

**Winton Woods Board of Education
Minutes
Regular Meeting – July 27, 2020**

The Winton Woods Board of Education met in Regular Session on Monday, July 27, 2020 remotely, via ZOOM. President Johnson called the meeting to order at 6:39 p.m.

ROLL CALL AND PLEDGE OF ALLEGIANCE

On the roll call the following members were present: Mr. Gino McGowens, Mrs. Katrina Rugless, Mr. Jeff Berte, Dr. John Cuppoletti, Dr. Viola Johnson. Also present were: Mr. Anthony Smith, Superintendent and Mr. Randy Seymour, Treasurer.

PUBLIC COMMENTS

Dr. Johnson stated that Board Policy 0169.01 - Public Participation at Board Meetings had been suspended at the Regular Meeting on April 27, 2020.

COMMENTS TO THE BOARD OF EDUCATION FROM THE ASSOCIATIONS

WWTA REPRESENTATIVE – present

OAPSE REPRESENTATIVE – present

APPROVAL OF MINUTES

Regular Meeting – June 22, 2020

Special Meeting – July 13, 2020

TREASURER'S REPORT

The Financial Statements for the month of June, 2020 were approved and filed for audit.

TREASURER'S RECOMMENDATIONS

Investments – June, 2020

07-59-20 On a motion by Dr. Cuppoletti, seconded by Mr. Berte to approve the Investment report for June, 2020.

Vote: Mr. McGowens, Aye; Mrs. Rugless, Aye; Mr. Berte, Aye; Dr. Cuppoletti, Aye;
Dr. Johnson, Aye

President Johnson declared the motion carried.

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REPORTS OF THE SUPERINTENDENT

- (a) School Reports
- (b) Certification of Standards Governing Types of Foods and Beverages Sold on School Premises (Attached)

EXECUTIVE SESSION

07-60-20 On a motion by Mr. McGowens, seconded by Mr. Berte to move into Executive Session at 6:58 p.m. for the purpose to discuss the sale or disposition of unneeded, obsolete or unfit-for-use property.

Vote: Dr. Cuppoletti, Aye; Mr. McGowens, Aye; Mrs. Rugless, Aye; Mr. Berte, Aye; Dr. Johnson, Aye

President Johnson declared the motion carried.

At 7:20 p.m. President Johnson declared the Executive Session concluded for the purpose to discuss the sale or disposition of unneeded, obsolete or unfit-for-use property. On the roll call the following members were present: Mr. Gino McGowens, Mrs. Katrina Rugless, Mr. Jeff Berte, Dr. John Cuppoletti, Dr. Viola Johnson.

REPORTS OF THE SUPERINTENDENT – (Cont.)

- (c) Facilities Update

SUPERINTENDENT'S RECOMMENDATION

Approval of Classified Salary Schedules

07-61-20 On a motion by Mrs. Rugless, seconded by Mr. Berte to approve the Classified Salary Schedules as presented. The new schedules which represent no increase in pay effective July 1, 2020, replace the previously adopted schedules, which included a 2.75% increase in pay. (These schedules supersede the previously approved reduction in contracted salary of six percent (6.0%) approved by the Board in regular session on May 18, 2020). Schedules attached.

Vote: Mr. McGowens, Aye; Mrs. Rugless, Aye; Mr. Berte, Aye; Dr. Cuppoletti, Aye; Dr. Johnson, Aye

President Johnson declared the motion carried.

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SUPERINTENDENT'S RECOMMENDATIONS -- (Cont.)

Approval of Teacher and Certified Salary Schedules

07-62-20 On a motion by Mr. Berte, seconded by Dr. Cuppoletti to approve the Teacher and Certified Salary Schedules as presented. The new schedules which represent no increase in pay effective July 1, 2020, replace the previously adopted schedules, which included a 2.0% increase in pay. (These schedules supersede the previously approved reduction in contracted salary of six percent (6.0%) approved by the Board in regular session on May 18, 2020). Schedules attached.

Vote: Mr. McGowens, Aye; Mrs. Rugless, Aye; Mr. Berte, Aye; Dr. Cuppoletti, Aye;
Dr. Johnson, Aye

President Johnson declared the motion carried.

Personnel Schedules

07-63-20 On a motion by Mr. McGowens, seconded by Mrs. Rugless to approve the personnel schedules as presented.

Schedule A – Resignations and Retirements

Charles Chapman, Bus Driver, effective 11/01/20
Amanda Hager, Teacher, WWPN, effective 07/31/20
Mark Horine, Teacher, WWHS, effective 07/31/20
Karen Overmyer, Teacher, WWHS, effective 08/31/20
Peng Sun, Teacher, WWHS, effective 07/31/20

Schedule B – Personnel Employment – Certificated
(See Attached)

Schedule C – Personnel Employment – Support Staff

Charles Payne, Bus Driver - Summer School, \$23.19/hr, effective 06/01/20
Dequan Williams, Bus Driver – Pantry, \$19.62/hr, effective 06/01/20
Donna West, Special Ed. Assistant, WWPN, \$19.85/hr, effective 08/01/20
Damon Bess, Interim Registrar, \$20.91/hr, effective 07/13/20

Schedule D – Personnel Employment – Certificated
(See Attached)

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SUPERINTENDENT'S RECOMMENDATIONS – (Cont.)
Personnel Schedules – (Cont.)

Schedule E – Leaves

Jennifer Brothers, Teacher, WWES, 08/10/20 – 10/12/20, F.M.L.A.

Erin Emming, Speech Pathologist, 09/28/20 – 12/07/20, F.M.L.A.

Cathy Schalck, Bus Assistant, 08/24/20 – 11/16/20, F.M.L.A.

Vote: Mr. McGowens, Aye; Mrs. Rugless, Aye; Mr. Berte, Aye; Dr. Cuppoletti, Aye;
Dr. Johnson, Aye

President Johnson declared the motion carried.

Plans for Reopening of School

07-64-20 On a motion by Mr. McGowens, seconded by Mrs. Rugless to approve the Plans for reopening the 2020 – 2021 school year as presented: Virtual, Blended, Full Attendance. (Copies of the plans are available from the Office of the Superintendent.)

Vote: Mr. McGowens, Aye; Mrs. Rugless, Aye; Mr. Berte, Aye; Dr. Cuppoletti, Aye;
Dr. Johnson, Aye

President Johnson declared the motion carried.

Code of Conduct

07-65-20 On a motion by Mr. McGowens, seconded by Mrs. Rugless to approve the Code of Conduct as presented. (Attached)

Vote: Mr. McGowens, Aye; Mrs. Rugless, Aye; Mr. Berte, Aye; Dr. Cuppoletti, Aye;
Dr. Johnson, Aye

President Johnson declared the motion carried.

Change Orders for Building Project

07-66-20 On a motion by Mr. Berte, seconded by Mrs. Rugless to approve the change orders for the building project as presented. (Attached)

Vote: Mr. McGowens, Aye; Mrs. Rugless, Aye; Mr. Berte, Aye; Dr. Cuppoletti, Aye;
Dr. Johnson, Aye

President Johnson declared the motion carried.

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SUPERINTENDENT'S RECOMMENDATIONS – (Cont.)

Retirement of Mascot “Native American Chieftain”

07-67-20 On a motion by Mr. McGowens, seconded by Mrs. Rugless to approve the retirement of the Winton Woods City School District mascot of the “Native American Chieftain”.

Vote: Mr. McGowens, Aye; Mrs. Rugless, Aye; Mr. Berte, Aye; Dr. Cuppoletti, Aye;
Dr. Johnson, Aye

President Johnson declared the motion carried.

BOARD OF EDUCATION REPORTS

- Legislative Report
- Great Oaks Report

BOARD MOTIONS/RECOMMENDATIONS

The Board briefly discussed the plans for the reopening of the 2020-2021 school year. It was the consensus of the Board that the district opens the year with virtual learning and will monitor the learning experience and the status of the COVID-19 pandemic to determine if a different plan should be initiated.

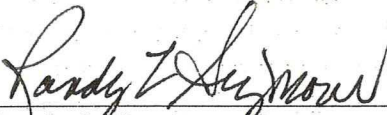
COMMENTS FROM MEMBERS OF THE BOARD OF EDUCATION AND SUPERINTENDENT

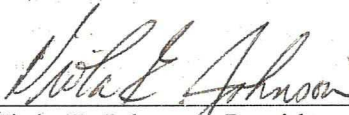
ADJOURNMENT

There being no further business, President Johnson declared the meeting adjourned at 8:55 p.m.

ATTEST:

APPROVED:


Randy L. Seymour, Treasurer


Viola E. Johnson, President

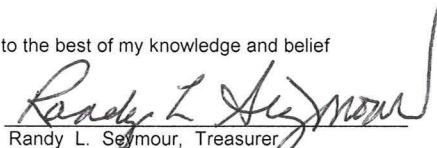
WINTON WOODS CITY SCHOOLS

Bank Reconciliation Statement

June 2020 (Year to Date)

| Fund Balance | | | Book Balance | | Bank Balance | | |
|----------------------------|-------------------------------------|-----------------|-----------------------|----------------------------|--|------------------------|-----------------|
| 001 | General Fund | \$16,714,803.00 | Beginning Balance | \$83,818,046.20 | Fifth Third Bank | \$2,803,753.34 | |
| 002 | Bond Retirement | 2,594,575.24 | | | Petty Cash | 0.00 | |
| 003 | Permanent Improvement | 887,173.48 | Plus: Receipts | 84,865,845.29 | Food Service-Drawer | 0.00 | |
| 004 | Building | 4,969,183.85 | Less: Expenditures | (115,538,864.02) | Athletic-Gate | 0.00 | |
| 006 | Lunchroom | 649,776.22 | | | | | |
| 007 | Special Trust | 113,472.08 | | | | | |
| 010 | Classroom Facilities | 26,134,740.85 | | | | | |
| 018 | Public School Support | 38,413.63 | Ending Balance | 53,145,027.47 | Total | 2,803,753.34 | |
| 019 | Local Grants | 148,356.21 | | | | | |
| 022 | District Agency | 0.00 | | | | | |
| 034 | Classroom Facilities Maintenance | 949,672.73 | Outstanding Warrants: | | | | |
| 200 | Activity Fund | 31,635.13 | | | | | |
| 300 | Athletic Fund | 66,770.59 | Fifth Third Bank | 111,723.42 | Investments: | | |
| 401-9020 | Auxillary Services - JPll | 65,882.99 | | | Star Ohio | 4,257,216.53 | |
| 439-9020 | Early Childhood Education | 0.00 | | | Star Ohio - Building Local | 6,515,945.58 | |
| 451-9020 | Connectivity | 0.00 | | | Star Ohio - Building State | 2,032,184.54 | |
| 461-9020 | HSTW | 0.00 | | | Meeder Investments | 10,775,666.14 | |
| 467-9020 | Student Wellness | 0.00 | | | Meeder Invest (Building) | 26,871,762.42 | |
| 499-9020 | Safety and Security Grant | 0.00 | | | | 50,452,775.21 | |
| 507-9021 | ESSER | (58,823.72) | | | | | |
| 516-9020 | IDEA-B | (28,792.17) | | | | | |
| 536-9020 | Title I Non-Competive School Improv | (2,489.10) | Total | 111,723.42 | | | |
| 551-9020 | Title III LEP | (8,498.07) | | | | | |
| 551-9220 | Title III Immigrant | 0.00 | | | | | |
| 572-9020 | Title I | (55,975.10) | | | | | |
| 572-9220 | SQI FY20 | (15,095.32) | | | | | |
| 587-9020 | ESCE IDEA-B | 234.09 | Book Adjustments | 0.00 | Bank Adjustments | | |
| 590-9020 | Title II-A | (6,176.53) | | | Pay School Accounts | | |
| 599-9020 | Title IV-A | (5,715.63) | | | Food Service | 0.34 | |
| 599-9220 | Striving Readers | (38,096.98) | | | General Acct | 0.00 | |
| | | | | | Pay School In-Transit | 0.34 | |
| | | | | | | | |
| | | | | | Transfer to General Account from Payroll account for Garnishment | 222.00 | |
| | | | Total | 0.00 | Total | 222.34 | |
| Total Fund Balance | | | 53,145,027.47 | Book Balance | 53,145,027.47 | Bank Balance | 2,803,753.34 |
| Plus: outstanding warrants | | | 111,723.42 | Plus: outstanding warrants | 111,723.42 | Plus: investments | 50,452,775.21 |
| | | | 0.00 | Plus: book adjustments | 0.00 | Plus: bank adjustments | 222.34 |
| Adjusted Fund Balance | | | \$53,256,750.89 | Adjusted Book Balance | \$53,256,750.89 | Adjusted Bank Balance | \$53,256,750.89 |

I hereby certify the foregoing to be correct to the best of my knowledge and belief


Randy L. Seymour, Treasurer

6.011

WINTON WOODS CITY SCHOOLS

General Fund Receipts

June 30, 2020

| | Estimated Revenue | % of Revenue | Revenue MTD | Revenue FYTD | Percentage Received |
|------------------------------|----------------------|-----------------|--------------------|-------------------|------------------------|
| Local: | | | | | |
| Real Estate Taxes | \$22,690,000 | 45.82% | \$0 | 22,706,721 | 100.07% |
| Personal Property | 0 | 0.00% | 0 | 0 | 0.00% |
| Tuition (1) | 2,184,000 | 4.41% | 182,963 | 2,315,589 | 106.03% |
| Interest | 430,000 | 0.87% | 26,522 | 461,290 | 107.28% |
| Student Fees | 0 | 0.00% | 43 | 4,041 | #DIV/0! |
| Rental Fees | 180,000 | 0.36% | 5,525 | 179,727 | 99.85% |
| Other (2) | 833,500 | 1.68% | (109,231) | 733,805 | 88.04% |
| Total Local Revenue | <u>26,317,500</u> | <u>53.14%</u> | <u>105,822</u> | <u>26,401,173</u> | <u>100.32%</u> |
| State: | | | | | |
| Foundation Fund | 18,800,000 | 37.96% | 1,238,676 | 18,829,876 | 100.16% |
| Homestead & Rollback | 2,765,000 | 5.58% | 0 | 2,769,953 | 100.18% |
| Other (3) | 1,207,000 | 2.44% | 211,885 | 1,254,957 | 103.97% |
| Total State Revenue | <u>22,772,000</u> | <u>45.98%</u> | <u>1,450,561</u> | <u>22,854,786</u> | <u>100.36%</u> |
| Federal: | | | | | |
| Other (4) | 435,000 | 0.88% | 0 | 708,086 | 162.78% |
| Total Federal Revenue | <u>435,000</u> | <u>0.88%</u> | <u>0</u> | <u>708,086</u> | <u>162.78%</u> |
| GRAND TOTAL | <u>\$49,524,500</u> | <u>100.00%</u> | <u>\$1,556,383</u> | <u>49,964,045</u> | <u>100.89%</u> |

(1) Includes summer school, special education, regular classes, and open enrollment

(2) Includes all other receipts not otherwise classified

(3) Includes catastrophic and tangible reimbursement

(4) Includes Medicaid and e-rate reimbursement

WINTON WOODS CITY SCHOOLS

General Fund Expenditures by Object

June 30, 2020

| | Appropriation <u>+ Carry Over</u> | % Total <u>Appr.</u> | Expended <u>MTD</u> | Expended <u>FYTD</u> | Encumbered <u>FYTD</u> | <u>Balance</u> | <u>% Spent</u> |
|----------------------------|--------------------------------------|-------------------------|------------------------|-------------------------|---------------------------|--------------------|----------------|
| Personal Services (100) | \$30,129,000 | 53.42% | \$2,299,353 | \$28,410,826 | \$0 | \$1,718,174 | 94.30% |
| Fringe Benefits (200) | 10,936,950 | 19.39% | 779,325 | 10,139,883 | 9,338 | \$787,729 | 92.80% |
| Purchased Services (400) | 12,365,049 | 21.92% | 1,136,226 | 10,435,794 | 16,228 | \$1,913,027 | 84.53% |
| Materials & Supplies (500) | 1,841,687 | 3.27% | 77,564 | 1,400,265 | 48,588 | \$392,835 | 78.67% |
| Capital Outlay (600) | 381,500 | 0.68% | 3,500 | 54,483 | 44,475 | \$282,542 | 25.94% |
| Other (800) | 721,000 | 1.28% | 10,286 | 604,789 | 0 | \$116,211 | 83.88% |
| Transfers/Advances (900) | 22,000 | 0.04% | 0 | 20,000 | 0 | \$2,000 | 90.91% |
| Total | \$56,397,186 | 100.00% | \$4,306,254 | \$51,066,041 | \$118,628 | \$5,212,517 | 90.76% |

Object Numbers:

- 100 - Employees' salaries and wages - includes payment for sick leave, personal business leave, holiday pay, etc
- 200 - Retirement, Insurance coverage, workers' comp., fringe benefits
- 400 - Purchased services - utilities, postage, repairs, insurance, lease/purchase, mileage reimbursement, etc.
- 500 - Instructional supplies and materials, office supplies, textbooks, library books and materials
- 600 - Capital outlay - purchase of new equipment and vehicles
- 800 - Other - election expense, auditor and treasurer fees, audit cost, membership dues, liability insurance
- 900 Temporary advances to other funds and transfer of funds

Appropriation Summary:

| | | |
|-----------------------------|---------------------|-------|
| FY20 Appropriations | \$56,347,650 | |
| FY19 Carryover Encumbrances | 49,536 | |
| Total Appropriations | <u>\$56,397,186</u> | 6.013 |

WINTON WOODS CITY SCHOOLS
General Fund Expenditures by Function
June 30, 2020

| | Appropriation <u>+ Carry Over</u> | % Total <u>Appr.</u> | Expended <u>MTD</u> | Expended <u>FYTD</u> | Encumbered <u>FYTD</u> | <u>Balance</u> | <u>% Spent</u> |
|------------------------------------|--------------------------------------|-------------------------|------------------------|-------------------------|---------------------------|--------------------|----------------|
| Regular (1100) | \$23,703,744 | 42.03% | \$2,200,357 | \$22,213,453 | \$57,926 | \$1,432,365 | 93.96% |
| Special (1200) | 11,415,700 | 20.24% | 751,864 | 10,400,694 | 0 | 1,015,006 | 91.11% |
| Pupils (2100) | 3,330,920 | 5.91% | 146,227 | 2,426,457 | 0 | 904,463 | 72.85% |
| Instructional Staff (2200) | 3,072,794 | 5.45% | 241,321 | 2,808,756 | 9,130 | 254,908 | 91.70% |
| Board of Education (2300) | 164,000 | 0.29% | 5,394 | 114,780 | 0 | 49,220 | 69.99% |
| School Adm. (2400) | 4,310,196 | 7.64% | 338,828 | 4,153,395 | 0 | 156,801 | 96.36% |
| Fiscal Services (2500) | 1,480,130 | 2.62% | 109,076 | 1,405,622 | 0 | 74,508 | 94.97% |
| Business Services (2600) | 313,250 | 0.56% | 21,609 | 276,524 | 489 | 36,237 | 88.43% |
| Oper. of Plant (2700) | 3,920,733 | 6.95% | 207,784 | 3,397,419 | 11,000 | 512,314 | 86.93% |
| Pupil Trans. (2800) | 2,634,420 | 4.67% | 173,752 | 2,152,338 | 0 | 482,082 | 81.70% |
| Central Support Services (2900) | 825,800 | 1.46% | 61,046 | 727,591 | 0 | 98,209 | 88.11% |
| Community Services (3000) | 51,500 | 0.09% | 0 | 30,357 | 0 | 21,143 | 58.95% |
| Extracurricular (4000) | 1,062,000 | 1.88% | 40,420 | 851,343 | 40,084 | 170,573 | 83.94% |
| Capital Outlay (5000) | 90,000 | 0.16% | 8,576 | 87,312 | 0 | 2,688 | 97.01% |
| Contingencies and Transfers (7000) | 22,000 | 0.04% | 0 | 20,000 | 0 | 2,000 | 90.91% |
| Total | \$56,397,186 | 100.00% | \$4,306,254 | \$51,066,041 | \$118,628 | \$5,212,517 | 90.76% |

Functions:

Instruction (1100 – 1200): Instruction includes the activities directly dealing with the teaching of pupils or the interaction

between teacher and pupil. Teaching may be provided for pupils in a school, in a classroom, in another location, such as in a home or hospital, and through other approved media such as television, radio, telephone and correspondence.

Pupils (2100): Activities which are designed to assess and improve the well-being of pupils and to supplement the teaching process. e.g., Pupil personnel, guidance, health, psychological, speech and audiology, attendance, graduation and student assembly services.

Instructional Staff (2200): Activities associated with assisting the instructional staff with the content and process of providing learning experiences for pupils. e.g., Curriculum development, staff training, ed. aides and media services.

Board of Education (2300): Activities concerned with establishing policy in connection with operating the District.

School Administration (2400): Activities concerned with administrative responsibility e.g., Supt. & Principal offices.

Fiscal (2500): Activities associated with the financial operations of the District. e.g., Treasurer's office.

Business (2600): Activities concerned with directing & managing service areas. e.g., Business Manager's office.

Operation of Plant (2700): Activities concerned with keeping the physical plant open, comfortable and safe for use and keeping buildings and equipment in an efficient working condition. e.g., Maintenance & custodial areas.

Transportation (2800): Activities concerned with the conveyance of students to and from school and to activities.

Statistical Services (2900): Activities, other than general administration, which support each of the other instructional and supporting services programs. e.g., Personnel and technology.

Community Services (3200): Payments made by the District to support activities that do not directly relate to providing education for pupils in the District.

Extracurricular Activities (4000): Subject matter and/or activities not provided in regular classes. Generally, participation is not required and credit is not given.

Capital Outlay (5000): Improvements to the District buildings & land.

Contingencies (7000): To be used for unanticipated emergencies.

Appropriation Summary:

| | |
|-----------------------------|---------------------|
| FY20 Appropriations | \$56,347,650 |
| FY19 Carryover Encumbrances | 49,536 |
| Total Appropriations | <u>\$56,397,186</u> |

WINTON WOODS CITY SCHOOLS

Year To Date Summary as of

June 30, 2020

| FUND | Beginning Balance | FYTD Revenues | FYTD Expenditures | Current Fund Balance | Current Encumbrances | Unencumbered Fund Balance |
|----------------------------------|----------------------|---------------------|----------------------|-------------------------|-------------------------|------------------------------|
| 001 General | \$17,816,799 | \$49,964,045 | \$51,066,041 | \$16,714,803 | \$118,628 | \$16,596,175 |
| Special Revenue Funds: | | | | | | |
| 018 Public School Support | 29,465 | 44,669 | 35,720 | 38,414 | 0 | 38,414 |
| 019 Other Grants | 105,742 | 47,258 | 4,643 | 148,356 | 0 | 148,356 |
| 034 Classroom Facilities Maint. | 669,230 | 283,049 | 2,606 | 949,673 | 0 | 949,673 |
| 300 District Managed Activity | 74,983 | 238,425 | 246,637 | 66,771 | 0 | 66,771 |
| 401 Auxiliary Services | 69,451 | 375,105 | 378,673 | 65,883 | 8,756 | 57,127 |
| 439 Preschool Education | 0 | 100,000 | 100,000 | 0 | 0 | 0 |
| 451 Data Communication | 0 | 10,800 | 10,800 | 0 | 0 | 0 |
| 461 Vocational Ed Enhancements | 0 | 8,000 | 8,000 | 0 | 0 | 0 |
| 467 Student Wellness and Success | 0 | 767,152 | 767,152 | 0 | 0 | 0 |
| 499 School Safety Grant | 0 | 16,824 | 16,824 | 0 | 0 | 0 |
| 507 ESSER | 0 | 84,369 | 143,193 | (58,824) | 34,464 | (93,288) |
| 516 IDEA | 5,566 | 927,466 | 961,824 | (28,792) | 0 | (28,792) |
| 536 Title I School Improvement | 0 | 65 | 2,554 | (2,489) | 0 | (2,489) |
| 551 Limited English Proficiency | 10,811 | 65,729 | 85,038 | (8,498) | 3,268 | (11,766) |
| 572 Title I & SQI | 7,592 | 1,607,355 | 1,686,017 | (71,070) | 2,299 | (73,370) |
| 587 IDEA Early | 257 | 17,148 | 17,170 | 234 | 0 | 234 |
| 590 Title II-A | 996 | 195,658 | 202,831 | (6,177) | 1,322 | (7,499) |
| 599 Miscellaneous Federal Grants | 261 | 399,750 | 443,824 | (43,813) | 1,398 | (45,211) |
| Debt Service Funds: | | | | | | |
| 002 Bond Retirement | 2,324,412 | 3,159,128 | 2,888,965 | 2,594,575 | 0 | 2,594,575 |
| Capital Projects Funds: | | | | | | |
| 003 Permanent Improvement | 609,144 | 822,617 | 544,588 | 887,173 | 0 | 887,173 |
| 004 Building | 9,414,892 | 209,003 | 4,654,711 | 4,969,184 | 3,601,476 | 1,367,708 |
| 010 Classroom Facilities | 51,881,561 | 23,107,099 | 48,853,919 | 26,134,741 | 36,381,733 | (10,246,992) |
| 007 Special Trust | 124,548 | 33,696 | 44,771 | 113,472 | 0 | 113,472 |
| Agency Funds: | | | | | | |
| 200 Student Activity | 37,427 | 9,700 | 15,492 | 31,635 | 0 | 31,635 |
| 022 District Agency | 0 | 0 | 0 | 0 | 0 | 0 |
| Enterprise Funds: | | | | | | |
| 006 Food Services | 634,910 | 2,371,738 | 2,356,872 | 649,776 | 60,148 | 589,628 |
| Total | <u>\$83,818,046</u> | <u>\$84,865,845</u> | <u>\$115,538,864</u> | <u>\$53,145,027</u> | <u>\$40,213,494</u> | <u>\$12,931,533</u> |



TO: WWCSB Board of Education
 FROM: Randy Seymour, Treasurer
 DATE: June 30, 2020
 SUBJECT: June Investments

The Treasurer requests official approval of the following investments of interim funds made June 30, 2020

| | <u>Investments</u> | <u>Interest</u> | <u>Interest Rate</u> | |
|-----------------------|----------------------------|-------------------------|----------------------|--------------------------|
| General Fund: | | | | |
| Money Markets: | | | | |
| Star Ohio | \$4,257,217 | \$2,850 | 0.55% | |
| Meeder Investments | 10,775,666 | 22,210 | various | |
| 5th/3rd | 2,803,753 | 1,463 | 0.20% | Includes earnings credit |
| | <u>17,836,636</u> | <u>26,522</u> | | |
| Building Fund: | | | | |
| Local Share: | | | | |
| Money Markets: | | | | |
| Star Ohio | 6,515,946 | 1,669 | 0.55% | |
| Meeder Investments | 26,871,762 | 97,876 | various | |
| | <u>33,387,708</u> | <u>99,545</u> | | |
| Building Fund: | | | | |
| State Share: | | | | |
| Money Markets: | | | | |
| Star Ohio | 2,032,185 | 1,100 | 0.55% | |
| | <u>2,032,185</u> | <u>1,100</u> | | |
| Total | <u><u>\$53,256,529</u></u> | <u><u>\$127,167</u></u> | | |



Memo

To: Mr. Anthony G. Smith, Superintendent

From: Mr. Steve K. Denny, Executive Director of Business Affairs
Mr. Mark Docter, Director of Child Nutrition

Subject: Certification of Standards Governing Types of Foods & Beverages Sold on School Premises Report: 2019 – 2020

Date: June 10, 2020

As required by Ohio Revised Code § 3313.814 and pursuant to Winton Woods City Schools Board of Education Policies 8500 & 8510, all Ohio public schools must meet certain nutrition standards on all foods sold on school premises during the school day. This affects the Child Nutrition Department as well as all vending on school premises and any school stores. Under this Ohio statute, the “school day” is further defined as the period of time from midnight through thirty minutes after the end of the regularly scheduled school day each day school is in session.

We are pleased to report that the Child Nutrition Department has continued to meet these guidelines & requirements this school year. Further, per board policy, all of the “a la carte” food items sold in the lunchrooms meet or exceed the guidelines established by the Alliance for a Healthier Generation and all beverages meet the Ohio requirements and guidelines.

School principals are responsible for overseeing the use of vending machines, school stores and fundraisers in their respective buildings. We can report that our schools are also in compliance with applicable requirements.

Appendix "D" Salary Schedules
Winton Woods City School District
Classified Salary Schedules
Effective July 1, 2020

**Educational Assistant
ASA Assistant**

| <u>STEP</u> | <u>Hourly Rate</u> |
|-------------|------------------------|
| 0 | 15.37 |
| 1 | 15.91 |
| 2 | 16.31 |
| 3 | 16.77 |
| 4 | 17.22 |
| 5 | 17.65 |
| 6 | 18.03 |
| 7 | 18.48 |
| 8 | 18.90 |
| 9 | 19.35 |
| 12 | 19.75 |
| 15 | 20.06 |
| 18 | 20.24 |
| 21 | 20.54 |
| 24 | 20.73 |
| 27 | 20.96 |

**Clerical LEVEL A
Office Assistants**

| <u>STEP</u> | <u>Hourly Rate</u> |
|-------------|------------------------|
| 0 | 15.44 |
| 1 | 15.92 |
| 2 | 16.34 |
| 3 | 16.79 |
| 4 | 17.22 |
| 5 | 17.65 |
| 6 | 18.09 |
| 7 | 18.52 |
| 8 | 18.97 |
| 9 | 19.41 |
| 12 | 19.78 |
| 15 | 20.16 |
| 18 | 20.44 |
| 21 | 20.73 |
| 24 | 20.92 |
| 27 | 21.13 |

Special Educational Assistant

| <u>STEP</u> | <u>Hourly Rate</u> |
|-------------|------------------------|
| 0 | 15.48 |
| 1 | 16.04 |
| 2 | 16.41 |
| 3 | 16.85 |
| 4 | 17.30 |
| 5 | 17.73 |
| 6 | 18.12 |
| 7 | 18.58 |
| 8 | 19.01 |
| 9 | 19.45 |
| 12 | 19.85 |
| 15 | 20.16 |
| 18 | 20.36 |
| 21 | 20.66 |
| 24 | 20.85 |
| 27 | 21.06 |

**Clerical LEVEL B
Civil Serv. Sec'y Class I**

| <u>STEP</u> | <u>Hourly Rate</u> |
|-------------|------------------------|
| 0 | 15.73 |
| 1 | 16.29 |
| 2 | 16.72 |
| 3 | 17.15 |
| 4 | 17.59 |
| 5 | 18.02 |
| 6 | 18.47 |
| 7 | 18.90 |
| 8 | 19.33 |
| 9 | 19.77 |
| 12 | 20.15 |
| 15 | 20.54 |
| 18 | 20.80 |
| 21 | 21.11 |
| 24 | 21.31 |
| 27 | 21.49 |

Winton Woods City School District
Classified Salary Schedules
Effective July 1, 2020

Clerical LEVEL C
Civil Serv. Sec'y Class II
IMC Assistants

| <u>STEP</u> | <u>Hourly Rate</u> |
|-------------|------------------------|
| 0 | 16.87 |
| 1 | 17.41 |
| 2 | 17.87 |
| 3 | 18.33 |
| 4 | 18.77 |
| 5 | 19.23 |
| 6 | 19.69 |
| 7 | 20.13 |
| 8 | 20.59 |
| 9 | 21.05 |
| 12 | 21.44 |
| 15 | 21.81 |
| 18 | 22.09 |
| 21 | 22.39 |
| 24 | 22.58 |
| 27 | 22.78 |

Clerical LEVEL E
Civil Serv. Sec'y Class III

| <u>STEP</u> | <u>Hourly Rate</u> |
|-------------|------------------------|
| 0 | 18.84 |
| 1 | 19.35 |
| 2 | 19.88 |
| 3 | 20.40 |
| 4 | 20.91 |
| 5 | 21.44 |
| 6 | 21.95 |
| 7 | 22.46 |
| 8 | 22.99 |
| 9 | 23.51 |
| 12 | 23.89 |
| 15 | 24.36 |
| 18 | 24.63 |
| 21 | 24.93 |
| 24 | 25.13 |
| 27 | 25.32 |

Clerical LEVEL D
Civil Serv. Sec'y Class II

| <u>STEP</u> | <u>Hourly Rate</u> |
|-------------|------------------------|
| 0 | 18.26 |
| 1 | 18.73 |
| 2 | 19.20 |
| 3 | 19.66 |
| 4 | 20.13 |
| 5 | 20.60 |
| 6 | 21.07 |
| 7 | 21.53 |
| 8 | 22.01 |
| 9 | 22.48 |
| 12 | 22.86 |
| 15 | 23.24 |
| 18 | 23.51 |
| 21 | 23.82 |
| 24 | 24.01 |
| 27 | 24.20 |

Custodian Classification

| <u>STEP</u> | <u>Hourly Rate</u> |
|-------------|------------------------|
| 0 | 16.73 |
| 1 | 17.27 |
| 2 | 17.73 |
| 3 | 18.16 |
| 4 | 18.59 |
| 5 | 19.04 |
| 6 | 19.47 |
| 7 | 19.90 |
| 8 | 20.33 |
| 9 | 20.76 |
| 12 | 21.17 |
| 15 | 21.47 |
| 18 | 21.66 |
| 21 | 21.96 |
| 24 | 22.14 |
| 27 | 22.37 |

Winton Woods City School District
Classified Salary Schedules
Effective July 1, 2020

School Bus Driver Classification

| <u>STEP</u> | <u>Hourly Rate</u> |
|-------------|------------------------|
| 0 | 18.69 |
| 1 | 19.22 |
| 2 | 19.62 |
| 3 | 20.03 |
| 4 | 20.44 |
| 5 | 20.85 |
| 6 | 21.31 |
| 7 | 21.70 |
| 8 | 22.09 |
| 9 | 22.51 |
| 12 | 22.89 |
| 15 | 23.19 |
| 18 | 23.38 |
| 21 | 23.68 |
| 24 | 23.88 |
| 27 | 24.11 |

**Food Service Worker
Classification**

| <u>STEP</u> | <u>Hourly Rate</u> |
|-------------|------------------------|
| 0 | 13.74 |
| 1 | 14.17 |
| 2 | 14.58 |
| 3 | 14.95 |
| 4 | 15.31 |
| 5 | 15.70 |
| 6 | 16.08 |
| 7 | 16.48 |
| 8 | 16.85 |
| 9 | 17.23 |
| 12 | 17.63 |
| 15 | 17.91 |
| 18 | 18.11 |
| 21 | 18.41 |
| 24 | 18.61 |
| 27 | 18.84 |

Lead Worker Paid

Forty Five (\$.45) cents per hour

**Crossing Guard/
Inter School Delivery
Classification**

| <u>STEP</u> | <u>Hourly Rate</u> |
|-------------|------------------------|
| 0 | 13.86 |
| 1 | 14.30 |
| 2 | 14.61 |
| 3 | 14.97 |
| 4 | 15.33 |
| 5 | 15.69 |
| 6 | 16.05 |
| 7 | 16.41 |
| 8 | 16.74 |
| 9 | 17.10 |
| 12 | 17.50 |
| 15 | 17.80 |
| 18 | 18.01 |
| 21 | 18.31 |
| 24 | 18.50 |
| 27 | 18.71 |

**Food Service Truck Driver
Classification
Maintenance Helper/Truck Driver
Classification**

| <u>STEP</u> | <u>Hourly Rate</u> |
|-------------|------------------------|
| 0 | 16.52 |
| 1 | 17.12 |
| 2 | 17.59 |
| 3 | 18.03 |
| 4 | 18.49 |
| 5 | 18.98 |
| 6 | 19.44 |
| 7 | 19.92 |
| 8 | 20.35 |
| 9 | 20.81 |
| 12 | 21.22 |
| 15 | 21.49 |
| 18 | 21.69 |
| 21 | 21.99 |
| 24 | 22.17 |
| 27 | 22.41 |

Winton Woods City School District
Classified Salary Schedules
Effective July 1, 2020

**Maintenance Craft Classification I
Fleet Mechanic Classification I**

| <u>STEP</u> | <u>Hourly Rate</u> |
|-------------|------------------------|
| 0 | 18.80 |
| 1 | 19.44 |
| 2 | 19.96 |
| 3 | 20.45 |
| 4 | 21.01 |
| 5 | 21.53 |
| 6 | 22.12 |
| 7 | 22.62 |
| 8 | 23.17 |
| 9 | 23.66 |
| 12 | 24.06 |
| 15 | 24.36 |
| 18 | 24.58 |
| 21 | 24.86 |
| 24 | 25.06 |
| 27 | 25.27 |

**Maintenance Craft Classification II
Fleet Mechanic Classification II**

| <u>STEP</u> | <u>Hourly Rate</u> |
|-------------|------------------------|
| 0 | 19.87 |
| 1 | 20.51 |
| 2 | 21.03 |
| 3 | 21.52 |
| 4 | 22.08 |
| 5 | 22.60 |
| 6 | 23.16 |
| 7 | 23.69 |
| 8 | 24.24 |
| 9 | 24.73 |
| 12 | 25.12 |
| 15 | 25.42 |
| 18 | 25.63 |
| 21 | 25.93 |
| 24 | 26.13 |
| 27 | 26.33 |

Technology Support Technician

| <u>STEP</u> | <u>Hourly Rate</u> |
|-------------|------------------------|
| 0 | 17.52 |
| 1 | 18.11 |
| 2 | 18.61 |
| 3 | 19.07 |
| 4 | 19.57 |
| 5 | 20.07 |
| 6 | 20.58 |
| 7 | 21.07 |
| 8 | 21.58 |
| 9 | 22.03 |
| 12 | 22.40 |
| 15 | 22.70 |
| 18 | 22.90 |
| 21 | 23.17 |
| 24 | 23.36 |
| 27 | 23.55 |

**Assistant to Transportation
Supervisor**

| <u>STEP</u> | <u>Hourly Rate</u> |
|-------------|------------------------|
| 0 | 17.08 |
| 1 | 17.53 |
| 2 | 17.99 |
| 3 | 18.43 |
| 4 | 18.88 |
| 5 | 19.33 |
| 6 | 19.79 |
| 7 | 20.23 |
| 8 | 20.68 |
| 9 | 21.14 |
| 12 | 21.51 |
| 15 | 21.88 |
| 18 | 22.13 |
| 21 | 22.44 |
| 24 | 22.63 |
| 27 | 22.80 |

Winton Woods City School District
Classified Salary Schedules
Effective July 1, 2020

Security Monitor

| <u>STEP</u> | <u>Hourly Rate</u> |
|-------------|------------------------|
| 0 | 16.40 |
| 1 | 16.94 |
| 2 | 17.40 |
| 3 | 17.86 |
| 4 | 18.30 |
| 5 | 18.76 |
| 6 | 19.22 |
| 7 | 19.67 |
| 8 | 20.12 |
| 9 | 20.58 |
| 12 | 20.98 |
| 15 | 21.35 |
| 18 | 21.63 |
| 21 | 21.93 |
| 24 | 22.12 |
| 27 | 22.31 |

Lead Security Monitor

| <u>STEP</u> | <u>Hourly Rate</u> |
|-------------|------------------------|
| 0 | 17.46 |
| 1 | 18.00 |
| 2 | 18.46 |
| 3 | 18.91 |
| 4 | 19.36 |
| 5 | 19.82 |
| 6 | 20.27 |
| 7 | 20.72 |
| 8 | 21.18 |
| 9 | 21.63 |
| 12 | 22.14 |
| 15 | 22.61 |
| 18 | 22.89 |
| 21 | 23.29 |
| 24 | 23.49 |
| 27 | 23.68 |

Winton Woods City Schools

Nurse

Salary Schedule

Effective August 1, 2020

BASE: \$41,099

| Step | | Salary |
|------|--------|--------|
| 0 | 0.9960 | 40,935 |
| 1 | 1.0000 | 41,099 |
| 2 | 1.0450 | 42,948 |
| 3 | 1.0920 | 44,880 |
| 4 | 1.1412 | 46,902 |
| 5 | 1.1925 | 49,011 |
| 6 | 1.2462 | 51,218 |
| 7 | 1.3023 | 53,523 |
| 8 | 1.3609 | 55,932 |
| 9 | 1.4221 | 58,447 |
| 10 | 1.4861 | 61,077 |
| 11 | 1.5530 | 63,827 |
| 12 | 1.6229 | 66,700 |
| 16 | 1.6443 | 67,577 |
| 20 | 1.6983 | 69,797 |
| 25 | 1.7523 | 72,017 |

Winton Woods City School District
Salary Schedule
Teachers
Effective August 1, 2020

Base \$41,900

| <u>Step</u> | <u>Bachelor's</u> | <u>Five-Year</u> | <u>Master's</u> | <u>MA+10</u> | <u>MA+20</u> | <u>MA+30</u> | <u>PhD</u> |
|-------------|-------------------|------------------|-----------------|--------------|--------------|--------------|------------|
| 0 | 41,900 | 43,786 | 45,755 | 46,128 | 46,500 | 46,873 | 47,246 |
| 1 | 43,786 | 45,755 | 47,816 | 48,189 | 48,562 | 48,935 | 49,308 |
| 2 | 45,755 | 47,816 | 49,966 | 50,339 | 50,711 | 51,084 | 51,457 |
| 3 | 47,816 | 49,966 | 52,216 | 52,589 | 52,962 | 53,334 | 53,707 |
| 4 | 49,966 | 52,216 | 54,566 | 54,939 | 55,312 | 55,685 | 56,058 |
| 5 | 52,216 | 54,566 | 57,022 | 57,395 | 57,767 | 58,140 | 58,513 |
| 6 | 54,566 | 57,022 | 59,586 | 59,959 | 60,331 | 60,704 | 61,077 |
| 7 | 57,022 | 59,586 | 62,268 | 62,641 | 63,013 | 63,386 | 63,759 |
| 8 | 59,586 | 62,268 | 65,071 | 65,444 | 65,817 | 66,189 | 66,562 |
| 9 | 62,268 | 65,071 | 68,000 | 68,372 | 68,745 | 69,118 | 69,491 |
| 10 | 65,071 | 68,000 | 71,058 | 71,431 | 71,804 | 72,177 | 72,549 |
| 11 | 68,000 | 71,058 | 74,255 | 74,628 | 75,001 | 75,373 | 75,746 |
| 12 | 71,058 | 74,255 | 77,595 | 77,968 | 78,340 | 78,713 | 79,086 |
| 13 | | 77,595 | 81,085 | 81,458 | 81,830 | 82,203 | 82,576 |
| 14 | | | 83,800 | 84,173 | 84,545 | 84,918 | 85,291 |
| 16 | 72,798 | 79,334 | 85,540 | 85,913 | 86,285 | 86,658 | 87,031 |
| 20 | 75,159 | 81,695 | 87,901 | 88,273 | 88,646 | 89,019 | 89,392 |
| 25 | 78,141 | 84,677 | 90,883 | 91,256 | 91,629 | 92,002 | 92,374 |

Winton Woods City School District
Salary Schedule
Supplemental Duties
Effective August 1, 2020

Base \$41,900
State Minimum Wage \$8.70

Supplemental Salary Index

| | | Level of Experience | | | | |
|-------|---|---------------------|--------|--------|--------|--------|
| | | 1-3 | 4-6 | 7-9 | 10-12 | 13+ |
| Group | 1 | 22.00% | 24.00% | 26.00% | 28.00% | 30.00% |
| Group | 2 | 13.50% | 15.00% | 17.50% | 19.00% | 21.00% |
| Group | 3 | 11.50% | 13.00% | 14.50% | 16.00% | 18.00% |
| Group | 4 | 9.00% | 10.50% | 12.00% | 13.50% | 15.00% |
| Group | 5 | 8.00% | 9.00% | 10.00% | 11.50% | 13.00% |
| Group | 6 | 5.50% | 6.50% | 7.50% | 8.50% | 9.50% |
| Group | 7 | 5.00% | 6.00% | 7.00% | 8.00% | 9.00% |
| Group | 8 | 3.00% | 4.00% | 5.00% | 6.00% | 7.00% |

Supplemental Salary

| | | Hours | | Hours | | Hours | | Hours | | Hours | |
|-------|---|-------|-------|--------|-------|--------|-------|--------|-------|--------|-------|
| Group | 1 | 9,218 | 1,060 | 10,056 | 1,156 | 10,894 | 1,252 | 11,732 | 1,349 | 12,570 | 1,445 |
| Group | 2 | 5,657 | 650 | 6,285 | 722 | 7,333 | 843 | 7,961 | 915 | 8,799 | 1,011 |
| Group | 3 | 4,819 | 554 | 5,447 | 626 | 6,076 | 698 | 6,704 | 771 | 7,542 | 867 |
| Group | 4 | 3,771 | 433 | 4,400 | 506 | 5,028 | 578 | 5,657 | 650 | 6,285 | 722 |
| Group | 5 | 3,352 | 385 | 3,771 | 433 | 4,190 | 482 | 4,819 | 554 | 5,447 | 626 |
| Group | 6 | 2,305 | 265 | 2,724 | 313 | 3,143 | 361 | 3,562 | 409 | 3,981 | 458 |
| Group | 7 | 2,095 | 241 | 2,514 | 289 | 2,933 | 337 | 3,352 | 385 | 3,771 | 433 |
| Group | 8 | 1,257 | 144 | 1,676 | 193 | 2,095 | 241 | 2,514 | 289 | 2,933 | 337 |

Winton Woods City Schools

Salary Schedule

Psychologist

Effective August 1, 2020

BASE: \$82,160

| Step | Index | Salary |
|------|---------|---------|
| 1 | 1.10000 | 90,376 |
| 2 | 1.11870 | 91,912 |
| 3 | 1.13772 | 93,475 |
| 4 | 1.15706 | 95,064 |
| 5 | 1.17673 | 96,680 |
| 6 | 1.19673 | 98,324 |
| 7 | 1.21708 | 99,995 |
| 8 | 1.23777 | 101,695 |
| 9 | 1.25881 | 103,424 |
| 10 | 1.28021 | 105,182 |

| Schedule B | | PERSONNEL EMPLOYMENT - CERTIFICATED | | | | | BOARD MEETING DATE: July 27, 2020 | |
|-------------------------|---|---|---|-----------------|------------------|------------------|---|-------------------------|
| | | | | | | | | |
| | | | | | | | | |
| Name | Certificate License | Degree Univ. | Teaching Assign. Bldg. | New Position | Step | Annual Salary | Funding | Effective Date |
| | | | | | | | | |
| NEW ADMIN. | | | | | | | | |
| Brown, Jibby | 5 Yr. Prof. Principal Exp. 2021 ***** 5 Yr Prof. Intervention Specialist K-12 Exp. 2021 | Ed.D Northern Kentucky University | WWCB Special Education Supervisor | Replacement | N/A | \$85, 000.00 | General | 8/1/2020- 7/31/2021 |
| | | | | | | | | |
| NEW TEACHERS | | | | | | | | |
| | | | | | | | | |
| Brown, William | 1 Yr. Temporary Health & Physical Ed. P-12 Exp. 2021 | BA Rowan University | WWMS Physical Education | Replacement | BS Step 1 | \$43,786.00 | General | 8/10/2020- 5/24/2021 |
| Conn, Madison | 1 Yr. Temp Adolescence 7-12 Exp. 2021 | MA University of Cincinnati | WWMS Science | Replacement | MA Step 0 | \$45,755.00 | General | 8/10/2020- 5/24/2021 |
| Hicks, Anthony | 5 Yr. Prof. Intervention Specialist K-12 Exp. 2024 | MEd. Xavier University | WWHS Intervention Specialist | Replacement | MA+30 Step 10 | \$72,177.00 | General | 8/10/2020- 5/2/2021 |

| | | | | | | | | |
|----------------------|---|---------------------------------------|------------------------------------|-------------|-------------------|-------------|---------|-------------------------|
| Kramer, Lisa | 5 Yr. Prof. Intervention Specialist K-12 Exp. 2021 | BA Northern Kentucky University | WWHS Intervention Specialist | Replacement | BS+150 Step 10 | \$68,000.00 | General | 8/10/2020- 5/24/2021 |
| Moulton Stephanie | 4 Yr. Res. Ed. Intervention Specialist K-12 Exp. 2024 | MA Xavier University | WWMS Intervention Specialist | Replacement | MA Step 0 | \$45,755.00 | General | 8/10/2020- 5/24/2021 |
| Tiwari, Puspa | 4 Yr. Res. Ed. Middle Childhood 4-9 Math / Science Exp. 2023 | BS Texas A&M University | WWMS Science | Replacement | BS Step 0 | \$41,900.00 | General | 8/10/2020- 5/24/2021 |
| Sedivy, David | 4 Yr. Res. Ed. Intervention Specialist K-12 Exp. 2023 | MA National-Louis University | WWHS Intervention Specialist | Replacement | MA Step10 | \$72,177.00 | General | 8/10/2020- 5/24/2021 |
| Scott-Head, Bryan | 4 Yr. Res. Ed. Integrated Language Arts 7-12 Exp. 2020 | MA Alabama A&M University | WWMS English | Replacement | MA Step 5 | \$57,022.00 | General | 8/10/2020- 5/24/2021 |

| | | | | | | | | |
|-----------------------------------|---|--------------------------------|---|---------------------|------------------|-------------|----------------|-------------------------|
| Stewart, Jacob | 4 Yr. Res. Ed. Intervention Specialist K-12 Mild/ Moderate Exp. 2020 | BS Miami University | WWHS Intervention Specialist | Replacement | BS Step 4 | \$49,966.00 | General | 8/10/2020- 5/24/2021 |
| Van Dyke, Hannah | 4 Yr. Res. Ed. Middle Childhood 4-9 Exp. 2024 | BA Miami University | WWHS Math | Replacement | BS+150 Step 0 | \$43,786.00 | General | 8/10/2020- 5/24/2021 |
| | | | | | | | | |
| Change in Employment | | | | | | | | |
| Levett, Melvin | 1 Yr. Substitute PK -12 General Substitute | BA University of Cincinnati | WWPS ESL Tutor | Replacement | N/A | \$29.00HR | General | 8/1/2020- 5/24/2021 |
| | | | | | | | | |
| ONE YEAR CONTRACT RENEWALS | | | | | | | | |
| NAME | Certificate/ License | Degree Univ. | teaching Assignment Building | New Position | Step | | Funding | Effective Date |
| | | | | | | | | |
| Atkins, Tarin | 5 Yr. Prof. Early Childhood PK-3 Exp. 2022 | BS University of Cincinnati | KG WWPN | Renewal | BS Step 11 | \$68,000.00 | General | 8/10/2020- 5/24/2021 |

| | | | | | | | | |
|------------------------------------|--|---------------------------------------|---|---------|------------------|-------------|---------|--------------------------|
| Cipriani, Emma | 5 Yr. Prof. Math / Science 4-9 Exp. 2025 | BS University of Dayton | Math / Science 5th grade WWIS | Renewal | BS Step 6 | \$54,566.00 | General | 8/10/2020- 5/24/2021 |
| Sanchez- Locreille, Agustina | 4 Yr. Res. Ed. Early Childhood P-3 Exp. 2023 | BA Northern Kentucky University | WWPN | Renewal | BS Step 2 | \$45,755.00 | General | 8/10/2020 - 5/24/2021 |
| McKee, Ashley | 4 Yr. Res. Ed. Intervention Specialist K-12 Exp. 2023 | BA Northern Kentucky University | Intervention Specialist 4th grade WWES | Renewal | BS+150 Step 2 | \$49,966.00 | General | 8/10/2020- 5/24/2021 |
| Mathews, Jennifer | 4 Yr. Res. PK-3 Exp. 2023 | BA Christian University | WWPS KDG | Renewal | BS Step 2 | \$45,755.00 | | |
| Klancar, Anthony | 4 Yr. Res. Int. LA 7-12 Exp. 2023 | BA University of Cincinnati | WWHS Eng/LA | Renewal | BS+150 Step 2 | \$47,816.00 | General | 8/10/2020- 5/24/2021 |
| Nolan, Jacob | 5 Yr. Prof. Social Studies 7-8 Exp. 2021 | M.Ed. Marshall University | Eng /LA 8th grade WWMS | Renewal | MA Step 11 | \$74,255.00 | General | 8/10/2020- 5/24/2021 |
| Parsley, Monica | 4 Yr. Res. Ed. Lang. Arts/Social Studies Exp. 2023 | BS Miami University | Language Arts 6th grade WWIS | Renewal | BS+150 Step 2 | \$47,816.00 | General | 8/10/2020- 5/24/2021 |
| Sprague, Kendra | 4 Yr. Res Integrated Eng/LA 7-12 Exp. 2023 | BS Ohio University | Eng /LA WWHS | Renewal | BS Step 2 | \$45,755.00 | General | 8/10/2020- 5/24/2021 |

| | | | | | | | | |
|---------------------|---|--------------------------------|------------------------------|---------|---------------|--------------|---------|-----------------------|
| Boateng, Agnes | 5 Yr. Prof Teaching English to Speakers of Other Languages P-12 Exp. 2024 | MA DeVry University | WWHS ESL | Renewal | MA+ 10 Step 2 | \$50,339.00 | General | 8/10/2020 - 5/24/2021 |
| D'arcy, Danielle | Sub License P-12 Pending | BA University of Cincinnati | WWIS ESL Tutor | Renewal | N/A | \$29.00 p/hr | General | 8/10/2020- 5/24/2021 |
| Mena, Xenia | 4 Yr. Res. Ed. Intervention Specialist K-12 Exp. 2023 | M.Ed. Xavier University | WWIS Intervention Specialist | Renewal | MA Step 2 | \$49,966.00 | General | 8/10/2020 - 5/24/2021 |
| Noel, Michaela | 5 Yr. Prof K-3 Exp. 2021 | MA Indiana Wesleyan | WWPN ESL Tutor | Renewal | N/A | \$29.00 p/hr | General | 8/10/2020 - 5/24/2021 |
| Persons, Kendall | 5 Yr. Prof Math / Social Studies 4-9 Exp. 2024 | MA University of Georgia | WWMS Math | Renewal | MA Step 7 | \$62,268.00 | General | 8/10/2020 - 5/24/2021 |
| Chadwick, Katherine | 4 Yr. Res. Ed. Early Childhood P-3 Exp. 2023 | MA University of Mississippi | WWIS | Renewal | MA Step 2 | \$49,966.00 | General | 8/10/2020- 5/24/2021 |
| Macklin, Mia | 4 Yr. Alt. Res. Intervention Specialist K-12 Exp. 6/30/2022 | MA Mount St. Joseph University | Intervention Specialist WWMS | Renewal | MA Step 2 | \$49,966.00 | General | 8/10/2020- 5/24/2021 |

| | | | | | | | | |
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| Munlin, Edith | 4 Yr. Res. Ed. Intervention Specialist K-12 Exp. 6/30/2023 | MA Mount St. Joseph University | Intervention Specialist WWSS | Renewal | MA Step 2 | \$49,966.00 | General | 8/10/2020- 5/24/2021 |
| Hodge, Alyxix | 4 Yr. Res. Ed 4-9 Math/Science e Exp. 6/30/2022 | BS University of Cincinnati | Math/Science WWIS | Renewal | BS Step 2 | \$45,755.00 | General | 8/10/2020- 5/24/2021 |
| Brown, Claudia | 5 Yr. Prof. Spanish P-12 Exp. 6/30/2021 | BS Mount Holyoke College | Spanish WWHS | Renewal | BS+150 Step 10 | \$68,000 | General | 8/10/2020- 5/24/2021 |
| Rogers, Amy | 4 Yr. Res. Ed. LA/Rdg/Soc. St. 4-9 Exp. 6/30/2020 | BS University of Cincinnati | LA/Rdg/Soc. St WWIS | Renewal | BS+150 Step 4 | \$52,216.00 | General | 8/10/2020- 5/24/2021 |
| Mock, James | 5 Yr. Prof. Music P-12 Exp. 6/30/2022 | MA Grand Canyon | Music/Band WWHS | Renewal | MA+30 Step 9 | \$69,118.00 | General | 8/10/2020- 5/24/2021 |
| Gordon, Leah | 4 Yr. Res. Ed. Intervention Specialist K-12 Exp. 6/30/2020 | MA Ashford University | Intervention Specialist WWCB | Renewal | MA Step 6 | \$59,586.00 | General | 8/10/2020- 5/24/2021 |

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| Pigg, Rachel | 4 Yr. Res. Ed. Social Study 7-12 Exp. 6/30/2022 | MA University of Cincinnati | Soc. Studies WWHS | Renewal | MA Step 2 | \$49,966.00 | General | 8/10/2020- 5/24/2021 |
| Saylor, Kelsey | 4 Yr. Res. Ed. Early Childhood P-3 Exp. 6/30/2022 | MA Xavier University | 3rd gr. WWES | Renewal | MA Step 2 | \$49,966.00 | General | 8/10/2020- 5/24/2021 |
| Dennis, Rebecca | 5 Yr. Prof. Early Childhood P-3 Exp. 6/30/2021 | BS University of Cincinnati | Kdg Teacher WWPN | Renewal | BS Step 8 | \$59,586.00 | General | 8/10/2020- 5/24/2021 |
| Mack, Heather | 4 Yr. Res. Ed. Lang. Arts 7-12 Exp. 6/30/2022 | BS Miami University | E.S.L. Teacher WWES | Renewal | BS+150 Step 6 | \$57,022.00 | General | 8/10/2020- 5/24/2021 |
| Hale, Chad | 5 Yr. Prof. Intervention Specialist K-12 Exp. 6/30/2022 | M.Ed. Miami University | Intervention Specialist WWES | Renewal | MA Step 10 | \$71,058.00 | General | 8/10/2020- 5/24/2021 |
| Miller, Brandi | 5 Yr. Prof. Math 7-12 Exp. 6/30/2024 | MA University of Cincinnati MEd. Western Kentucky University | Math WWHS | Renewal | MA+30 Step 20 | \$89,019.00 | General | 8/10/2020- 5/24/2021 |

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| Neltner, Emily | 5 Yr. Prof. Early Childhood P-3 Exp. 6/30/2022 | BS Miami University | Kdg Teacher WWPN | Renewal | BS Step 7 | \$57,022.00 | General | 8/10/2020 5/24/2021 |
| Neltner, Stephanie | 5 Yr. Prof. Early Childhood P-3 Exp. 6/30/2024 | BS Miami University | Kindergarten WWPN | Renewal | BS Step 5 | \$52,216.00 | General | 8/10/2020 5/24/2021 |
| Hulley, Marisa | 4 Yr. Res. Ed. Early Childhood P-3 Exp. 6/30/2022 | BS University of Arkansas | 1st Gr. WWPS | Renewal | BS Step 4 | \$49,966.00 | General | 8/10/2020- 5/24/2021 |
| Brothers, Jennifer | 5 Yr. Prof. Early Childhood P-3 Exp. 6/30/2025 | MA University of Phoenix | 3rd & 4th Gr. WWES | Renewal | MA+20 Step 13 | \$81,830.00 | General | 8/10/2020- 5/24/2021 |
| Lloyd Sara | 5 Yr. Prof. Math / Science 4-9 Exp. 6/30/2021 | MA Capella University | 6th Gr WWIS | Renewal | MA Step 13 | \$81,085.00 | General | 8/10/2020- 5/24/2021 |
| Koehne, Faith | 4 Yr. Res. Ed. Math / Science 4-9 Exp. 6/30/2020 | MA Mount St. Joseph | Math/Science WWIS | Renewal | MA Step 4 | \$54,566.00 | General | 8/10/2020- 5/24/2021 |

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| Carmack, John | 5 Yr. Prof. Music P-12 Exp. 6/30/2021 | MM Bowling Green State University | Music WWMS | Renewal | MA Step 10 | \$71,058.00 | General | 8/10/2020-5/24/2021 |
| Behler, Nicole | 4 Yr. Res. Ed. Math 7-12 Exp. 6/30/2021 | BS University of Dayton | Math WWHS | Renewal | BS Step 3 | \$47,816.00 | General | 8/10/2020-5/24/2021 |
| McDonough, Cherie | 5 Yr. Prof. Intervention Specialist K-12 Exp. 6/30/2022 | MA National Louis University | Intervention Specialist WWES | Renewal | MA Step 13 | \$81,085.00 | General | 8/10/2020-5/24/2021 |
| Daniel, Terri | 5 Yr. Prof. Early Childhood P-3 Exp. 6/30/2024 | BS Miami University | 1st gr. WWPN | Renewal | BS+150 Step 10 | \$68,000.00 | General | 8/10/2020-5/24/2021 |
| Ranford, Heather | 5 Yr. Prof. Intervention Specialist K-12 Exp. 6/30/2021 | M.Ed. Xavier University | Intervention Specialist WWCB | Renewal | MA+20 Step 10 | \$71,804.00 | General | 8/10/2020-5/24/2021 |
| Meyer, Abby | 5 Yr. Prof. Pupil Services Speech Exp. 6/30/2023 | MA Miami University | Speech/Lang WWIS | Renewal | MA Step 3 | \$52,216.00 | General | 8/10/2020-5/24/2021 |
| Deal, Kristina | 5 Yr. Prof. Spanish P-12 Exp. 6/30/2021 | M.Ed. Tennessee State University | Spanish WWHS | Renewal | MA Step 12 | \$77,595.00 | General | 8/10/2020-5/24/2021 |

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| Langworthy, Kristin | 5 Yr. Prof. Intervention Specialist P-3 Exp. 6/30/2023 | MA University of Dayton | Intervention Specialist WWPN | Renewal | MA+30 Step 13 | \$82,203.00 | General | 8/10/2020- 5/24/2021 |
| Scott, Jacob | 4 Yr. Res. Ed. Social Study 7-12 Exp. 6/30/2022 | BS Miami University | Soc. Stud WWHS | Renewal | BS+150 Step 2 | \$47,816.00 | General | 8/10/2020- 5/24/2021 |
| Gelter, Brian | 4 Yr. Res. Ed. Science 7-12 Exp. 6/30/2020 | BS Lake Erie College | Science WWHS | Renewal | BS+150 Step 3 | \$49,966.00 | General | 8/10/2020- 5/24/2021 |
| Walker, Tristin | 4 Yr. Res. Ed. Lang. Arts 7-12 Exp. 6/30/2022 | MA University of Cincinnati | Eng/LA WWHS | Renewal | MA Step 2 | \$49,966.00 | General | 8/10/2020- 5/24/2021 |
| Hunsche, Janine | Permanent Math 7-12 Exp. 2500 | M.Ed. University of Cincinnati | Math WWHS | Renewal | MA+10 Step 13 | \$81,458.00 | General | 8/10/2020- 5/24/2021 |
| Eshleman, Macy | 4 Yr. Res. Ed. Early Childhood Exp. 6/30/2022 | BS Bowling Green State University | Intervention Specialist WWPN | Renewal | BS Step 2 | \$45,755.00 | General | 8/10/2020- 5/24/2021 |
| Noble, Karly | 5 Yr. Prof. Early Childhood P-3 Exp. 6/30/2023 | BS Ball State University | Kdg Teacher WWPN | Renewal | BS Step 6 | \$54,566.00 | General | 8/10/2020- 5/24/2021 |

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| Riester, James Patrick | 4 Yr. Res. Ed. Social Study 7-12 Exp. 6/30/2021 | MA Xavier University | Soc. Studies WWMS | Renewal | MA Step 3 | \$52,216.00 | General | 8/10/2020- 5/24/2021 |
| Hogue, Jamie | 5 Yr. Prof. Spanish P-12 Exp. 6/30/2023 | MA Lesley University | Spanish WWHS | Renewal | MA Step 12 | \$77,595.00 | General | 8/10/2020- 5/24/2021 |
| Johnson, Laj'Jae | 4 Yr Res. Ed. Intervention Specialist K-12 Exp. 6/30/21 | BS Central State University | Intervention Specialist WWMS | Renewal | BS Step 5 | \$52,216.00 | General | 8/10/2020- 5/24/2021 |
| Deaton, Cara | 4 Yr. Res. Ed. Early Childhood P-3 Exp. 6/30/2020 | BS Miami University | 2nd gr. WWPS | Renewal | BS Step 2 | \$45,755.00 | General | 8/10/2020- 5/24/2021 |
| Banning, Garry | 5 Yr. Prof. Intervention Specialist K-12 Exp. 6/30/2021 | MA Western Michigan | Intervention Specialis WWHS | Renewal | MA+30 Step 12 | \$78,713.00 | General | 8/10/2020- 5/24/2021 |
| Raisch, Sabrina | 4 Yr. Res. Ed. Early Childhood P-3 Exp. 6/30/2020 | BS University of Cincinnati | Kdg Teacher WWPN | Renewal | BS Step 4 | \$49,966.00 | General | 8/10/2020- 5/24/2021 |

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| Schwarz, Sheena | 4 Yr. Res. Ed. TESOL K-12 Exp. 6/30/2022 | BA University of Hawaii | ESL WWHS | Renewal | BS+150 Step 2 | \$47,816.00 | General | 8/10/2020-5/24/2021 |
| Jordan, Emily | 4 Yr. Res. Ed. Music P-12 Exp. 6/30/2021 | BA University of Cincinnati | Music WWPN | Renewal | BS+150 Step 3 | \$49,966.00 | General | 8/10/2020-5/24/2021 |
| Slezewick, Jessica | 4 Yr. Res. Ed. Art P-12 Exp. 6/30/2021 | BA Indiana University | Art WWIS | Renewal | BS Step 4 | \$49,966.00 | General | 8/10/2020-5/24/2021 |
| Daley, Danielle | 5 Yr. Prof. Math 4-9 Exp. 6/30/2024 | BS Miami University | Math WWMS | Renewal | BS+150 Step 6 | \$57,022.00 | General | 8/10/2020-5/24/2021 |
| Banasik, Stacey | 5 Yr. Prof. Intervention Specialist K-12 Exp. 6/30/2022 | MA University of Cincinnati | Intervention Specialist WWIS | Renewal | MA+30 Step 11 | \$75,373.00 | General | 8/10/2020-5/24/2021 |
| Biernacki, Lavinia | 4 Yr. Res. Ed. English 7-12 Exp. 6/30/2022 | BA Waynesburg University | Eng./Lang. ARTS WWMS | Renewal | BS Step 3 | \$47,816.00 | General | 8/10/2020-5/24/2021 |

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| Allen, Brittany | 4 Yr. Res. Ed. Math / Science 4-9 Exp. 6/30/2020 | BS Bowling Green State University | 6th Grade Math/ Science WWIS | Renewal | BS+150 Step 3 | \$49,966.00 | General | 8/10/2020- 5/24/2021 |
| Roach, Michael | 4 Yr. Res. Ed. Intervention Specialist K-12 Exp. 6/30/2023 | MA Grand Canyon University | Intervention Specialist WWIS | Renewal | MA Step 2 | \$49,966.00 | General | 8/10/2020- 5/24/2021 |
| Lawrence, Veronica | 4 Yr. Res. Ed. Math 7-12 Exp. 6/30/2021 | BS University of Kentucky | Math WWHS | Renewal | BS+150 Step 2 | \$47,816.00 | General | 8/10/2020- 5/24/2021 |
| Simeur, Riley | 4 Yr. Res. Ed. Social Studies, Reading 4-9 Exp. 6/30/2021 | MA Otterbein University | 5th Grade SS/Reading WWIS | Renewal | MA Step 4 | \$54,566.00 | General | 8/10/2020- 5/24/2021 |
| Donohue, Samantha | 4 Yr. Res. Ed. Early Childhood P-3 Exp. 6/30/2020 | BA Miami University | 5th Grade Reading WWIS | Renewal | BS+150 Step 2 | \$47,816.00 | General | 8/10/2020 -5/24/2021 |
| Mitchell, Samantha | 4 Yr. Res. Ed. Social Study 7-12 Exp. 6/30/2020 | MA University of Toledo | 7th grade SS WWMS | Renewal | MA+10 Step 4 | \$54,939.00 | General | 8/10/2020- 5/24/2021 |

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| Wilson, Margaret | 4 Yr. Res. Ed. Spanish P-12 Exp. 6/30/23 | BA University of Cincinnati | Spanish 7th/8th grade WWMS | Renewal | BS Step 2 | \$45,755.00 | General | 8/10/2020- 5/24/2021 |
| Viaud, Neenon | 5 Yr. Prof. Pupil Service Psychologist Exp. 6/30/2023 | M.Ed. Long Island University | School Psychologist DISTRICT | Renewal | School Psych Step 2 | \$91,912.00 | General | 8/10/2020- 5/24/2021 |
| Hoff, Paige | 4 Yr. Res. Ed. Science 7-12 Exp. 6/30/2022 | BS University of Cincinnati | Science WWHS | Renewal | BS+150 Step 3 | \$49,966.00 | General | 8/10/2020- 5/24/2021 |
| 5 YEAR CONTRACT RENEWALS | | | | | | | | |
| James, Nyesha | 5 Yr. Prof. Intervention Specialist K-12 Exp. 6/30/2023 | M.Ed Lincoln University | Intervention Specialist WWMS | Renewal | MA+10 Step 6 | \$59,959.00 | General | 2020-2025 Contract Year |
| Hargrove, Jahquil | 4 Yr. Res. Ed. Early Childhood P-3 Exp. 6/30/2020 | MA Concordia University | 2nd Grade WWPN PK Special Assignment | Renewal | MA Step 5 | \$57,022.00 | General | 2020-2025 Contract Year |
| Shrader, Samantha | 5 Yr. Prof. Language Arts 7-12 Exp. 6/30/2024 | MA Xavier University | English WWHS | Renewal | MA Step 6 | \$59,586.00 | General | 2020-2025 Contract Year |

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| Caress, Robert | 5 Yr. Prof. Social Study 7-12 Exp. 6/30/2023 | MA Xavier University | Soc. Studies WWHS | Renewal | MA Step 14 | \$83,800.00 | General | 2020-2025 Contract Year |
| Ferguson, Claire Kraemer | 4 Yr. Res. Ed. Math / Science 4-9 Exp. 6/30/2020 | BS University of Cincinnati | 4th Gr Math WWES | Renewal | BS Step 4 | \$49,966.00 | General | 2020-2025 Contract Year |
| Giblin, Lisa | 5 Yr. Prof. Spanish 7-12 Exp. 6/30/2022 | MA Ohio University | ESL WWMS | Renewal | MA+30 Step 20 | \$89,019.00 | General | 2020-2025 Contract Year |
| Yancey, Keonna | 5 Yr. Prof. Early Childhood P-3 Exp. 6/30/2024 | MA Ohio State University | 2nd Grade WWPN | Renewal | MA+10 Step 13 | \$81,458.00 | General | 2020-2025 Contract Year |
| Flanagan, Ivis | 5 Yr. Prof. Early Childhood Gifted Interv. Specialist Exp. 6/30/2021 | MA Northern Kentucky University | Gifted WWMS | Renewal | MA Step 9 | \$68,000.00 | General | 2020-2025 Contract Year |
| Barger, Mary | 5 Yr. Prof. English Gifted Interv. Specialist Exp. 6/30/2020 | BS Miami University | Eng/Lang Arts & Gifted Ed. | Renewal | BS+150 Step 25 | \$84,677.00 | General | 2020-2025 Contract Year |

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| Wiehe, Sarah | 5 Yr. Prof. Early Childhood P-3 Exp. 6/30/2024 | MA University of Cincinnati | 3rd Grade WWES | Renewal | MA Step 6 | \$59,586.00 | General | 2020-2025 Contract Year |
| Rozelle, Kelly | 5 Yr. Prof. Principal 4-9 Exp. 6/30/2021 | M.Ed University of Cincinnati | Eng/L.A. WWIS | Renewal | MA Step 14 | \$83,800.00 | General | 2020-2025 Contract Year |
| Newcomer, Julie | 5 Yr. Prof. Gifted Intervention Specialist Exp. 6/30/2025 | BS Miami University | 3/4 Math & Sci. WWES | Renewal | BS+150 Step 25 | \$84,677.00 | General | 2020-2025 Contract Year |
| Simon, David | 5 Yr. Prof. Art P-12 Exp. 6/30/2024 | BS Northern Kentucky University | Art WWMS | Renewal | BS+150 Step 5 | \$54,566.00 | General | 2020-2025 Contract Year |
| Fletcher, Kerry | 5 Yr. Prof. KDG. Elementary K-8 Exp. 6/30/2021 | MA Northern Kentucky University | Kindergarten WWPS | Renewal | MA+20 Step 14 | \$84,545.00 | General | 2020-2025 Contract Year |
| Evan Oatman | 4 Yr. Res. Ed. Language Arts Social Study 4-9 Exp. 6/30/2020 | BS Ohio University | 4th Grade WWES | Renewal | BS Step 4 | \$49,966.00 | General | 2020-2025 Contract Year |

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| Heather Ward | 4 Yr. Res. Ed. Early Childhood P-3 Exp. 6/30/2020 | MA Xavier University | 3rd Grade WWES | Renewal | MA+10 Step 5 | \$57,395.00 | General | 2020-2025 Contract Year |
| Blalock, Lynne | 5 Yr. Prof. Intervention Specialist K-12 Exp. 6/30/2021 | MA Mount St. Joseph University | Intervention Specialist WWHS | Renewal | MA+10 Step 11 | \$74,628.00 | General | 2020-2025 Contract Year |
| Brooke, Starkey | 5 Yr. Prof. Early Childhood P-3 Exp. 6/30/2023 | MA Northern Kentucky University | 2nd Grade WWPB | Renewal | MA Step 7 | \$62,268.00 | General | 2020-2025 Contract Year |
| Lee, Ashley | 4 Yr. Res. Ed. Intervention Specialist K-12 Exp. 6/30/2020 | BA Bowling Green State University | Intervention Specialist WWMS | Renewal | BS Step 4 | \$49,966.00 | General | 2020-2025 Contract Year |
| Traylor, William | 5 Yr. Prof. Intervention Specialist K-12 Exp. 6/30/2022 | MA Auburn University | Intervention Specialist | Renewal | MA Step 12 | \$77,595.00 | General | 2020-2025 Contract Year |
| Schutte, Donald | 5 Yr. Prof. Elementary 1-8 Exp. 6/30/2020 | MA Xavier University | Math WWIS | Renewal | BS+150 Step 20 | \$81,695.00 | General | 2020-2025 Contract Year |

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| Todd, Sarah | 4 Yr. Res. Ed. Early Childhood Intervention Specialist P-3 Exp. 6/30/2020 | MA Liberty University | Intervention Specialist Pre-School | Renewal | MA Step 14 | \$83,800.00 | General | 2020-2025 Contract Year |
| Doherty, Wilmes Claire | 4 Yr. Res. Ed. Intervention Specialist K-12 Exp. 6/30/2020 | BA Xavier University | Intervention Specialist WWMS | Renewal | BS Step 4 | \$49,966.00 | General | 2020-2025 Contract Year |
| Lewis- Davenport Denise | 5 Yr. Prof. Intervention Specialist K-12 Exp. 6/30/2023 | MA University of Cincinnati | Intervention Specialist WWHS | Renewal | MA+10 Step 16(17) | \$85,913.00 | General | 2020-2025 Contract Year |
| Poye, Amanda | 5 Yr. Prof. Intervention Specialist K-12 Exp. 6/30/2021 | MA Henderson State University | Intervention Specialist WWIS | Renewal | MA Step 9 | \$68,000.00 | General | 2020-2025 Contract Year |
| Morris, Kimberly | 5 Yr. Prof. Pupil Service School Nurse Exp. 6/30/2023 | MA Ashland University | Nurse DISTRICT | Renewal | MA Step 14 | \$83,800.00 | General | 2020-2025 Contract Year |
| Farrell, Jessica | 5 Yr. Prof. Early Childhood P-3 Exp. 6/30/2023 | MA Mount St. Joseph University | 4th Grade WWES | Renewal | MA+10 Step 12 | \$77,968.00 | General | 2020-2025 Contract Year |

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| Wolfe, April | 5 Yr. Prof. P-3 Exp. 6/30/2022 | MA Nova Southern University | 1st Grade WWPS | Renewal | MA Step 16 | \$85,540.00 | General | 2020-2025 Contract Year |
| Perkins, Antoinette | 5 Yr. Prof Pupil Services Speech Exp. 6/30/2021 | MA University of Cincinnati | Speech/Lang Path. WWHS | Renewal | MA Step 6 | 59,586.00 | General | 2020-2025 Contract Year |
| Borges, Abby | 4 Yr. Res. Ed. Early Childhood P-3 Exp. 6/30/2020 | BS Bowling Green State University | 1st Grade WWPS | Renewal | BS Step 4 | \$49,966.00 | General | 2020-2025 Contract Year |

| SCHEDULE D | | PERSONNEL EMPLOYMENT - CERTIFICATED AND UNCERTIFICATED (including extra duties) | BOARD MEETING DATE: July 27, 2020 | | |
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| Name | License/Permit | Teaching/Extra Duty Assign. | Salary or Rate | Funding | Effective Date |
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| Mentor Teacher, Stipend Paid for by University of Cincinnati | | | | | |
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| Ciminowasielewski Brad | Certified | Student Teacher Mentor | \$700.00 | General | 2019-2020 |
| Pope, Kimaya | Certified | Student Teacher Mentor | \$700.00 | General | 2019-2020 |
| Senger, Samantha | Certified | Student Teacher Mentor | \$600.00 | General | 2019-2020 |
| Tape, Chris | Certified | Student Teacher Mentor | \$700.00 | General | 2019-2020 |
| | | | | | |
| Mentor Teacher, Stipend Paid for by Miami University | | | | | |
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| Alt, Beth | Certified | Student Teacher Mentor | \$600.00 | General | 2019-2020 |
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| WWHS Extra Duty | | | | | |
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| Power, Katherine | Certified | AP Test Coordinator | \$1,000.00 | General | 2019-2020 |
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| Preschool and KG Jumpstart | | | | | |
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|--|-----------------------|--|---------------------------|---|-----------------------|
| Wilke, Tricia | Certified | WWPN up to 2 hs. | \$28.00p/hr | General | Summer 2020 |
| Atkins, Tarin | Certified | WWPN up to 2 hs. | \$28.00p/hr | General | Summer 2020 |
| Neltner, Emily | Certified | WWPN up to 2 hs. | \$28.00p/hr | General | Summer 2020 |
| Neltner, Stephanie | Certified | WWPN up to 2 hs. | \$28.00p/hr | General | Summer 2020 |
| Dennis, Rebecca | Certified | WWPN up to 2 hs. | \$28.00p/hr | General | Summer 2020 |
| Noble, Karly | Certified | WWPN up to 2 hs. | \$28.00p/hr | General | Summer 2020 |
| Shoup, Janet | Certified | WWPN up to 2 hs. | \$28.00p/hr | General | Summer 2020 |
| Gierzak, Nicole | Certified | WWPN up to 2 hs. | \$28.00p/hr | General | Summer 2020 |
| Langworthy, Kristin | Certified | WWPN up to 4 hs. | \$28.00p/hr | General | Summer 2020 |
| Todd, Sarah | Certified | WWPN up to 4 hs. | \$28.00p/hr | General | Summer 2020 |
| Eshleman, Macy | Certified | WWPN up to 4 hs. | \$28.00p/hr | General | Summer 2020 |
| Talley, Shawna | Certified | WWPN up to 4 hs. | \$28.00p/hr | General | Summer 2020 |
| Perkins, Emily | Certified | WWPS up to 4 hs. | \$28.00p/hr | General | Summer 2020 |
| Hickey, Courtney | Certified | WWPS up to 4 hs. | \$28.00p/hr | General | Summer 2020 |
| Whyte, Ashley | Certified | WWPS up to 2 hs. | \$28.00p/hr | General | Summer 2020 |
| Fletcher, Kerry | Certified | WWPS up to 2 hs. | \$28.00p/hr | General | Summer 2020 |
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| School Quality Improvement Grant Summer | License/Permit | Teaching/Extra Duty Assign. | Salary or Rate | Funding | Effective Date |
| | | | | | |
| Rogers, Amy | Certified | English Language Arts/Social Studies- Grade 5 | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Schwartz, Samantha | Certified | English Language Arts/Social Studies- Grade 5 | \$28/HR. | School Quality Improvement Grant | Summer 2020 |

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|-----------------------|-----------|--|----------|---|-------------|
| Mena, Xenia | Certified | English Language Arts/Social Studies- Grade 5 | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Wilson, Lori | Certified | English Language Arts/Social Studies- Grade 5 | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Chadwick Katherine | Certified | English Language Arts/Social Studies- Grade 5 | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Wylie, Chelsea | Certified | English Language Arts/Social Studies- Grade 5 | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Cipriani, Emma | Certified | Mathematics/Science-Grade 5 | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Lemon, Tracy | Certified | Math/Science-Grade 5 | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| George, Matt | Certified | Mathematics/Science-Grade 5 | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Harden, Janet | Certified | Mathematics/Science-Grade 5 | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Jenkins, Derrick | Certified | Mathematics/Science-Grade 5 | \$28/HR. | School Quality Improvement Grant | Summer 2020 |

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|-----------------|-----------|-----------------------------|----------|----------------------------------|-------------|
| Miller, Kristin | Certified | Mathematics/Science-Grade 5 | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Gray, Sheena | Certified | Mathematics/Science-Grade 5 | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Poye, Amanda | Certified | Mathematics/Science-Grade 5 | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Lee, Ashley | Certified | Intervention Specialist | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Allen, Brittany | Certified | Mathematics/Science-Grade 6 | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Koehne, Faith | Certified | Mathematics/Science-Grade 6 | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Lee, Courtney | Certified | Mathematics/Science-Grade 6 | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Hodge, Alyxis | Certified | Mathematics/Science-Grade 6 | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Lloyd, Sara | Certified | Mathematics/Science-Grade 6 | \$28/HR. | School Quality Improvement Grant | Summer 2020 |

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|-------------------|-----------|--|----------|----------------------------------|-------------|
| Schutte, Donald | Certified | Mathematics/Science-Grade 6 | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Banasik, Stacey | Certified | English Language Arts/Social Studies-Grade 6 | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| O'Connor, Natalie | Certified | English Language Arts/Social Studies-Grade 6 | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Enderle, Patricia | Certified | English Language Arts/Social Studies-Grade 6 | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Cornelssen, Cris | Certified | English Language Arts/Social Studies-Grade 6 | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Parsley, Monica | Certified | English Language Arts/Social Studies-Grade 6 | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Simeur, Riley | Certified | English Language Arts/Social Studies-Grade 6 | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Albers, Melissa | Certified | English | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Love, Kara | Certified | English | \$28/HR. | School Quality Improvement Grant | Summer 2020 |

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|-------------------|-----------|-------------|----------|----------------------------------|-------------|
| Pope, Kimaya | Certified | English | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Gabbard, Majic | Certified | English | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Klancar, Anthony | Certified | English | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Sprague, Kendra | Certified | English | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Russo, Molly | Certified | English | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Shrader, Samantha | Certified | English | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Walker, Tristan | Certified | English | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Amstutz, Joshua | Certified | Mathematics | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Behler, Nicole | Certified | Mathematics | \$28/HR. | School Quality Improvement Grant | Summer 2020 |

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|----------------------------|-----------|---------------------------------|----------|----------------------------------|-------------|
| Blalock, Lynne | Certified | Special Education (Mathematics) | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Edmondson, Lakisha | Certified | Mathematics | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Hunsche, Janine | Certified | Mathematics | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Lawrence, Veronica | Certified | Mathematics | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Williford, Nicole | Certified | Mathematics | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Ciminowasielewski, Bradney | Certified | Science | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Davenport, Denise | Certified | Special Education (Science) | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Gelter, Brian | Certified | Science | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Nerenberg, Jared | Certified | Science | \$28/HR. | School Quality Improvement Grant | Summer 2020 |

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|-------------------|-----------|-----------------------------|----------|----------------------------------|-------------|
| Okoroski, Kenneth | Certified | Science | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Hoff, Paige | Certified | Science | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Sauer, Zachary | Certified | Science | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Simpson, Natombi | Certified | Science/PBL Coach | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Stiens, Kelly | Certified | Special Education (Science) | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Tape, Chris | Certified | Science | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Scherrer, Aaron | Certified | Science | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Caress, Rob | Certified | Social Studies | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Lock, Andrew | Certified | Social Studies | \$28/HR. | School Quality Improvement Grant | Summer 2020 |

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|---------------------|-----------|------------------------------------|----------|----------------------------------|-------------|
| Power, Katherine | Certified | Social Studies | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Kozlowski, Michelle | Certified | Social Studies | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Green, Austin | Certified | Social Studies | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Rogers, Jeremy | Certified | Social Studies | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Schultz, Brian | Certified | Social Studies | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Scott, Jacob | Certified | Social Studies | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Watts, Ebony | Certified | Special Education (Social Studies) | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Guinan, Robert | Certified | Special Education (Social Studies) | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Pigg, Rachel | Certified | Social Studies | \$28/HR. | School Quality Improvement Grant | Summer 2020 |

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|--------------------|-----------|--------------------------------------|----------|----------------------------------|-------------|
| Alander, Matt | Certified | English Language Arts | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Bellerjeau, Tracey | Certified | English Language Arts | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Biernacki, Lavinia | Certified | English Language Arts | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Nolan, Jacob | Certified | English Language Arts | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Thompson, Mica | Certified | English Language Arts | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Owens, Anna | Certified | English Language Arts | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Braswell, Jackie | Certified | English Language Arts | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Kent, Ashley | Certified | English Language Arts/Social Studies | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Barger, Kathleen | Certified | Gifted/English Language Arts | \$28/HR. | School Quality Improvement Grant | Summer 2020 |

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|--------------------------|-----------|-------------------------|----------|----------------------------------|-------------|
| Giblin, Gary | Certified | ESL | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Giblin, Lisa | Certified | Spanish/ESL | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Wilmes (Doherty), Claire | Certified | Intervention Specialist | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Winfield, Franklin | Certified | Intervention Specialist | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| James, Nyesha | Certified | Intervention Specialist | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Johnson, LajJae | Certified | Intervention Specialist | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Kempton, Lauren | Certified | Intervention Specialist | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Macklin, Mia | Certified | Intervention Specialist | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Dixon (Steen), Meredith | Certified | Intervention Specialist | \$28/HR. | School Quality Improvement Grant | Summer 2020 |

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|------------------|-----------|-------------------------|----------|--|-------------|
| Auciello, Marie | Certified | Intervention Specialist | \$28/HR. | School Quality Improvement Grant Middle School | Summer 2020 |
| Daley, Danielle | Certified | Mathematics | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| DeMain, Michael | Certified | Mathematics | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Leiss, Maria | Certified | Mathematics | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Persons, Kendall | Certified | Mathematics | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Reddert, Jeri | Certified | Mathematics | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Graham, Brennah | Certified | PBL Coach | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Jung, Jennifer | Certified | Science | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Kirk, Barbette | Certified | Science | \$28/HR. | School Quality Improvement Grant | Summer 2020 |

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|--------------------|-----------|----------------|----------|----------------------------------|-------------|
| Conn, Madison | Certified | Science | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Roller, Carla | Certified | Science | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Brand, Ashley | Certified | Social Studies | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Hadaya, Mark | Certified | Social Studies | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Metz, Steven | Certified | Social Studies | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Mitchell, Samantha | Certified | Social Studies | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
| Riester, Patrick | Certified | Social Studies | \$28/HR. | School Quality Improvement Grant | Summer 2020 |
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FOOD SERVICE SUPPLEMENTALS

| | | | | | |
|-------------------|-----|-----|------------|-----|--------------------|
| Siemon, Debbie | N/A | N/A | \$2,000.00 | FSD | Spring/Summer 2020 |
| Simpson, Starr | N/A | N/A | \$2,000.00 | FSD | Spring/Summer 2020 |
| Spaw, Shari | N/A | N/A | \$2,000.00 | FSD | Spring/Summer 2020 |
| Koeninger, Vickie | N/A | N/A | \$5,000.00 | FSD | Spring/Summer 2020 |

WINTON WOODS CITY SCHOOLS

STUDENT CODE OF CONDUCT

THE WARRIOR WAY

The Winton Woods City School District is committed to helping our students achieve their highest potential! That begins with making sure that we maintain a safe and orderly environment.

Be RESPECTFUL

- Students are expected to treat all others (i.e. peers, staff members, community members) with respect and dignity at all times.

Be RESPONSIBLE

- Students are expected to be responsible for their actions at all times.

Be SAFE

- Students are expected to abide by all guidelines to ensure that a safe environment is maintained.

Our schools will work diligently to make sure that:

- students are well aware of behavior expectations
- expected behaviors are clearly defined
- meaningful relationships are built to nurture a supportive environment
- high academic and behavioral expectations are in place for all students.

To ensure that ALL students meet our expectations, we have supports that can be implemented to help our students succeed. These include (but are not limited to):

- Parent conferences
- Behavior interventions
- Referral to site-based therapist/agencies
- Behavior plans
- Schedule modifications
- Social Skills training
- Rewards
- Restorative Conversations

We encourage parents to be highly involved early in the process to help to maximize the success of their child. A strong partnership between school and home is a critical component to student success.

Steps Following Student Misbehavior

When the Principal finds that a student has committed an offense, the Principal or another school administrator will:

1. Investigate the incident, including meeting with the student and any others involved to allow them to explain the situation
2. Notify the family if a corrective strategy is used
3. Send a letter to the family if the corrective strategy is an assignment to an alternative program or location outside of the child's normal classroom assignment
4. Engage the student in a restorative conversation with victim/affected person(s).

PREFACE

The items in this Code are applicable to all students when properly under the authority of school personnel during a school activity, function or event whether on property owned, rented or otherwise used or maintained by the Winton Woods City School District Board of Education or property owned, rented or maintained by another party. Additionally, the provisions of this Code shall apply to students if the prohibited act(s) takes place:

- while on properties immediately adjacent to school property
- while in the line of sight of school property
- on school transportation
- on the student's way to or from school
- if the act otherwise affects the operation of the schools.

This Student Code of Conduct also applies to misconduct occurring off of property owned or controlled by the Winton Woods City School District Board of Education but is connected to activities or incidents that have occurred on property owned or controlled by the Winton Woods City School District Board of Education and misconduct by a student, regardless of location, directed at a district official or employee, or property of a district official or employee.

Behavior infractions have been broken into categories based on the severity of the offense.

Category I offenses are considered minor. These offenses are handled at the school personnel level.

Category II offenses are more severe. Staff personnel may choose corrective strategies for offenses that are considered in Category II based upon severity.

Category III offenses are severe offenses that are considered major level. All Category III offenses must be handled at the administrative level.

Definition of Terms for Category 1 Offenses*

In most instances, Category I infractions will be corrected by the teacher or supervising adult in the setting where the misbehavior occurs. If a pattern of these offenses persists, consultation to set up a corrective plan may be necessary, and students may be referred to an administrator. When there is a high incidence of Category I

offenses in a specific setting, administrators will provide, or arrange for, consultation and support to teachers, students or parents/caregivers to assist with creating positive behavior in that setting.

Cheating / Plagiarism

Students are expected to do their own work. Students must not use, submit or attempt to obtain data or answers dishonestly, by deceit or by means other than those authorized by the teacher. Examples of acts of cheating/plagiarism include any appropriation, literary theft, falsification, counterfeiting, piracy, fraud or unsupervised possession of any federal-, state- or district-mandated tests. Plagiarism includes, but is not limited to, copying word for word from references such as books, magazines, research materials or the Internet. This includes any violation of the Winton Woods City Schools' Student Testing Code of Conduct, which may result in disciplinary action and an invalidation of test scores.

Disobedience/Disrespect

Students are expected to do what school adults tell them to do. School adults include administrators, teachers, Instructional Assistants (IAs), secretaries, security personnel, custodians, bus drivers, lunchroom workers, and school volunteers, etc. Students must not argue with adults. If students do not obey the instructions and/or directions a school adult gives them, the behavior will be considered disobedient or disrespectful.

Disruptive Behavior

Students are expected to follow school-wide behavioral expectations and abide by classroom rules, routines and procedures. Students must not interrupt the learning of others or behave in a manner that causes disruption to the school environment. If a teacher or other school adult is prevented from starting an activity or lesson, or has to stop what he or she is doing to try to stop the student's behavior, the behavior is considered disruptive. For example, if a student causes a disruption in the classroom by talking, making noises, throwing objects, play fighting, horseplay, or otherwise distracting one or more classmates, the student is engaging in disruptive behavior.

Electronic Communication Devices

(A school's Positive School Culture Committee may choose to develop a more specific plan related to electronic devices.)

Electronic communication devices must be turned off during school hours. Electronic devices may be brought to school only in accordance with the school's policy.

Fraud/False Identification

Students are expected to be honest. Students must not trick, or cause someone to be tricked, by not telling the truth. Students must not sign or give a name other than their own. Students should be able to show identification or verify their identity when requested.

Gambling

Students must not play games of cards, chance or dice for money or other items, except if such games are played at a school-sponsored activity for educational purposes.

Inappropriate Communication

Students are expected to speak respectfully to others. Examples of inappropriate communication include put-downs, or making fun of or negatively talking about a person or their family.

Tobacco/Smoking

Students are expected to protect their own health and safety, and the health and safety of others. Students must not possess, smoke or use any kind of tobacco product or associated paraphernalia.

- a. On school grounds and area immediately adjacent to school grounds, during and immediately before or after school hours
- b. On school ground at any other time when the school is being used by a group
- c. Off school grounds at a school activity, function or event
- d. On a school bus or at a bus stop

Truancy, Tardiness or Class Cutting

a. Truancy - Students are expected to comply with the provision of the Ohio Revised Code regarding school attendance. Truancy is absence from school for reasons other than those provided by law. The following are the only legal excuses for absence from school:

- (1) Personal illness
- (2) Illness in the family
- (3) Quarantine in the home
- (4) Death of a relative
- (5) Observance of a religious holiday
- (6) Any other reason which has been approved by the school prior to the absence.

Absences without legitimate excuse for more than ten (10) consecutive days or at least fifteen (15) total school days in any one quarter or semester may result in the suspension or denial of temporary driving permit or driver license by the Registrar of Motor Vehicles.

b. Tardiness

Tardiness is defined as arriving late to school or to class without acceptable reason.

c. Class Cutting

Class cutting is defined as absence from an assigned class without an acceptable reason.

In the state of Ohio, children between the ages of 6-18 are of compulsory school age and are required to attend school. In addition, children who begin kindergarten at age 5 become subject to the compulsory education laws of the State. There are consequences for students and their parent/legal guardian if children do not attend school regularly.

Violation of School Uniform Policy

The uniform requirements pertain to all schools and can be reviewed in the student hand books, which are distributed to students at the beginning of each school year or at the time of enrollment.

Administrative action may be required if an individual's apparel violates the district uniform requirements or his or her appearance causes considerable distraction among students and staff to the extent that their presence, adversely compromises the integrity and/or safety of the learning environment.

****A Category I Offense could be upgraded to a Category II or Category III Offense, depending on the nature of the offense or chronic Category I offenses.***

Definition of Terms for Category II Offenses *

Teachers or supervising adults may choose corrective strategies for Category II infractions including, but not limited to, referral to school administrators. Students who commit, attempt to commit, aid or abet the commission of, conspire to commit, or participate in any manner even if not completed in the commission of any

of the offenses designated in this section will be required to participate in activities designed to prevent repetition of the offenses.

Counterfeit Materials

Students may use only real United States currency (money). Students cannot use school property or equipment to create, or attempt to create, counterfeit currency to any other type of counterfeit materials. Students must not knowingly possess counterfeit materials.

Damaging/Destruction of Property

Students must be respectful and take care of school property. Students should not cause or attempt to cause damage, destroy or misuse school property or anything that belongs to someone else. Examples of this behavior include (*but not be limited to*) writing in school textbooks or library books, ruining bulletin boards, damaging desks or computer equipment including laptops, tablets and e-readers, intentionally clogging the plumbing system, breaking light bulbs or fixtures, or spray-painting surfaces.

Depictions of Prohibited Conduct

Students must not make, reproduce or distribute videos, images, sound recordings or other mediums that show behavior prohibited by the Code of Conduct on school property or at school events, including using school-owned or personal electronic devices (i.e., laptops, iPads, tablets, e-readers, cell phones, or video or still cameras). Depictions of such conduct on social networking sites such as Facebook, YouTube or any other similar Web sites are prohibited. Any representations of prohibited behavior must be immediately turned over to the principal or the principal's designee. Reproduction and distribution of these items will result in disciplinary action.

Fighting

Conflicts must be resolved peacefully. Students must not physically fight with another person. Retaliation is not a defense to fighting. Students should attempt to retreat from any act of aggression from another and to seek help from school personnel.

Fireworks

Students must obey the law regarding fireworks. Students must not bring to school or possess, handle, transmit, conceal or use any fireworks (poppers, firecrackers, rockets, sparklers, smoke bombs or other types) while at school.

Gang Activity

Students should associate with peers and adults who engage in safe, respectful and responsible behavior. Students must not participate in gang activity. Gangs are defined as groups of two or more students and/or adults who organize for the purpose of engaging in activities that threaten the safety of the general public, compromise the general community order, and/or interfere with the school district's educational mission.

Gang activities include:

- A. Wearing or displaying any clothing, jewelry, colors or insignia that intentionally identifies the student as a member of a gang or otherwise symbolizes support of a gang.
- B. Using any word, phrase, written symbol or gesture that intentionally identifies a student as a member of a gang or otherwise symbolizes support of a gang. A student may not display gang affiliation on his or her school notebooks, textbooks or personal items.
- C. Engaging in activity or discussion promoting gangs by two or more persons.
- D. Recruiting students for gangs or anti-social behavior.

Harassment/Intimidation/Bullying/Stalking

All communication in the school is to be conducted with respect. Students must not use words (written, verbal, electronic), gestures, photographic images, drawings or any form of communication to intimidate, harass, bully or threaten harm to another person based on race, gender, religious beliefs, nationality, disability or sexual orientation. Appropriate discussions of these issues, in the classroom or other school settings, are encouraged.

Harassment, intimidation, bullying or stalking means any repeated written, verbal, graphic or physical act that a student or group of students exhibit toward another particular student or students, including within a dating relationship, or toward school personnel and the behavior both

- A. Causes mental or physical harm to the other student/school personnel including placing an individual in reasonable fear of physical harm and/or damaging of personal property, and
- B. Is sufficiently severe, persistent or pervasive that it creates an intimidating, threatening or abusive educational environment for the other student/school personnel.

Inappropriate Touching / Horseplay

Any behavior that presents a risk of physical harm to others or to the property of others and serves no reasonable or educational purpose. This includes inappropriate touching, hands on behaviors, horseplay, or physical contact.

Obstruction of Administrator/Teacher from Duties

A student shall not prevent, obstruct or delay a teacher, administrator or other school official from performing his/her assigned duties and carrying out corrective action.

Profanity or Obscenity

Students are expected to use appropriate language. Students must not verbally, electronically or by written words, photographs or drawings direct profanity to anyone in the school environment. Students must not insult anyone by obscene gestures.

Repeated Acts of Misconduct

A student shall not repeatedly engage in any acts of misconduct specified in the foregoing Rules of Conduct.

Sale or Distribution of Unauthorized Materials

A student shall not possess, distribute, use or sell unauthorized materials or products on school property.

Sexual Harassment & Misconduct

Sexual harassment is behavior which includes any unwanted, unsolicited sexual advance or sexually oriented behavior made by a person who knows or should reasonably know that such attention is unwanted and is objectionable. Sexual harassment may include, but is not limited to, unnecessary touching or petting, suggestive or other sexually aggressive remarks, leering at a person's body, demands for sexual favors, or compromising invitations. Sexual harassment may also include but is not limited to the creation of an intimidating, hostile, and offensive work or study environment by engaging in sexual, offensive and/or inappropriate behavior.

Students must respect themselves and the privacy of others. Students must not act or behave in an unacceptable way by touching or making reference to, verbally or in writing, their private body parts or those

of another person. Included in sexual misconduct are actions involving touching of a sexual nature, with or without consent of the other party.

Stealing or Possession of Stolen Property

Students must use only their own belongings unless explicit permission from the owner is given to borrow an item. Students must not take anything that does not belong to them. Students must not have anything that they know, or have reason to know, has been stolen. Students must not use school-owned or personal equipment to conduct illegal activity.

Trespassing / Leaving School Property

Students must stay in designated areas of the school to which they have been assigned. Leaving School Property or assigned area prior to dismissal time without official permission (e.g., leaving the building or class without permission) is prohibited. Students must have permission from a building administrator, or be escorted by a parent/caregiver or emergency contact person, to enter a building other than their own or to leave their assigned building.

Students must not return to any school while assigned to the alternative placement, or under expulsion or removal, except with permission from a building administrator and under escort by a parent/caregiver or emergency contact person.

Violent Disorderly Conduct

Students must solve problems peacefully. Violence and threats of violence disrupt the learning process. Students must not use violence, or threats of violence, force or bodily harm, against staff, students or property.

**A Category II Offense could be upgraded to a Category III Offense, depending on the circumstances or chronic behaviors.*

Definition of Terms for Category III Offenses

The principal, finding a student has committed, attempted to commit, aided or abetted the commission of, conspired to commit, or participated in any manner even if not completed in the commission of any of the following offenses will be subject to the consequences including suspension or expulsion.

Alcohol and Drugs/Harmful Intoxicants

Students must not bring harmful intoxicants, alcohol or illegal drugs to school or school activities. Students must not use, be under the influence of, or buy or sell harmful intoxicants, alcohol or illegal drugs. This section also applies to any substance made to look like, or represented to be a harmful intoxicant, illegal drugs or alcohol and any related paraphernalia.

Parents/Guardians are permitted to bring prescribed or over-the-counter medication; however, secured in nurses' station and administered by authorized school personnel with the authorization and supervision of their doctor. Prescribed or over-the-counter medication is for the student's use only. A student must not sell or give prescribed or over-the-counter medication to anyone at school.

In grades 9-12, with parent's and administrator's permission, a student may keep over-the-counter medication in a secure location and access that medication, if needed, through an administrator's designee.

Breaking and Entering

Students must stay out of locked or private areas. Students must not force their way into places or onto property where they do not belong. Examples of such property include lockers belonging to other students and staff, science labs and supply cabinets.

Dangerous Weapons

Students must keep dangerous objects out of school. Students must not possess, handle, transmit or use as a dangerous weapon an instrument capable of harming another person. Dangerous weapons include but are not limited to:

A. Knives — Students must not possess, handle, transmit, conceal or use knives. Students violating the prohibition against knives may be assigned to an Alternative to Expulsion program for up to one year. A student may be expelled for up to one calendar year.

NOTE: State law gives the Superintendent the option to expel a student for up to one calendar year for bringing a knife onto school property, into a school vehicle, or to a school-sponsored event.

B. Defensive Weapons — Students must not possess chemical Mace, pepper gas or like substances; or stun guns/Tasers.

C. Other Items — Students must not possess items such as razors, box cutters, hammers, baseball bats, chains, tattoo paraphernalia, bullets or any other items that can be considered a weapon or can be used as a weapon. School supplies (i.e., compass, scissors, pens, etc.) must not be used as a weapon.

Extortion

Students must accept "no" for an answer when making a request of another person. Extortion means getting money or a promise by using threat or force. Students must not make a person do anything he or she does not want to do by using threat or force.

False Fire Alarms or Bomb Reports/Tampering with Fire Alarm System

Students must obey laws regarding fire safety. Students must not set off a fire alarm at any time unless there is an emergency. Destroying or damaging a fire alarm is prohibited. Students must not make bomb threats, either written or verbal, against any school building. Tampering with the fire alarm means setting off the squeal alarm or the actual alarm when there is not an emergency.

Firearm Look-Alikes

Students must not possess, transmit or conceal any item that resembles a firearm. Firearm look-alikes can propel an object or substance with force by spring load or air pressure (i.e., toy guns, cap guns, BB guns, pellet guns).

Firearms

Students must not possess, handle or transmit, conceal or use a firearm. Students violating the firearms prohibition must be expelled in accordance with State and Federal law (e.g., educated in a placement other than the school of attendance) for one calendar year. Firearms are any weapon (including starter guns) that will, or are designed to or may readily be converted to, expel a projectile by explosion (gunpowder, magazine clip) including the frame or receiver of any weapon and any firearm mufflers or silencers or any destructive devices (as defined in 18 USCA Section 921), which include any explosives, incendiary or poisonous gas bombs, grenades, rockets having a propellant charge of more than four ounces, missiles having an explosive

or incendiary charge of more than four ounces, missiles having an explosive or incendiary charge of more than one quarter ounce, mines or devices similar to any of the devices described above.

NOTE: Federal law requires the Superintendent to expel a student for one calendar year if the student brings a firearm onto school property, into a school vehicle, or to a school- sponsored event.

Physical Assault

Students must get help when needed to solve problems nonviolently. Students must not physically attack another person. Hitting, kicking, shoving or otherwise causing physical pain or harm to another person is considered physical assault.

Robbery

Students must not take another person's property. Students must not take or attempt to take from another person any property by force or threat of force.

Serious Bodily Injury

Students must not contribute to or cause bodily injury to themselves or others that involves substantial risk of death; extreme physical pain; protracted and obvious disfigurement; or protracted loss or impairment of the function of a bodily member, organ or bodily capability.

Sexting

Students are prohibited from engaging in sexting, which means sending sexually explicit images through electronic media, such as text messaging.

Sexual Assault

Students must protect the safety, and respect the rights, of others. Students must not sexually attack nor sexually abuse another person.

Starting a Fire

Students must protect the safety of themselves and others. Students must not start, or help to start, a fire that may harm any person or property. Students must not create, set off, attempt to set off, or possess matches / lighters / combustible material or other fire-starting materials on school property.

STEPS FOR CORRECTIVE ACTION

Category I

Category I offenses are managed at the school personnel level. The choices below are the possible result for a Category I infraction (These are not intended to be the only choices or sequential).

- Parent Contact
- Apology
- Loss of privileges
- Detention (i.e. before school, after school, during lunch/recess)
- Reteach behavioral expectations
- Lunch detail
- Restitution
- Time out
- Reflective Activity/Restorative Conversation

Category II

Staff personnel may choose corrective strategies for offenses that are considered in Category II. The choices are the possible result for a category II infraction (These are not intended to be the only choices or sequential).

- *Any Category 1 Corrective Strategy*
- Detention (i.e. before school, after school, during lunch/recess)
- Office Referral
- Alternative School Assignment (ASA)
- Suspension
- Suspension with a possible recommendation for expulsion
- Referral to counseling agency
- Establish a behavior plan
- Reflective Activity/Restorative Conversation
- Establish a check in /check out system with a staff member

Category III

Category III offenses are considered major offenses and are managed at the school administration level. The incidents require a mandatory office referral to school administration. The choices are the possible result for a category III infraction (These are not intended to be the only choices or sequential).

- Alternative Discipline Placement (ADP)
- Suspension
- Suspension with a Recommendation for Expulsion, referred to Superintendent's Office
- File charges with local police department
- Reflective Activity/Restorative Conversation prior to return to school/class

Suspension

- a. A student shall be given written notification of the intention to suspend him/her and the reason(s) for the intended suspension by the administrator.
- b. The pupil shall be provided an opportunity to appear at an informal hearing before the principal or assistant principal to challenge the reasons for the intended suspension or otherwise to explain his/her actions. A student shall be given an opportunity to challenge the charges and give his/her side of the story.
- c. The administrator shall make the decision to suspend or not to suspend, and shall notify the student orally of that decision.
- d. If the student is suspended, the administrator shall notify the parents, guardian or custodian of the pupil and the Treasurer of the Board of Education in writing within one school day of the suspension.
- e. A pupil, parent, guardian, or custodian has the right to appeal a suspension or intent to suspend. A written statement requesting an appeal of a suspension or intent to suspend is to be sent to the Pupil Service Department, 8 Enfield St., Cincinnati, Ohio 45218. Students have the right to be represented at an appeal hearing.
- f. Students shall be permitted to complete classroom assignments missed during either in-school or out of school suspensions.

Expulsion

- a. The Superintendent is the only school administrator who may expel a pupil.
- b. A principal may recommend to the Superintendent in writing that a given student be expelled. This recommendation shall contain the reason(s) for the recommended expulsion.
- c. The Superintendent (or designee) shall notify the pupil and parent, guardian or custodian in writing of the intention to expel the pupil.
- d. The Superintendent or designee shall conduct the hearing at the appointed time and place. The purpose of the hearing shall be for both sides to give their side of the story.
- e. The Superintendent shall make the decision to expel or not to expel following the hearing and shall notify the parent, guardian or custodian and the Treasurer of the Board of Education of that decision in writing within one school day. A copy of the parental notification shall be sent to the principal.
- f. A pupil, parent, guardian, or custodian has the right to appeal a suspension or intent to suspend. A written statement requesting an appeal of an expulsion or intent to expel is to be sent to the Winton Woods City Schools Board of Education, ~~1215 W. Kemper Rd.~~ 825 Waycross Rd., Suite A, Cincinnati, OH 45240.
A pupil or his/her parent, guardian or custodian may appeal the expulsion to the Board of Education. The Board of Education may hear the appeal itself or it may appoint a designee. The pupil or parent, guardian or custodian may be represented in all such appeal proceedings and shall be granted a hearing before the Board of Education or its designee, which may be in executive session upon the request of the pupil, parent, guardian, custodian or representative.
- g. A verbatim record shall be made of the hearing.
- h. The Board of Education or its designee may act only after a hearing is held. The Board or its designee may affirm, reverse, vacate or modify the expulsion.
- i. The action of the Board or its designee on the expulsion must be made in a public meeting.
- j. The Treasurer shall promptly notify the pupil, parent, guardian, custodian or representative in writing of the Board's decision or the designee's decision.
- k. The decision of the Board of Education or its designee may be further appealed to the Court of Common Pleas under O.R.C. Chapter 2506.

- I. Upon expulsion from school, the pupil shall be withdrawn from school and will be required to re-enroll.

*** Students in grades PK-3 may not be expelled or suspended unless the student committed a serious offense or it was necessary to protect the health and safety of the student, the student's classmates, or the classroom staff and teachers.**

Alternative Programs (Project Success and Project Success Plus)

Winton Woods City Schools can provide alternative programming in lieu of out-of-school suspension and out-of-school expulsion. The alternative programs are called Project Success (Grades 7 – 12) and Project Success Plus (Grades 2 – 6). The assignments of students to the program are the decision of the superintendent or designee.

Alternative Discipline Assignments for Students with Disabilities

All federal and state laws, Board policies and administrative procedures must be followed in recommending assignments to Alternative Discipline for students with disabilities on Individual Education Programs (IEPs) or Section 504 Plans.

Emergency Removal from School

Emergency removal can occur only for the following reasons:

- If the student's presence in school poses a danger to people or property
- If the student is an ongoing threat of disruption

Emergency removal requires communication between school officials and the student's family (parent or guardian or, if necessary, other adult family members). At the time of the removal, the family will be contacted in person or by telephone to explain the reason for the removal and to request a meeting. In addition, a letter with the explanation and meeting request will be sent to the family and a copy will be given to the student.

- Emergency removal **can last no longer than 1 day for students grades PK-3 and no longer than 3 days for students grades 4-12.**
- The removal can be for a shorter time. The student **will return to school after a scheduled meeting is completed with the family, the principal and the referring staff member.** A face-to-face meeting is preferred, but a telephone conference is allowed if necessary, but must occur within **one school day** of the removal unless the student is returned to school the following day. When the student is returned the following day, written notice and hearing are not required.

BOE-Approved 1-22-18

BOE-Approved 7-22-2019

BOE-Approved 7-27-2020



Summary of Selected Construction Alternates July 27, 2020 Board of Education Work Session

Design Alternates or change orders over \$50,000 require Board of Education approval consistent with Board policy and Ohio's legal public procurement laws for school districts. Each of these alternates are owner-requested and are funded from a combination of available hard cost and soft cost construction contingency funds. We anticipate submitting the following change orders for the Board's consideration at their July 13th meeting. We respectfully request favorable approval.

K-6

K-6 Alternate #31C.4 – K-6 CD-0098 – **Playground, Play Equipment & Basketball Goals** = \$197,953.25

7-12

7-12 Alternate #01A – 7-12 CD-0117 – **Arena Acoustical Wall Panels** = \$52,041.54

7-12 Alternate #02A – 7-12 CD-0118 – **Middle School Gym Acoustical Wall Panels** = \$62,213.24

7-12 Alternate #09A – 7-12 CD-0119 – **High School Clerestory Acoustical Wall Panels** = \$55,759.55

Note: each of these change directives have been reviewed by the OFCC, SHP & Motz (where applicable)