yunker** - Aide - effective September 12, 2023

29. approve the substitute list for teachers and paraprofessionals from the Northwest Ohio Educational Service Center for the 2023-2024 school year as presented.

30. approve the OHSAA Tournament Better Seed Host agreement for any higher seed hosting and tournament site agreements the District may be eligible for during the 2023-2024 school year and authorize the Superintendent, Treasurer and Athletic Director to execute any related documents.

31. approve the Northwest Ohio Educational Service Center Governing Board for ELL Specialist (formerly ESL Instructional Assistant) service agreement for the 2023-2024 school year as presented.

32. approve the following updated agreements for services with the Northwest Ohio Educational Service Center for the Napoleon non-public schools as presented:

St. Augustine Catholic School

Occupational and Physical Therapist Services

School Psychologist Services

Speech Therapist Services

St. John Lutheran School

Occupational and Physical Therapist Services

School Psychologist Services

Speech Therapist Services

St. Paul Lutheran School

Occupational and Physical Therapist Services

School Psychologist Services

Speech Therapist Services

33. acknowledgement of the Community Reinvestment Area (CRA) agreement between the City of Napoleon and Shank Properties, LLC dba C & C Fabrication as presented.
34. approve the Third Party Service Agreement: Title I between Napoleon Area City Schools, Holy Cross Catholic School of Defiance and Defiance City Schools as presented.
35. ratify the contracts entered into by the Superintendent and Treasurer as follows:
  - University of Toledo Affiliation Agreement for its teacher education programs as presented.
36. approve the following Board policy revisions as presented:
  - 4415.01 - Confidential Staff Retirement Pay (Severance and Retirement Stipends)
  - 4421.01 - Confidential Staff Fringe Benefits

37. accept the following donations:

***Napoleon Area City Schools***

A donation of 30 Personal Pan Pizza gift certificates from Pizza Hut of Napoleon to Napoleon Area City Schools to be given to grade 3-12 students who scored perfect scores on the 2023 Spring Ohio State Tests.

A donation of \$238.33 from the Napoleon High School Alumni Association for the Teacher Wish List Scholarships:

Tiffany Biederstedt - Scholastic News for first grade - \$151.55  
Jazon Zera - DECA Blazer - \$86.78

A donation of seven gift bags, contents valued at approximately \$15.00 per gift bag from Delta Kappa Gamma organization to Napoleon Area City Schools teachers who are new to the district.

A donation of miscellaneous custodial supplies, estimated value of \$200.00 from Michael & Holly Hershberger to Napoleon Area City Schools Custodial Department.

***Napoleon Jr/Sr High School***

A donation of one Vito clarinet from Mr. Jeff Nicely to Napoleon Jr/Sr High School.

A donation of \$1,250.00 from OHSAA to the Napoleon Jr/Sr High School athletic department for miscellaneous needs.

Several donations from the Napoleon Athletic Boosters to the Napoleon Jr/Sr High School athletic department:

- \$5,000.00 to Napoleon Area City Schools Athletic Department to cover all NAS student admissions to home athletic events for the 2023-2024 school year.
- \$550.00 to the Girls cross country team for working the fair gate.
- \$2,694.89 for the Wrestling spotlight and the Water Polo camera.

A donation of \$5.00 from Brian and Dea Plummer to Napoleon Jr/Sr High School athletic department for athletic pass sales.

A donation of \$500.00 from the Napoleon Wrestling Club to the Napoleon Jr/Sr High School athletic department for the wrestling mat lamp and spotlight.

A donation of \$280.00 from the Napoleon High School Athletic Hall of Fame to defray the cost of admission tickets to the football game for the Hall of Fame inductees.

A donation of 12 white booklet score card holders with a Napoleon Wildcat logo, valued at \$215.40 and 12 white bag towels with a Napoleon Wildcat Golf logo, valued at \$239.40 from Mr. Mark Mossing to the Napoleon High School Athletic Department, Boys and Girls Golf program.

A donation of 12 white bag towels with a Napoleon Wildcat Golf logo, valued at \$239.40 from Steve and Peggy Mossing to the Napoleon High School Athletic Department, Boys and Girls Golf program.

A donation of \$750.00 for a HUDL camera from Polo Proud to the Napoleon High School Athletic Department, Water Polo program.

A donation of a 6'x10' national flag of The United States of America from the American Legion Post 300 to Napoleon Jr/Sr High School.

### ***Napoleon Elementary School***

A donation of school supplies, valued at approximately \$75.00 from Dollar General to Napoleon Elementary School for students in need.

An anonymous donation of miscellaneous school supplies, valued at \$20.00 to Napoleon Elementary School students in need.

An anonymous donation of notebooks and three book bags, valued at \$30.00 to Napoleon Elementary School students in need.

A donation of miscellaneous school supplies and snacks from the Henry County Retired Teachers Association for Napoleon Elementary School classrooms.

A donation of miscellaneous school supplies, valued at \$50.00 from the Henry County Retired Teachers Association to Napoleon Elementary school.

A donation of miscellaneous school supplies, valued at \$25.00 from JAC Products to Napoleon Elementary School.

- 38. It is recommended that the Napoleon Area City Board of Education adopt the following resolution approving the **Permanent Appropriations** by fund for the 2023-2024 school year (Fiscal 2024) as presented.

BE IT RESOLVED by the Board of Education, Napoleon Area City School District, Henry County, OH that to provide for the current expenses and other expenditures of said Board of Education during the fiscal year ending June 30, 2024, the sums be and the same are hereby set aside and appropriated for the several purposes for which expenditures are to be made and during said fiscal year as presented.

- 39. accept the financial reports as presented in Exhibits A-D.

Motion \_\_\_\_\_ Second \_\_\_\_\_

Roll Call: M. Bruns, R. Crandall, E. Damman, T. Otto, M. Wesche

**MOUs**

**1. Memorandum of Understanding - Cooperating Teacher for Student Teacher**

This Memorandum of Understanding is entered into by the **NAPOLEON AREA CITY BOARD OF EDUCATION** (“Board”) and the **NAPOLEON FACULTY ASSOCIATION** (“Association”).

**WHEREAS**, the Board and the Association are parties to a current Collective Bargaining Agreement MOU, effective from July 1, 2021 through June 30, 2024.



**WHEREAS**, the Board and Association wish to enter into an agreement to modify the CBA regarding Article XVI: Compensation and Reimbursements, Section B, Appendix D Cooperating Teacher for Student Teacher, and

**WHEREAS**, the parties intend to amend the Agreement as set forth hereinafter, and further intend that all remaining sections of the CBA, that are not inconsistent herewith, shall remain in full force and effect.

**NOW THEREFORE, IT IS HEREBY AGREED** by and between the Board and the Association that the following language shall constitute their Agreement as it relates to this matter:

1. Cooperating Teacher for Student Teacher shall include the University of Toledo at the rate of \$126.29 per student teacher.
2. Payment shall be according to past practice of all other cooperating teacher payments so listed.
3. The parties agree the terms of the CBA, if not expressly addressed herein, shall remain in full force and effect.
4. This MOU shall be considered part of the CBA with all remedies provided.

Motion \_\_\_\_\_ Second \_\_\_\_\_

Roll Call: R. Crandall, E. Damman, T. Otto, M. Wesche, M. Bruns

**RESOLUTION**

**1. A RESOLUTION AUTHORIZING PHASE IV OF THE PARKING IMPROVEMENTS PROJECT AND PARTIAL SURVEY WORK FOR PHASE VI, AND SELECTING MOST-QUALIFIED DESIGN PROFESSIONAL**

The Superintendent recommends authorization to proceed with the design of Phase IV and partial survey work for Phase VI of the Parking Improvements Project (the “Project”), and selection of Mannik and Smith as the most-qualified design professional for the Project.

Rationale:

- 1) The Board previously identified a need to have the parking at the Napoleon Area City Schools Campus studied. The Board hired Mannik and Smith to conduct that

study and provide recommended improvements. Mannik and Smith has completed the parking study, which the Board approved.

- 2) In the study, Mannik and Smith identified six phases of recommended improvements to the parking at the campus. At this time, the Board intends to proceed with the design of the Phase IV improvements and partial survey work for Phase VI identified in the study.
- 3) To prepare the design of the Phase IV improvements and partial survey work for Phase VI, the Board requires the services of a professional design firm. The District maintained a file of Statements of Qualifications in accordance with ORC 153.71. The District identified Mannik and Smith to be the most qualified to provide the required professional design services.
- 4) Upon approval of the Board, the Superintendent will negotiate a contract with Mannik and Smith to perform the required services and present the agreement to the Board for approval at a cost not to exceed \$50,000.

The Board of Education resolves as follows:

- 1) The Board authorizes the design of the Phase IV improvements and partial survey work for Phase VI for the Parking Improvements Project.
- 2) The Board selects Mannik and Smith as the firm most qualified to perform the required design and construction administration services for the Project.
- 3) The Board authorizes the Superintendent, working with other administrators and legal counsel, to negotiate an agreement with the Architect to perform these services and to present the negotiated agreement to the Board for approval.

Motion \_\_\_\_\_ Second \_\_\_\_\_

Roll Call: E. Damman, T. Otto, M. Wesche, M. Bruns, R. Crandall

**BUSINESS AFFAIRS AND FINANCE**

FOR BOARD AGENDA  
INTEREST EARNED  
MONTH: August

September-  
23

TYPE	AMOUNT	FUND	INT. RATE	INVESTED	SOLD/DUE	INTEREST
PAYROLL	0.00	GENERAL	N/A			0.00
SUPER NOW	3,118,981.35	VARIOUS	0.12%			1,728.19
SUPER NOW	9,554.63	ST. AUG	0.12%			5.29
SUPER NOW	18,584.03	ST. JOHN	0.12%			10.30
SUPER NOW	32,989.98	ST. PAUL	0.12%			18.28
PREMIER BANK ICS	15,679,739.23	VARIOUS	5.64%			63,628.81
STAR OHIO	4,827,390.92	VARIOUS	5.48%			22,353.72
STAROhio-Local Funds	1,480,019.27	Construction	5.48%			<u>6,853.38</u>
					TOTAL	<u>94,597.97</u>

**ADMINISTRATORS' REPORTS****OTHER BUSINESS AND CONCERNS**

1. The regular meeting of the Board is scheduled for Wednesday, October 18, 2023 at 7:00 p.m., in the multi media room of Napoleon Jr. /Sr. High School.

**RECOGNITION OF VISITORS**

[The school board and administrative staff encourage and appreciate citizen interest in meetings of the board of education. This section of the agenda is designed to hear the views of citizens about their schools and items on the agenda. Persons wishing to address the board may make written requests in advance of the meeting or indicate their name, address and the item which they wish to address. Each speaker is asked to address the board so the speaker's remarks may be clearly heard. The speaker should give his or her name and address and limit comments to three minutes. We provide a time for citizen remarks at every regular meeting. At no time do we allow particular grievances about an employee to be aired. These remarks will be declared to be out of order and will be terminated

when they are made about a specific employee. Any such discussion is not allowed in a public meeting, but may be discussed in an executive session at the board's discretion. Board members may ask questions of the speaker for information or clarification and may or may not make comments in response to a speaker's remarks. No board member has the power or authority to act for the board; therefore, no response from an individual board member should be interpreted as an official action. Requests for information about any subject should be made in writing to the board president or superintendent. Requests for information at the board meeting will be referred to the superintendent for review and report to the board. Thank you for your cooperation.]

### **LEGISLATIVE REPORT**

### **FOUR COUNTY CAREER CENTER REPORT**

### **BOARD MEMBER COMMENTS**

**EXECUTIVE SESSION**

An executive session is requested for one or more of the following matters to:

- \_\_\_\_\_ a. consider the appointment, employment, dismissal, discipline, promotion, demotion, of compensation of a public employee or official, or to consider the investigations of charges or complaints against a public employee, official, licensee or "regulated individual"; unless the person being investigated of charges or complaints requests a public hearing;
- \_\_\_\_\_ b. consider the purchase or sale of public property if the public interest would be hurt by the premature disclosure of the information;
- \_\_\_\_\_ c. confer with the public body's attorney for the purpose of considering disputes if a court action concerning the dispute is either pending or imminent;
- \_\_\_\_\_ d. prepare for, conduct, or review negotiations or bargaining sessions with public employees;
- \_\_\_\_\_ e. consider matters required by federal laws or rules or state statutes to be kept confidential;
- \_\_\_\_\_ f. consider specialized details of security arrangements if the information could be used for criminal purposes.

Motion \_\_\_\_\_ Second \_\_\_\_\_

Roll Call: T. Otto, M. Wesche, M. Bruns, R. Crandall, E. Damman

Adjourned to executive session at \_\_\_\_\_ p.m.; returned from executive session at \_\_\_\_\_ p.m.

**ADJOURNMENT**

Motion \_\_\_\_\_ Second \_\_\_\_\_

Attest: \_\_\_\_\_  
Treasurer, Board of Education

Signed: \_\_\_\_\_  
President, Board of Education