

REVERE LOCAL SCHOOL DISTRICT
Summit County, Ohio

May 21, 2013

Regular May Board of Education Meeting

6:30 p.m. / RHS Library

The Board of Education has discussed the items listed below in the monthly Special Meeting/Work Session held prior to this Regular meeting. Each action item was reviewed, discussed and evaluated with due diligence and then placed on this agenda for the purpose of voting.

I. CALL TO ORDER – Claudia Hower

II. ROLL CALL

- A. Dana Appel
- B. Claudia Hower
- C. Tom Kelley
- D. Diana Sabitsch
- E. George Seifert

III. PLEDGE OF ALLEGIANCE

IV. STUDENT PRESENTATION / STUDENT ACHIEVEMENT

- BES Math Olympics
- RHS Kelsey Bonacci – DAR Christopher Columbus Essay Award
- RHS School Business Plan Writing Contest / John Klipfell

V. PUBLIC SPEAKS TO AGENDA ITEMS

VI. BUILDING PRINCIPALS' REPORTS

VII. TREASURER'S REPORT, Mr. David Forrest

A. Approval of Minutes

The Treasurer recommends approval of the minutes of the Special Meetings held April 9, 2013, April 10, 2013 and April 29, 2013 and the Regular Meeting held April 16, 2013. See Attachment T-1 for details.

Mrs. Appel _____ Mrs. Hower _____ Mr. Kelley _____ Mrs. Sabitsch _____ Mr. Seifert _____

B. Approval of Financial Report

The Treasurer recommends approval of the Financial Report for the month of April as found in Attachment T-2.

Mrs. Appel _____ Mrs. Hower _____ Mr. Kelley _____ Mrs. Sabitsch _____ Mr. Seifert _____

C. Donations

The Treasurer recommends the approval, with appreciation, for the donations listed in Attachment T-3.

Mrs. Appel _____ Mrs. Hower _____ Mr. Kelley _____ Mrs. Sabitsch _____ Mr. Seifert _____

D. Appropriation Adjustments

The Treasurer recommends the approval of the appropriation adjustments listed in the attached schedule be approved by the Board of Education, be it further resolved that the legal level of control be approved at the fund level.

See Attachment T-4.

Mrs. Appel _____ Mrs. Hower _____ Mr. Kelley _____ Mrs. Sabitsch _____ Mr. Seifert _____

E. Purchase Orders

The Treasurer recommends that the Board of Education authorize and certify payment of the purchase orders listed below since both at the time of the making of this contract or order (then) and at the date of the execution of this certificate (now), that the above amount required to pay this contract or order has been appropriated for the purpose of this contract or order and is in the treasury or in the process of collection to the credit of the funds of the Board of Education and free from any previous encumbrances.

PO #	Date	Vendor	Amount	Requested by
0133500	5/13/13	Zone Entertainment	\$3,502.00	RHS
0133501	5/13/13	Tangier	\$8,292.55	RHS
0132566	1/30/13	Cherokee Creek Boys' School Inc.	\$4,000.00	Central Office
0133312	4/24/13	Gina Hartranft	\$1,756.00	RHS Athletics
0133264	4/18/13	Herff Jones Yearbooks	\$7,917.00	RHS

Mrs. Appel _____ Mrs. Hower _____ Mr. Kelley _____ Mrs. Sabitsch _____ Mr. Seifert _____

F. Modifications to the Five-Year Forecast

The Treasurer recommends adoption of the modifications to the Five-Year Forecast and the associated assumptions for fiscal year 2013 as described in **Attachment T-5**.

Mrs. Appel _____ Mrs. Hower _____ Mr. Kelley _____ Mrs. Sabitsch _____ Mr. Seifert _____

G. eVas Service Agreement (Bonefish Contract)

The Treasurer recommends renewal of the contract for a 3-year period beginning 7/1/13 through 6/30/16 and be it further resolved that said pricing is discounted based upon the Ohio School Council consortium pricing. **Attachment T-6**

Mrs. Appel _____ Mrs. Hower _____ Mr. Kelley _____ Mrs. Sabitsch _____ Mr. Seifert _____

H. Security Consultant

The Treasurer recommends that the Board of Education approve the hiring of Tom Lekan for security consulting services at five (5) hours per month on a retainer basis and that from time to time special projects, including training, be arranged with Mr. Lekan on an as needed basis. See **Attachment T-7**.

Mrs. Appel _____ Mrs. Hower _____ Mr. Kelley _____ Mrs. Sabitsch _____ Mr. Seifert _____

I. Health Care Consortium

The Treasurer recommends the approval of the "Amended and Restated Agreement Regarding the Health Benefits Program" sponsored by The Summit Regional Health Care Consortium. See **Attachment T-8**.

Mrs. Appel _____ Mrs. Hower _____ Mr. Kelley _____ Mrs. Sabitsch _____ Mr. Seifert _____

J. Board Policy – District Managed College Scholarship Funds - Second Reading

The Treasurer recommends that the Board of Education approve and adopt, as a second reading, the new policy regarding the administration of scholarship funds as noted in **Attachment T-9**.

Mrs. Appel _____ Mrs. Hower _____ Mr. Kelley _____ Mrs. Sabitsch _____ Mr. Seifert _____

VIII. BOARD MEMBERS' REPORTS

- A. Finance/Audit Committee
- B. Facilities and Grounds Committee
- C. Legislative Report
- D. Cuyahoga Valley Career Center
- E. Student Achievement Liaison

X. SUPERINTENDENT'S REPORT

Personnel – Certificated/Licensed

A. Correction to Resignations End of 2012/2013 Contract Year

It is recommended that the Board of Education approve the following per provisions of the current REA negotiated agreement:

Lori Desing Resignation for Retirement through STRS

Mrs. Appel _____ Mrs. Hower _____ Mr. Kelley _____ Mrs. Sabitsch _____ Mr. Seifert _____

B. Supplemental Contracts – 2012/2013 School Year

It is recommended that the Board of education approve the following supplemental contracts for the 2012-2013 school year:

Vallorie Marsillo / Middle School Choir / .02 compensation

Katie Pflueger / Middle School Band / .02 compensation

It is further recommended that the Board of Education non-renew the supplementals noted above.

Mrs. Appel _____ Mrs. Hower _____ Mr. Kelley _____ Mrs. Sabitsch _____ Mr. Seifert _____

C. Stipends Certificated/Licensed Staff – Baseball Camp 2013

It is recommended that the Board of Education approve the following stipend* for the baseball camp held in February and March:

Jason Cottrell \$900.00

*Funding is provided by the participation fees.

Mrs. Appel _____ Mrs. Hower _____ Mr. Kelley _____ Mrs. Sabitsch _____ Mr. Seifert _____

D. Supplemental Contracts Certificated/Licensed Staff 2013/2014 School Year

It is recommended that the Board of Education approve the following supplementals:

Football

Dave Flegal – RMS Coach

Patrick DiCaprio – RMS Coach

Mens' Golf

Jed McKnight – Junior Varsity Coach

Womens' Golf

Cindy Gobrogge – Junior Varsity Coach

Swimming

Jennifer Exten-Kennedy – Head Coach

Mens' Basketball

Dean Rahas – Head Varsity Coach

Dave Flegal – Grade 7 Coach

Womens' Basketball

Kevin Verde – Head Varsity Coach

Mens' Soccer
Sandor Jakab – Head Coach
Brandon Decker – Assistant Varsity Coach

Todd Casey – Assistant Varsity Coach
Gary Gough – Grade 8 Coach
Patrick DiCaprio – Grade 7 Coach

Womens' Tennis
Kathy Shisler – Head Coach
Paul Fisher – Junior Varsity Coach

Wrestling
Dan Mosher – Head Varsity Coach

Cross Country
Dave Parry – Head Coach Mens'
Jason Milczewski – Head Coach Womens'
Russ Neubert – RMS Coach
Gina Pappano – RMS Assistant Coach

Weight Room
Todd Casey – Fall Supervisor
Mrs. Appel _____ Mrs. Hower _____ Mr. Kelley _____ Mrs. Sabitsch _____ Mr. Seifert _____

Personnel – Classified

A. Resignation End of 2012/2013 Contract Year

It is recommended that the Board of Education approve the following:

Carol Hrivnak / Bus Driver Resignation for Retirement
Mrs. Appel _____ Mrs. Hower _____ Mr. Kelley _____ Mrs. Sabitsch _____ Mr. Seifert _____

B. Unpaid Leave of Absence – Classified Staff Member

It is recommended that the Board of Education approve a two-year unpaid LOA for Faith Schwartz, Head Cook RHS, beginning with the 2013 – 2014 school year per provisions in Article 12 of the current OAPSE negotiated agreement.

Mrs. Appel _____ Mrs. Hower _____ Mr. Kelley _____ Mrs. Sabitsch _____ Mr. Seifert _____

C. Classified Staff – Substitute 2012/2013 School Year

It is recommended that the Board of Education approve the following substitute to be used on an as needed basis with compensation per the current OAPSE negotiated agreement:

Debbie Everett Substitute Play Ground Aide Effective on or after May 7, 2013
Mrs. Appel _____ Mrs. Hower _____ Mr. Kelley _____ Mrs. Sabitsch _____ Mr. Seifert _____

D. Stipends Classified Staff – Baseball Camp 2013

It is recommended that the Board of Education approve the following stipends* for the baseball camp held in February and March:

Tim Detweiler	\$750.00
Tyler Jones	\$225.00
Tyler McCormick	\$225.00

*Funding is provided by the participation fees.

Mrs. Appel _____ Mrs. Hower _____ Mr. Kelley _____ Mrs. Sabitsch _____ Mr. Seifert _____

E. Stipends for Spring 2013 Musical – Rehearsals and Performances

It is recommended that the following professional musicians be approved for the stipends noted and be it further resolved that the services be charged to the Revere Players fund 200/9322 in the amounts shown (stipend plus related expenses):

Jason Hastings / wind player	\$500.00	\$577.25 charged to account
Mason Linderbaum / bass player	\$500.00	\$577.25 charged to account
Emily Rode / violin player	\$500.00	\$577.25 charged to account
George Rosin / trombone player	\$500.00	\$577.25 charged to account

Mrs. Appel _____ Mrs. Hower _____ Mr. Kelley _____ Mrs. Sabitsch _____ Mr. Seifert _____

F. Supplemental Contracts Classified Staff 2013/2014 School Year

It is recommended that the Board of Education approve the following supplementals:

Football
Eric Yurchisin – Varsity Assistant Coach
Roger Vasey – Varsity Assistant Coach
Isaac Williams – Varsity Assistant Coach
Nick Pappas – Varsity Assistant Coach
Mike Decker – Grade 9 Coach
Lyle Kniep – Grade 9 Coach

Mens' Basketball
Patrick Teresi – Varsity Assistant Coach
Michael Krafcik – Grade 9 Coach

Womens' Basketball
Jason Hance – Junior Varsity Coach

Mens' Golf

Jason Hance -- Head Coach

Womens' Golf

Moirra Alfieri -- Head Coach

Womens' Soccer

David Howson -- Head Coach

Pat Cingel -- Varsity Assistant Coach

Kayla Durichko -- Junior Varsity Coach

Volleyball

Anne Bass -- Grade 9 Coach

Tammy Papik -- Grade 8 Coach

Cheerleading

Kelly Staats -- Head Coach Varsity

Lauren Harbath -- Grade 9 Coach

Mrs. Appel _____ Mrs. Hower _____ Mr. Kelley _____ Mrs. Sabitsch _____ Mr. Seifert _____

Student Services

A. Agreement for American Sign Language (ASL Services) -- 2012/2013 School Year

It is recommended that the Board of Education approve the agreement with Medina County Schools' Education Service Center (MCSESC) to provide ASL services for a specific student as detailed in **Attachment 1**.

Mrs. Appel _____ Mrs. Hower _____ Mr. Kelley _____ Mrs. Sabitsch _____ Mr. Seifert _____

Other Business

A. NEOLA Replacement Policy -- Second Reading

It is recommended that the Board of Education approve and adopt, as a second reading, the replacement policy as noted:

3220 / Professional Staff / Standards-Based Teacher Evaluation / 15 pages

Attachment 2

Mrs. Appel _____ Mrs. Hower _____ Mr. Kelley _____ Mrs. Sabitsch _____ Mr. Seifert _____

B. NEOLA Revised Bylaw and New Policy/Form -- Second Reading

It is recommended that the Board of Education approve and adopt, as a second reading, the following:

Revised 0160 / Bylaws / Regular and Special Meetings / 3 pages (3, 4 and 5 of 19 total)

Attachment 3

New 5630.01 / Students / Positive Behavior Intervention and Supports and Limited Use of

Attachment 4

Restraint and Seclusion / 14 pages

Mrs. Appel _____ Mrs. Hower _____ Mr. Kelley _____ Mrs. Sabitsch _____ Mr. Seifert _____

C. NEOLA Revised Policy -- Second Reading

It is recommended that the Board of Education approve and adopt, as a second reading, the following:

Revised 2431 / Program / Interscholastic Athletics / 7 pages

Attachment 5

Mrs. Appel _____ Mrs. Hower _____ Mr. Kelley _____ Mrs. Sabitsch _____ Mr. Seifert _____

D. Job Description -- Director of Curriculum and Instruction

It is recommended that the Board of Education approve the job description for the Director of Curriculum and Instruction effective with the new contract year beginning August 1, 2013 as detailed in **Attachment 6**.

Mrs. Appel _____ Mrs. Hower _____ Mr. Kelley _____ Mrs. Sabitsch _____ Mr. Seifert _____

E. Ohio High School Athletic Association Membership 2012 -- 2013 School Year

It is recommended that the Board of Education approve the annual resolution for membership in the OHSAA as detailed in **Attachment 7**.

Mrs. Appel _____ Mrs. Hower _____ Mr. Kelley _____ Mrs. Sabitsch _____ Mr. Seifert _____

F. Consulting Agreement with Kay Quigley / Student Assistance Coordinator 2013/2014 School Year

It is recommended that the Board of Education approve a consulting agreement with Kay Quigley for the 2013 -- 2014 school year as defined in **Attachment 8**.

Mrs. Appel _____ Mrs. Hower _____ Mr. Kelley _____ Mrs. Sabitsch _____ Mr. Seifert _____

G. Summer 2013 - District Painting Crew

It is recommended that the Board of Education approve the following to do painting in the District buildings/grounds at the hourly rates listed:

Phil Heyn / Crew Chief @ \$13.14 per hour

Justin Bergh @ \$8.00 per hour

Colton Cherryholmes @ \$8.00 per hour
Nathaniel Kostoff @ \$8.00 per hour
Eric Smith @ \$8.00 per hour
Jonathan Wintrow @ \$8.00 per hour
Mrs. Appel _____ Mrs. Hower _____ Mr. Kelley _____ Mrs. Sabitsch _____ Mr. Seifert _____

XI. REPORTS FROM CENTRAL OFFICE TEAM

- A. Assistant Superintendent
- B. Director of Student Services
- C. Coordinator of Business Services

XII. INFORMATIONAL ITEMS

- A. There will be a Special Meeting on June 18, 2013 beginning at 6:00 p.m. in the Administration Building.
- B. There will be a Regular Meeting on June 25, 2013 beginning at 6:30 p.m. in the Revere High School Library.

XIII. CONCERNS OF THE PUBLIC AND COMMUNITY ANNOUNCEMENTS

The Board values and encourages public comment on educational issues. Meetings of the Board of Education are for the purpose of conducting Board business in a public setting, with the exception of Executive Sessions for specific purposes defined by law. Board of Education meetings, while held primarily in a public setting, are not designed for extensive public input. Per Board Policy, each participant is limited to five (5) minutes of speaking time.

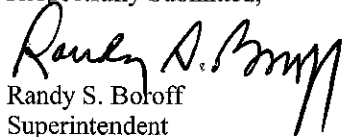
Anyone having an interest in the actions of the Board may participate during the open forum portion of the meeting. Please identify yourself to the Board President or the Superintendent prior to the meeting. Should your comments include a request for information or extended dialogue it may be necessary and more appropriate that a subsequent meeting with Board and/or Administrative representatives be scheduled to fully address issues.

The public may offer objective criticism of school operations and programs, but the Board will not hear complaints about school personnel or other persons at a public session. The Superintendent will advise speakers about other channels provided for Board consideration of complaints involving individuals.

At the proper time during the meeting, participants must be recognized by the presiding officer and must preface their comments by an announcement of their name, their address and group affiliation, if any, prior to addressing the group.

XIV. ADJOURNMENT

Respectfully Submitted,


Randy S. Boroff
Superintendent

New Document

Revere Board of Education

Administration Building

Special Meeting

6:00 P.M.

April 9, 2013

The President, Mrs. Hower, called the meeting to order at 6:00 P.M.

Roll Call:

Dana Appel, Present

Diana Sabitsch, Present

Claudia Hower, Present

George Seifert, Present

Tom Kelley, Present

READING OF NOTICE OF SPECIAL MEETING

No action taken

EXECUTIVE SESSION

Res. 13-102436 Moved by Mrs. Sabitsch, seconded by Mr. Seifert to go into Executive Session at 6:05 P.M. to consider the employment of a public employee, to consider the compensation of a public employee and to consider the sale or purchase of public property.

Roll Call: Aye- Sabitsch, Seifert, Appel, Hower, Kelley
Motion Carried.

Res. 13-102437 Moved by Mr. Kelley, seconded by Mrs. Sabitsch to come out of Executive Session and go back to Regular Session at 7:25 P.M.

Roll Call: Aye- Kelley, Sabitsch, Appel, Hower, Seifert
Motion Carried.

Treasurer's Agenda

No Action

Superintendent's Agenda

No Action

Mr. Seifert left at 8:00 P.M.

ADJOURNMENT

Res. 13-102438 Moved by Mr. Kelley, seconded by Mrs. Appel to adjourn the meeting at 9:08 P.M.

Roll Call: Aye- Kelley, Appel, Hower, Sabitsch
Motion carried.

Signed _____
President

Attest _____
Treasurer

Date Approved

Revere Board of Education

Administration Building

Special Meeting

7:00 P.M.

April 10, 2013

The President, Mrs. Hower, called the meeting to order at 7:20 P.M.

Roll Call:

Dana Appel, Present

Diana Sabitsch, Present

Claudia Hower, Present

George Seifert, Present

Tom Kelley, Present

READING OF NOTICE OF SPECIAL MEETING

No action taken

EXECUTIVE SESSION

Res. 13-102439 Moved by Mrs. Appel, seconded by Mrs. Sabitsch to go into Executive Session at 7:22 P.M. to consider the employment or the compensation of a public employee

Roll Call: Aye- Appel, Sabitsch, Hower, Kelley, Seifert
Motion Carried.

Res. 13-102440 Moved by Mrs. Sabitsch, seconded by Mr. Seifert to come out of Executive Session and go back to Regular Session at 9:34 P.M.

Roll Call: Aye- Sabitsch, Seifert, Appel, Hower, Kelley
Motion Carried.

ADJOURNMENT

Res. 13-102441 Moved by Mr. Kelley, seconded by Mrs. Sabitsch to adjourn the meeting at 9:36 P.M.

Roll Call: Aye- Kelley, Sabitsch, Appel, Hower, Seifert
Motion carried.

Signed _____
President

Attest _____
Treasurer

Date Approved

April 16, 2013

The President, Mrs. Claudia Hower, called the meeting to order at 6:30 PM.

Roll Call:

Dana Appel, Present
Claudia Hower, Present
Tom Kelley, Present

Diana Sabitsch, Present
George Seifert, Present

PLEDGE OF ALLEGIANCE

STUDENT PRESENTATION/STUDENT ACHIEVEMENT

- PTA Reflections Program Recognition
- Third Grade Students Present a "7 Habits" Play/Mrs. Rena Baker
- Third Grade Students-Principal's Report
- Carl Ahlborg-36 composite ACT

RECOGNITION OF THE COMMUNITY BASED TURF COMMITTEE

No action taken

PUBLIC SPEAKS TO AGENDA ITEMS

No action taken

BUILDING PRINCIPALS' REPORTS

No action taken

TREASURER'S REPORT, Mr. David Forrest

Approval of Minutes

Res. 13-102442 Moved by Mr. Seifert, seconded by Mrs. Sabitsch to approve the minutes of the Special Meetings held March 12, 2013 and the Regular Meeting held March 19, 2013 as detailed in Attachment T-1.

And,

Approval of Financial Report

To approve the Financial Report for the month of March as found in Attachment T-2.

And

Donations

To approve, with appreciation, the donations listed in Attachment T3.

And

Appropriation Adjustments

To approve that the appropriation adjustments listed in the attached schedule is approved and be it further resolved that the legal level of control be approved at the fund level. See Attachment T-4.

And

Purchase Orders

To authorize and certify payment of the purchase orders listed below since both at the time of the making of this contract or order (then) and at the date of the execution of this certificate (now), that the above amount required to pay this contract or order has been appropriated for the purpose of this contract or order and is in the treasury or in the process of collection to the credit of the funds of the Board of Education and free from any previous encumbrances.

PO#	Date	Vendor	Amount	Requested by
0132697	2/12/13	Gordon Food Service	\$4200.00	Food Service MS
0133161	4/3/13	Security Voice Inc.	\$2,025.00	Central Office

And,

Inventory Deletion

To approve that the items listed be identified as equipment having no functional value to the District or as obsolete having no monetary value, and that these items be disposed of as directed by the Board policy by the Coordinator of Business Services and the Treasurer. See Attachment T-5.

Roll Call: aye- Kelley, Sabitsch, Appel, Howard, Seifert
Motion Carried.

Amounts and Rates-FY 2013

- Res. 13-102443 Moved by Mr. Seifert, seconded by Mrs. Appel to approve the adoption of the "Resolution Accepting the Amounts and Rates" as determined by the Summit County Budget Commission and authorizing the necessary tax levies and certifying them to the County Auditor for the fiscal year commencing July 1, 2013. See Attachment T-6.

Roll Call: Aye- Seifert, Appel, Hower, Kelley, Sabitsch
Motion Carried.

Booster Organizations

- Res. 13-102444 Moved by Mr. Kelley, seconded by Mrs. Appel to approve that the Booster Organizations listed below be recognized as support organizations that exist for the sole purpose of supporting the Revere Local School District and be it further resolved that these entities are non-profit organizations legally separate from the Revere Local School district that must be recognized as such by the Internal Revenue Service and are not under control or nor accountable to the Revere Local School District.

Bath Elementary PTA
C.A.R.E.
Hillcrest Elementary PTA
Revere All sports Booster club
Revere Alumni Association
Revere High School PTSA
Revere Middle School PTA
Revere Music Parents Association
Revere Players Booster Club

Roll Call: Aye-Kelley, Appel, Hower, Sabitsch, Seifert
Motion Carried.

Board Policy-District Managed College Scholarship Funds-First Reading

The Treasurer recommends that the Board of Education approve, as a first reading, the new policy regarding the administration of scholarship funds as noted in Attachment T-7.

No Action-First Reading

Change Order

- Res. 13-102445 Moved by Mrs. Sabitsch, seconded by Mr. Seifert to approve and accept the change order for the Window and Masonry Project reducing the total project amount from \$724,500.00 to \$698,752.00 which is a net reduction of \$25,748.00 as detailed in Attachment T-8.

Roll Call: Aye- Sabitsch, Seifert, Appel, Kelley, Hower
Motion Carried.

Correction to Item E/Treasurer's Report/1-15-13 BOE Meeting

- Res. 13-102446 Moved by Mr. Kelley, seconded by Mrs. Appel to approve that the \$75,000.00 be transferred from the Permanent Improvement Fund to the Permanent Improvement Project Fund set aside to pay for future contingencies.

Roll Call: Aye- Kelley, Appel, Hower, Sabitsch, Seifert
Motion Carried.

Issuance of Bids RMS Window Project
Withdrawn

Discussion Items-No Action

- Wellness-Anthem and Move Bands
- Premium Reduction
- Chamber Presentation May 1st
- \$10,000 Video displays
- Navigate Software-Safety Plan
- Funding up in the air (Substitute Bill-59)
- Joint Governmental Meeting

BOARD MEMBERS' REPORTS

- A. Finance/Audit Committee
- B. Facilities and Grounds Committee
- C. Legislative Report
- D. Cuyahoga Valley Career Center
- E. Student Achievement Liaison

SUPERINTENDENT'S REPORT

Personnel – Certificated/Licensed

Resignations End of 2012/2013 Contract Year

Res. 13-102447 Moved by Mr. Kelley, seconded by Mrs. Appel to approve the following per provisions of the current REA negotiated agreement:

Susan Biro/Grade 1	Resignation for Retirement
Kim Cantley/Guidance HES	Resignation for Retirement
Robin Coleman/Intervention Specialist RMS	Resignation for Retirement
Ron Garman/Grade 6 Reading	Resignation for Retirement
Lisa Hurley/Science RMS 50%	Resignation
Matt Laurenzi/Social Studies RMS 50%	Resignation
Betty Powers/Grade 1	Resignation for Retirement
Pam Ross/Grade 5	Resignation for Retirement
Laurie Russell/Librarian BES, RMS	Resignation for Retirement
Nichole Bruce/RHS Math Teacher	Resignation
Lori Desing/RHS School Psychologist 2/3 contract	Resignation
Justin Miller/BES Intervention Specialist	Resignation

Roll Call: Aye-Kelley, Appel, Hower, Sabitsch, Seifert
Motion Carried.

Resignation for Retirement-2013/2014 School Year

Res. 13-102448 Moved by Mr. Seifert, seconded by Mrs. Sabitsch to approve the resignation for retirement of Kathy Bearer, effective December 19, 2013, contingent upon SRTS granting full retirement at that time.

Roll Call: Aye-Seifert, Sabitsch, Appel, Hower, Kelley
Motion Carried.

Continuing Contracts

Res. 13-102449 Moved by Mrs. Appel, seconded by Mr. Kelley to approve the following certificated/licensed staff members for employment on a Continuing contract beginning with the 2013/2014 school year:

Jason Cottrell	Science/RMS
Nick DePompei	Guidance/RHS
Robert Krisch	Science/RMS
Dan Mosher	Math/RHS
Dawn Peters	Grade 4/BES
Rachael Walgate	Social Studies/RHS

Roll Call: Aye- Appel, Kelley, Hower, Sabitsch, Seifert
Motion Carried.

Limited Contracts 2013/2014 School Year-Second Revision

- Res. 13-102450 Moved by Mrs. Sabitsch, seconded by Mr. Seifert to approve the staff members listed in Attachment 1 for employment on a Limited Contract for the 2013/2014 school year.

Roll Call: Aye- Sabitsch, Seifert, Appel, Hower, Kelley
Motion Carried.

Nonrenewal of all Supplemental Contracts for the 2012/2013 School Year

- Res. 13-102451 Moved by Mr. Kelley, seconded by Mr. Seifert to approve the routine nonrenewal of all 2012/2013 supplemental contracts for all certificated/licensed personnel at the end of the 2012/2013 school year.

Roll Call: Aye- Kelley, Seifert, Appel, Hower, Sabitsch
Motion Carried.

Nonrenewal of all Long Term Substitutes-2012/2013 School Year

- Res. 13-102452 Moved by Mrs. Appel, seconded by Mr. Seifert to approve the routine nonrenewal of all substitute teachers working as long term substitutes for any portion of the 2012/2013 school year, including but not limited to:

Christopher Aurand
Sharon Hornung
Kim Keating
Sandy Kennedy
Michael Leonhardt
Lauren Rockich
Solmaz Ziad

Roll Call: Aye- Appel, Seifert, Hower, Kelley, Sabitsch,
Motion Carried.

Stipend Spring Musical

- Res. 13-102453 Moved by Mrs. Sabitsch, seconded by Mr. Seifert to approve a payment of \$700.00 to Bob Carlyon, music teacher, for piano accompaniment for the spring musical rehearsals and performances and be it further resolved that the services be charged to the Revere Players fund 200/9322 in the amount of \$808.15 (stipend plus related expenses). It is further approved that a payment of \$500.00 to Katie Pflueger, music teacher for flute accompaniment for the spring musical rehearsals and performances and be it further resolved that the services be charged to the Revere Players fund 200/9322 in the amount of \$577.25 (stipend plus related expenses).

Roll Call: Aye- Sabitsch, Seifert, Appel, Hower
Abstain-Kelley
Motion Carried.

Extended Leave of Absence

- Res. 13-102454 Moved by Mr. Kelley, seconded by Mr. Seifert to approve an extension of Julie Hanna's leave of absence to extend through the 2012/2013 school year per the provisions of the current REA negotiated agreement.

Roll Call: Kelley, Seifert, Appel, Hower, Sabitsch
Motion Carried.

Personnel-Classified

Resignation End of 2012/2013 Contract Year

- Res. 13-102455 Moved by Mrs. Appel seconded by Mr. Seifert to approve the following:
Katherine Ralston/Custodian RHS

Roll Call: Appel, Seifert, Hower, Kelley, Sabitsch
Motion Carried.

Classified Staff-New Hire

- Res. 13-102456 Moved by Mr. Kelley, seconded by Mrs. Sabitsch to approve the following new employee:
Scott Truxell 8-hour Custodian/HES Effective 4/19/13

Roll Call: Aye-Kelley, Sabitsch, Appel, Hower, Seifert
Motion Carried.

- Res. 13-102457 Nonrenewal of All Supplemental Contracts 2012/2013 School Year
Moved by Mr. Seifert, seconded by Mrs. Kelley to approve the nonrenewal of all 2012/2013 supplemental contracts for all classified personnel at the end of the 2012/2013 school year.

And,

Nonrenewal-All Kindergarten and Preschool Bus Drivers-2012/2013 School Year
To approve the routine nonrenewal of all 2012/2013 Kindergarten rout drivers (S. Ayers, J. Scott, J. Shaver, L. Solomon) and Preschool route driver (C. Nicholas). Routes and drivers for the 2013/2014 school year will be established as soon as possible and will be based upon the Kindergarten and Preschool student census, the geographic distribution of said students and need to provide safe and effective transportation.

Roll Call: Aye- Seifert, Kelley, Appel, Hower, Sabitsch
Motion Carried.

Student Services

- Res. 13-102458 Summit County Educational Service Center (ESEC) -Service Plan Agreement 2013/2014 School Year
Moved by Mrs. Appel, seconded by Mrs. Sabitsch to approve the Service Plan Agreement with the Summit county ESC to provide a variety of services for the 2013/2014 school year as defined in Attachment 2.

And,

Summit County Education Service Center (ESC)-School building Lease 2013/2014 School Year
To approve the annual agreement with the SCESC as detailed in Attachment 3.

And,

Summit County Education Service Center (ESC)-Services for Preschool Children 2013/2014 School Year
To approve the annual agreement with the SCESC as detailed in Attachment 4.

Roll Call: Aye-Appel, Sabitsch, Hower, Kelley, Seifert
Motion Carried.

Other Business

Staff Appreciation Week

- Res. 13-102459 Moved by Mr. Seifert, seconded by Mr. Kelley to approve the week of April 29, 2013-May 3, 2013 as Staff Appreciation Week as detailed in Attachment 5.

Roll Call: Aye- Seifert, Kelley, Appel, Hower, Sabitsch
Motion Carried.

Volunteer Appreciation Month

- Res. 13-102460 Moved by Mrs. Appel, seconded by Mr. Kelley to approve the month of May 2013 as Volunteer Appreciation Month as defined in Attachment 6.

Roll Call: Aye-Appel, Kelley, Hower, Sabitsch, Seifert
Motion Carried.

Amendment to Affiliation Agreement with University of Akron

- Res. 13-102461 Moved by Mr. Seifert, seconded by Mr. Kelley to approve the amendment as detailed in Attachment 7.

Roll Call: Aye-Seifert, Kelley, Appel, Hower, Sabitsch
Motion Carried.

REPORTS FROM CENTRAL OFFICE TEAM

- A. Assistant Superintendent
- B. Director of Student Services
- C. Coordinator of Business Services

No action taken

INFORMATIONAL ITEMS

- A. There will be a BOE Work Session, May 14, 2013 at 6:00 P.M.. in the BOE.
- B. There will be a Regular BOE Meeting, May 22, 2013 at 6:30 p.m. in the Library of Revere High School.

CONCERNS OF THE PUBLIC AND COMMUNITY ANNOUNCEMENTS

EXECUTIVE SESSION

- Res. 13-102462 Moved by Mr. Kelley, seconded by Mrs. Appel to go into Executive Session at 8:12 P.M. to discuss the employment and compensation of a public employee and to discuss the sale of property.

Roll Call: Aye- Kelley, Appel, Hower, Sabitsch, Seifert
Motion Carried.

- Res. 13-102463 Moved by Mrs. Appel, seconded by Mr. Kelley to come out of Executive Session and go back to Regular Session at 9:05 P.M.

Roll Call: Aye- Appel, Kelley, Hower, Sabitsch, Seifert
Motion Carried.

ADJOURNMENT

- Res. 13-102464 Moved by Mr. Seifert, seconded by Mrs. Sabitsch to adjourn the meeting at 9:07 P.M.

Roll Call: Aye- Seifert, Sabitsch, Appel, Hower, Kelley
Motion carried.

Signed _____
President

Attest _____
Treasurer

Date Approved

Revere Board of Education
Administration Building

Special Meeting

4:30 P.M.

April 29, 2013

The President, Mrs. Hower, called the meeting to order at 4:40 P.M.

Roll Call:

Dana Appel, Present

Diana Sabitsch, Present

Claudia Hower, Present

George Seifert, Present

Tom Kelley, Present

READING OF NOTICE OF SPECIAL MEETING

No action taken

EXECUTIVE SESSION

- Res. 13-102465 Moved by Mrs. Appel, seconded by Mr. Seifert to go into Executive Session at 4:45 P.M. to consider the employment, evaluation or the compensation of a public employee and to consider the purchase or sale of property.

Roll Call: Aye- Appel, Seifert, Hower, Kelley, Sabitsch
Motion Carried.

- Res. 13-102466 Moved by Mr. Kelley, seconded by Mrs. Appel to come out of Executive Session and go back to Regular Session at 6:01 P.M.

Roll Call: Aye- Kelley, Appel, Hower, Sabitsch, Seifert
Motion Carried.

Mr. Seifert left at 6:07 P.M.

ADJOURNMENT

- Res. 13-102467 Moved by Mrs. Sabitsch, seconded by Mr. Kelley to adjourn the meeting at 6:18 P.M.

Roll Call: Aye- Sabitsch, Kelley, Appel, Hower
Motion carried.

Signed _____
President

Attest _____
Treasurer

Date Approved

New Document

APRIL 30, 2013

Financial Report



Revere Local School District

David R. Forrest
Treasurer

FINANCIAL REPORTS - Index

For Month of APRIL 2013

Schedule

Cash Reconciliation Report	A
• Presents ending cash position for the District for all funds combined, investments and other required reconciliation transactions needed to balance monthly financial activity.	
Financial Report by Fund	B
• A report listing all individual funds established by the District. Information summarized includes receipts, expenditures, and ending cash balances on a month to date and fiscal year to date basis for each fund.	
SM-2	C
• Financial summary of the General Fund comparing budgeted revenues and expenditures to actual.	
Permanent Improvement Fund Report	D
• Financial summary by month of all activity on the PI Fund.	
Food Service Report	E
• Consolidated summary by month of the food service operation for all four school buildings.	

**FISCAL 2013
April 2013 Month End Report
Cash Reconciliation Report**

<i>Total Fund Balance</i>	\$23,957,500.97
---------------------------	------------------------

Gross Depository Bank Balances:

1) First Merit Business Checking Account	\$1,812,777.01
2) First Merit Payroll Account	\$0.00
3) Frist Merit Business Savings	\$242.13

Investments

First Merit Sweep Account	\$14,815,000.00
A.P.Y. 0.100%	
Star Bank at 0.10%	\$103.94
TriState Capital Bank	\$3,755,842.32
CD-Tri State Capital - matures 8/22/13 1.0%	\$1,000,000.00
CD-Tri State Capital - matures 9/19/13 1.0%	\$1,000,000.00
CD-Tri State Capital - matures 9/26/13 1.0%	\$502,991.78
CD-Tri State Capital - matures 10/11/13 1.00%	\$500,746.85
CD-Tri State Capital - matures 12/5/13 1.00%	\$500,000.00
CD-Tri State Capital - matures 12/5/13 1.00%	\$251,620.54

	Total \$22,326,305.43
--	------------------------------

Cash in Transit to Depository

Petty Cash Balances:

Building Principals	\$400.00
Athletic Director	\$100.00
Bus Garage	\$0.00
Treasurer's Office	\$200.00
Sub-total Petty Cash	\$700.00

<i>Change Funds</i>	\$0.00
---------------------	--------

<i>Total</i>	\$24,140,024.57
--------------	------------------------

<i>Outstanding Checks</i>	(\$183,523.54)
---------------------------	----------------

Adjustments

Adjustments	\$999.94
-------------	----------

\$999.94

<i>Adjusted Total</i>	\$23,957,500.97
-----------------------	------------------------

<i>Cash on Hand (unrecorded and undeposited)</i>	\$0.00
--	--------

Date: 05/03/2013
Time: 10:40 am

REVERE LSD - 050054
Financial Report by Fund/SCC
REVERE LOCAL - APRIL 30, 2013

Page: 1
(FINSUM)

Fund #	Fund Description	Begin Balance	MTD Receipts	FYTD Receipts	MTD Expenditures	FYTD Expenditures	Current Fund Balance	Current Encumbrances	Unencumbered Bank Fund Balance	Code
001 0000	GENERAL FUND	15,397,156.77	3,390,010.20	31,252,202.20	2,955,567.35	31,003,898.43	15,645,460.54	1,419,817.47	14,225,643.07	
002 0000	BOND RETIREMENT	626,685.69	125,075.81	1,361,298.48	16,991.00	1,308,365.53	679,618.64	0.00	679,618.64	
002 9012	Bond Debt Service QSCB	0.00	0.00	82,902.24	0.00	82,902.24	0.00	0.00	0.00	
003 0000	PERMANENT IMPROVEMENT FUND	3,540,728.20	176,174.41	1,411,386.21	222,973.70	2,377,214.57	2,574,899.84	353,597.98	2,221,301.86	
003 9001	PERMANENT IMPROVEMENT RESERVE FUNDS	150,000.00	75,000.00	75,000.00	0.00	0.00	225,000.00	0.00	225,000.00	
004 0000	BUILDING FUND	6,806.34	10.12	198.90	0.00	0.00	7,005.24	0.00	7,005.24	
004 9001	Building Fund - Sale of Richfield	92,087.50	0.00	0.00	0.00	0.00	92,087.50	0.00	92,087.50	
004 9012	BUILDING FUND - HB 264	301,521.08	0.00	0.00	0.00	300,221.08	1,300.00	0.00	1,300.00	
004 9098	BUILDING FUND - PROPERTY SALE	22,765.90	0.00	0.00	0.00	0.00	22,765.90	0.00	22,765.90	
006 0000	FOOD SERVICES	1,713.03	78,087.98	993,416.13	85,563.86	780,644.34	214,484.82	32,533.25	181,951.57	
007 9000	BANQUET FUND	1,121.51	0.00	0.00	0.00	0.00	1,121.51	0.00	1,121.51	
007 9306	SENIOR MEMORIAL FUND	4,574.69	0.00	0.00	0.00	2,000.00	2,574.69	0.00	2,574.69	
007 9310	PAPPANO MEMORIAL SCHOLARSHIP FUND	3,100.00	400.00	2,400.00	0.00	750.00	4,750.00	0.00	4,750.00	
007 9311	THE ERIC MORANT MEMORIAL FUND	2,370.00	200.00	1,750.00	0.00	0.00	4,120.00	0.00	4,120.00	
007 9355	LUEPTOW ART FUND	223.13	0.00	0.00	0.00	0.00	223.13	0.00	223.13	
007 9370	PAULETT MEMORIAL SCHOLARSHIP FUND	2,500.00	424.00	2,519.00	0.00	1,500.00	3,519.00	0.00	3,519.00	

Date: 05/03/2013
Time: 10:40 am

REVERE LSD - 050054
Financial Report by Fund/SCC
REVERE LOCAL - APRIL 30, 2013

Page: 2
(FINSUM)

Fund #	Fund Description	FYTD	MTD	FYTD	Current	Current	Unencumbered Bank
Begin Balance	MTD Receipts	Receipts	Expenditures	Expenditures	Fund Balance	Encumbrances	Fund Balance Code
007 9382	MICHAEL LUKITY MEMORIAL FUND						
782.02	0.00	0.00	0.00	0.00	782.02	0.00	782.02
007 9383	TOTTEN TEAM SCHOLARSHIP						
1,000.00	0.00	1,000.00	0.00	1,000.00	1,000.00	0.00	1,000.00
007 9387	BANAS CHEERLEADING SCHOLARSHIP						
1,500.00	0.00	0.00	0.00	500.00	1,000.00	500.00	500.00
007 9388	Teacher Excellence Award						
3,500.61	0.00	0.00	0.00	997.00	2,503.61	0.00	2,503.61
007 9389	The Christenson Foundation Robert Gilbert II						
3,000.00	3,000.00	3,000.00	0.00	3,000.00	3,000.00	0.00	3,000.00
007 9390	WALKER FINE ARTS SCHOLARSHIP						
2,000.00	0.00	0.00	0.00	0.00	2,000.00	0.00	2,000.00
007 9391	PATRICK ALFIERI LIVES SCHOLARSHIP FUND						
30,998.82	50.00	4,100.00	0.00	3,000.00	32,098.82	0.00	32,098.82
007 9392	The Jennifer Lyn Mears Library Memorial Fund						
900.00	0.00	50.00	0.00	0.00	950.00	0.00	950.00
007 9393	Express Employment Professional Scholarship						
500.00	500.00	500.00	0.00	500.00	500.00	0.00	500.00
007 9394	JAMES BENNETT WASHINGTON DC MEMORIAL FUND						
0.00	0.00	800.00	0.00	0.00	800.00	0.00	800.00
008 9360	MYRON WINDER SCHOLARSHIP						
17,130.38	1.41	15.72	0.00	0.00	17,146.10	0.00	17,146.10
009 9100	UNIFORM SCHOOL SUPPLIES - BATH SCHOOL						
27,242.94	228.00	15,396.00	0.00	435.49	42,203.45	0.00	42,203.45
009 9200	UNIFORM SCHOOL SUPPLIES - HILLCREST SCHOOL						
12,072.08	540.00	29,866.00	4,560.24	26,600.44	15,337.64	355.00	14,982.64
009 9400	UNIFORM SCHOOL SUPPLIES - MIDDLE SCHOOL						
1,030.61	367.00	28,184.15	893.58	22,660.24	6,554.52	2,490.15	4,064.37
009 9500	UNIFORM SCHOOL SUPPLIES - HIGH SCHOOL						
9,377.53	1,570.50	74,979.00	1,303.10	56,928.56	27,427.97	4,890.83	22,537.14
012 0000	ADULT EDUCATION						
973.25	0.00	0.00	0.00	0.00	973.25	0.00	973.25

Date: 05/03/2013
Time: 10:40 am

REVERE LSD - 050054
Financial Report by Fund/SCC
REVERE LOCAL - APRIL 30, 2013

Page: 3
(FINSUM)

Fund #	Fund Description		FYTD	MTD	FYTD	Current	Current	Unencumbered Bank
	Begin Balance	MTD Receipts	Receipts	Expenditures	Expenditures	Fund Balance	Encumbrances	Fund Balance Code
014 0000	SPECIAL ROTARY FUND							
	6,112.12	0.00	0.00	0.00	0.00	6,112.12	0.00	6,112.12
018 0000	PUBLIC SUPPORT FUND							
	0.00	0.00	689.07	0.00	0.00	689.07	0.00	689.07
018 9100	PUBLIC SCHOOL SUPPORT - BATH SCHOOL							
	15,156.01	324.85	37,327.63	428.69	32,502.15	19,981.49	180.00	19,801.49
018 9200	PUBLIC SCHOOL SUPPORT - HILLCREST SCHOOL							
	33,039.41	409.79	19,539.40	6,753.92	33,693.39	18,885.42	5,714.40	13,171.02
018 9400	PUBLIC SCHOOL SUPPORT - MIDDLE SCHOOL							
	34,401.54	2,884.90	11,600.72	1,950.00	3,078.37	42,923.89	7,250.08	35,673.81
018 9500	PUBLIC SCHOOL SUPPORT - HIGH SCHOOL							
	9,060.58	376.42	39,412.68	1,056.50	5,894.99	42,578.27	1,414.00	41,164.27
019 9204	CHAMBER GRANT							
	393.58	0.00	0.00	0.00	0.00	393.58	0.00	393.58
020 9005	SPECIAL ENTERPRISE-RENTAL PROPERTY							
	77,485.63	550.00	5,500.00	0.00	800.33	82,185.30	0.00	82,185.30
022 0000	DISTRICT AGENCY FUND - UNCLAIMED MONEY							
	2,201.32	0.00	1,411.32	0.00	0.00	3,612.64	0.00	3,612.64
024 0000	EMPLOYEE BENEFITS, SELF-INSURANCE							
	32,040.08	1,921.48	53,270.06	3,593.66	34,956.70	50,353.44	4,500.40	45,853.04
026 9001	EMPLOYEE BENEFITS: MEDICAL/DENTAL							
	13,093.81	326,253.96	6,739,967.73	326,253.95	3,245,797.69	3,507,263.85	866,889.31	2,640,374.54
026 9002	FLEXIBLE SPENDING PLAN							
	24,115.72	8,019.00	146,629.33	5,918.77	74,708.64	96,036.41	21,766.18	74,270.23
026 9003	EMPLOYEE HEALTH CARE							
	163,044.74	0.00	0.00	3.00	15,099.84	147,944.90	0.00	147,944.90
200 9212	CLASS OF 2012							
	10,921.58	0.00	35.00	0.00	538.50	10,418.08	0.00	10,418.08
200 9213	CLASS OF 2013							
	2,769.22	13,354.72	22,500.82	825.00	2,551.50	22,718.54	600.00	22,118.54
200 9214	CLASS OF 2014							
	4,108.87	1,009.00	1,771.17	0.00	0.00	5,880.04	0.00	5,880.04

Date: 05/03/2013
Time: 10:40 am

REVERE LSD - 050054
Financial Report by Fund/SCC
REVERE LOCAL - APRIL 30, 2013

Page: 4
(FINSUM)

Fund #	Fund Description		FYTD	MTD	FYTD	Current	Current	Unencumbered Bank
	Begin Balance	MTD Receipts	Receipts	Expenditures	Expenditures	Fund Balance	Encumbrances	Fund Balance Code
200 9215	CLASS OF 2015							
	528.20	316.08	1,977.45	759.24	1,091.74	1,413.91	397.30	1,016.61
200 9216	CLASS OF 2016							
	500.00	0.00	73.16	0.00	0.00	573.16	0.00	573.16
200 9317	NATIONAL HONOR SOCIETY							
	2,272.41	597.05	8,642.05	0.00	873.50	10,040.96	696.00	9,344.96
200 9318	LANTERN							
	1,089.34	0.00	0.00	245.00	270.25	819.09	0.00	819.09
200 9320	MIDDLE SCHOOL STUDENT COUNCIL							
	674.51	0.00	4,056.00	0.00	2,173.03	2,557.48	794.09	1,763.39
200 9321	HIGH SCHOOL STUDENT COUNCIL							
	6,427.48	0.00	11,848.48	988.00	9,072.97	9,202.99	1,151.08	8,051.91
200 9322	REVERE PLAYERS							
	35,876.24	11,527.00	22,668.00	807.78	9,169.06	49,375.18	17,186.08	32,189.10
200 9323	YEARBOOK							
	6,602.18	1,450.00	3,590.00	7,917.00	8,759.48	1,432.70	20.00	1,412.70
200 9350	INSTRUMENTAL MUSIC							
	289.10	0.00	0.00	0.00	0.00	289.10	0.00	289.10
200 9365	ART CLUB							
	1,431.42	0.00	80.00	0.00	0.00	1,511.42	64.59	1,446.83
200 9370	NATIONAL ART HONOR SOCIETY							
	264.09	0.00	578.00	216.99	402.64	439.45	2,400.00	1,960.55-
200 9375	CHESS CLUB							
	150.17	0.00	300.00	0.00	382.50	67.67	0.00	67.67
200 9380	KEY CLUB							
	3,150.11	0.00	520.00	0.00	690.99	2,979.12	0.00	2,979.12
200 9390	INTERNATIONAL CLUB							
	492.56	63.00	660.00	0.00	162.20	990.36	0.00	990.36
200 9395	PROJECT LOVE							
	216.21	0.00	0.00	0.00	0.00	216.21	0.00	216.21
200 9400	MARKETING EDUCATION							
	2.58	0.00	0.00	0.00	0.00	2.58	0.00	2.58

Date: 05/03/2013
Time: 10:40 am

REVERE LSD - 050054
Financial Report by Fund/SCC
REVERE LOCAL - APRIL 30, 2013

Page: 5
(FINSUM)

Fund #	Fund Description	Begin Balance	MTD Receipts	FYTD Receipts	MTD Expenditures	FYTD Expenditures	Current Fund Balance	Current Encumbrances	Unencumbered Bank Fund Balance Code
300 0000	NON-STUDENT MANAGEMENT FUND	120.00	0.00	0.00	0.00	0.00	120.00	0.00	120.00
300 920A	ATHLETICS - #300 NON-STUDENT MANAGEMENT FUND	38,027.03	2,965.94	124,959.23	24,489.78	135,596.43	27,389.83	27,314.50	75.33
300 9230	CHORAL	826.65	0.00	0.00	0.00	0.00	826.65	0.00	826.65
300 9330	C.A.R.E.	18.61	0.00	105.00	0.00	0.00	123.61	150.00	26.39-
300 9501	FOOTBALL	20,326.27	0.00	33,749.94	150.00	51,307.93	2,768.28	1,772.45	995.83
300 9502	VOLLEYBALL	4,645.50	0.00	3,078.92	0.00	7,710.87	13.55	0.00	13.55
300 9503	BOYS SOCCER	3,102.50	0.00	2,879.00	0.00	2,268.62	3,712.88	0.00	3,712.88
300 9504	GIRLS SOCCER	7,128.27	0.00	2,358.21	0.00	2,327.73	7,158.75	0.00	7,158.75
300 9505	BOYS TENNIS	344.91	1,147.50	1,682.50	1,080.95	1,355.95	671.46	527.50	143.96
300 9506	GIRLS TENNIS	3,723.87	807.50-	554.50	0.00	3,249.13	1,029.24	0.00	1,029.24
300 9507	WRESTLING	5,808.98	0.00	7,800.91	0.00	12,132.27	1,477.62	25.09	1,452.53
300 9508	CHEERLEADING	4,367.41	750.00	1,225.00	0.00	2,354.00	3,238.41	180.00	3,058.41
300 9509	BOYS BASKETBALL	3,824.32	1,094.00	19,544.00	1,080.00	24,586.87	1,218.55-	63.16	1,281.71-
300 9510	GIRLS BASKETBALL	12,264.55	0.00	11,139.00	2,504.40	19,497.01	3,906.54	2,516.97	1,389.57
300 9511	BOYS GOLF	5,815.01	0.00	500.00	0.00	3,339.00	2,976.01	1,014.00	1,962.01
300 9512	GIRLS GOLF	1,345.46	0.00	1,425.00	0.00	2,312.29	458.17	0.00	458.17

Date: 05/03/2013
Time: 10:40 am

REVERE LSD - 050054
Financial Report by Fund/SCC
REVERE LOCAL - APRIL 30, 2013

Page: 6
(FINSUM)

Fund #	Fund Description	Begin Balance	MTD Receipts	FYTD Receipts	MTD Expenditures	FYTD Expenditures	Current Fund Balance	Current Encumbrances	Unencumbered Fund Balance	Bank Code
300 9513	BASEBALL	6,723.69	0.00	19,664.16	3,484.00	15,744.58	10,643.27	577.25	10,066.02	
300 9514	SOFTBALL	6,207.57	172.00	2,747.22	3,404.59	5,981.01	2,973.78	448.33	2,525.45	
300 9515	SWIMMING	2,978.17	0.00	1,948.00	50.30	2,884.04	2,042.13	0.00	2,042.13	
300 9517	CROSS COUNTRY	7,442.67	0.00	210.00	0.00	7,445.15	207.52	100.00	107.52	
300 9519	BOYS TRACK	212.84	0.00	50.00	147.00	182.00	80.84	0.00	80.84	
300 9520	GIRLS TRACK	32.02	0.00	1,239.00	989.00	1,014.00	257.02	259.00	1.98-	
300 9521	BOYS LACROSSE	850.27	0.00	350.00	0.00	150.00	1,050.27	2,631.55	1,581.28-	
300 9522	GIRLS LACROSSE	1,327.13	26.00	326.00	0.00	200.00	1,453.13	156.00	1,297.13	
300 9524	DANCE TEAM	1,153.82	0.00	2,445.00	69.66	1,675.78	1,923.04	0.00	1,923.04	
300 9525	OHSA TOURNAMENTS	0.00	0.00	12,619.45	0.00	12,619.45	0.00	0.00	0.00	
401 9212	AUX. SERVICES-OLD TRAIL	49,724.53	0.00	6.68	771.80	48,114.68	1,616.53	1,271.90	344.63	
401 9213	AUX. SERVICES-OLD TRAIL	0.00	9.41	333,633.51	33,145.66	237,748.35	95,885.16	78,501.28	17,383.88	
451 9213	OHIO K-12 NETWORK	0.00	3,600.00	7,200.00	0.00	0.00	7,200.00	0.00	7,200.00	
504 9002	EDUCATION JOBS FUND	5,849.93	0.00	8,769.39	0.00	14,619.32	0.00	0.00	0.00	
506 9002	RACE TO THE TOP - YR 2 (FY2012)	1,034.40	0.00	5,161.44	0.00	6,195.84	0.00	0.00	0.00	
506 9003	RACE TO THE TOP - YR 3 (FY2013)	0.00	0.00	0.00	74.10	9,503.91	9,503.91-	2,250.00	11,753.91-	

Date: 05/03/2013
Time: 10:40 am

REVERE LSD - 050054
Financial Report by Fund/SCC
REVERE LOCAL - APRIL 30, 2013

Page: 7
(FINSUM)

Fund #	Fund Description	FYTD	MTD	FYTD	Current	Current	Unencumbered Bank
Begin Balance	MTD Receipts	Receipts	Expenditures	Expenditures	Fund Balance	Encumbrances	Fund Balance Code
516 9013	IDEA SPECIAL ED- PART B (7/1/12-6/30/13)						
0.00	52,374.54	438,764.98	17,805.36	425,989.98	12,775.00	2,852.09	9,922.91
516 9212	IDEA SPECIAL EDUCATION - PART B						
31,423.34	0.00	435.60	0.00	31,858.94	0.00	0.00	0.00
516 9312	SPECIAL EDUCATION PART B - PARENT MENTOR						
2,686.80	0.00	0.00	0.00	2,686.80	0.00	0.00	0.00
516 9313	PAREMT MENTOR -(7/1/12-6/30/13)						
0.00	5,222.20	22,564.06	3,188.74	23,252.80	688.74-	1,749.73	2,438.47-
533 9212	TITLE IID - TECH						
307.21	0.00	307.21-	0.00	0.00	0.00	0.00	0.00
533 9213	TITLE IID - TECH						
0.00	0.00	307.21	0.00	614.42	307.21-	0.00	307.21-
551 9313	TITLE III - IMMIGRANT						
0.00	0.00	1,139.00	0.00	1,139.00	0.00	0.00	0.00
572 9202	TITLE I - FY02						
1,459.42	0.00	0.00	0.00	0.00	1,459.42	0.00	1,459.42
572 9212	TITLE I - FY2012 (8/3/11-6/30/12)						
7,478.02	0.00	15,884.46	0.00	23,362.48	0.00	0.00	0.00
572 9213	TITLE I - FY2013 (7/1/12-6/30/13)						
0.00	27,521.98	119,767.56	11,681.32	119,289.54	478.02	0.00	478.02
573 9200	TITLE VI(CHAPTER 2)-FY00						
124.89	0.00	0.00	0.00	0.00	124.89	0.00	124.89
584 9201	DRUG FREE GRANT - FY01						
10.56	0.00	0.00	0.00	0.00	10.56	0.00	10.56
590 9212	TITLE IIA - FY2012 (8/3/11-6/30/12)						
5,071.19	0.00	2,209.09-	0.00	2,862.10	0.00	0.00	0.00
590 9213	TITLE IIA - FY2013 (7/1/12-6/30/13)						
0.00	7,928.81	37,785.71	3,952.54	37,714.52	71.19	0.00	71.19
GRAND TOTALS:							
20,997,060.70	4,322,701.56	43,717,115.44	3,753,639.53	40,756,675.17	23,957,500.97	2,869,568.99	21,087,931.98

FORM SM-2

DATE: 05/03/2013
TIME: 12:09:54OHIO DEPARTMENT OF EDUCATION - OFFICE OF SCHOOL MANAGEMENT ASSISTANCE
ANNUAL SPENDING PLAN (CURRENT OPERATION - GENERAL FUND ONLY - O.R.C. 5705.391)

PAGE: 1

SCHOOL DISTRICT: REVERE LSD - 050054

IRN # 050054 COUNTY: Summit
Revere LSD April 2013

FISCAL YEAR: 2013 MONTH: 04

	MONTHLY ESTIMATE	MONTHLY ACTUAL	MONTHLY DIFFERENCE	FISCAL YTD ESTIMATE	FISCAL YTD ACTUAL	FISCAL YTD DIFFERENCE
REVENUES						
01.010 General Property (Real Estate)	3,000,000	2,890,425	109,575-	21,705,811	26,611,236	4,905,425
01.020 Tangible Personal Property Tax	0	0	0	0	0	0
01.030 Income Tax	0	0	0	0	0	0
01.035 Unrestricted Grants-in-Aid	142,832	352,429	209,597	1,533,000	2,030,773	497,773
01.040 Restricted Grants-in-Aid	0	0	0	8,732	0	8,732-
01.045 Restricted Grants-in-Aid - SFSF	0	0	0	0	8,769	8,769
01.050 Property Tax Allocation	0	0	0	2,061,369	1,832,841	228,528-
01.060 All Other Operating Revenue	60,000	72,157	12,157	688,691	692,431	3,740
01.070 Total Revenue	3,202,832	3,315,011	112,179	25,997,603	31,176,050	5,178,447
OTHER FINANCING SOURCES						
02.010 Proceeds from Sale of Notes	0	0	0	0	0	0
02.020 State Emergency Loans & Advancements (Approved)	0	0	0	0	0	0
02.040 Operating Transfers-In	0	75,000	75,000	0	75,000	75,000
02.050 Advances-In	0	0	0	0	7,548	7,548
02.060 All Other Financing Sources	6,000	0	6,000-	27,952	2,377	25,575-
02.070 Total Other Financing Sources	6,000	75,000	69,000	27,952	84,925	56,973
02.080 Total Revenues and Other Financing Sources	3,208,832	3,390,011	181,179	26,025,555	31,260,975	5,235,420
EXPENDITURES						
03.010 Personal Services	1,430,000	1,379,409	50,591-	15,877,356	15,752,391	124,965-
03.020 Employees' Retirement/Insurance Benefits	450,000	580,084	130,084	5,718,738	5,752,868	34,130
03.030 Purchased Services	150,000	553,230	403,230	3,906,544	3,524,651	381,893-
03.040 Supplies and Materials	50,000	63,204	13,204	1,566,741	845,431	721,310-
03.050 Capital Outlay	50,000	14,191	35,809-	228,951	219,415	9,536-
03.060 Intergovernmental	0	0	0	0	0	0
04.010 Debt Service: All Principal (Historical)	0	0	0	0	0	0
04.020 Debt Service: Principal - Notes	0	0	0	0	0	0
04.030 Debt Service: Principal - State Loans	0	0	0	0	0	0
04.040 Debt Service: Principal - State Advancements	0	0	0	0	0	0
04.050 Debt Service: Principal - HB 264 Loans	0	0	0	0	215,051	215,051
04.055 Debt Service: Principal - Other	0	0	0	0	0	0
04.060 Debt Service: Interest and Fiscal Charges	0	0	0	0	0	0
04.300 Other Objects	60,000	365,451	305,451	619,610	683,713	64,103
04.500 Total Expenditures	2,190,000	2,955,569	765,569	27,917,940	26,993,520	924,420-
OTHER FINANCING USES						
05.010 Operating Transfers - Out	0	0	0	65,000	75,000	10,000
05.020 Advances - Out	0	0	0	0	3,950,000	3,950,000
05.030 All Other Financing Uses	0	0	0	0	0	0
05.040 Total Other Financing Uses	0	0	0	65,000	4,025,000	3,960,000
05.050 Total Expenditure and Other Financing Uses	2,190,000	2,955,569	765,569	27,982,940	31,018,520	3,035,580
06.010 Excess Rev & Oth Financing Sources over(under) Exp &	1,018,832	434,442	584,390-	1,957,385-	242,455	2,199,840
07.010 Beginning Cash Balance	12,426,790	15,211,020	2,784,230	15,403,007	15,403,007	0
07.020 Ending Cash Balance	13,445,622	15,645,462	2,199,840	13,445,622	15,645,462	2,199,840
08.010 Outstanding Encumbrances	0	1,419,817	1,419,817	0	1,419,817	1,419,817

REVERE LOCAL SCHOOLS FOOD SERVICE ENTERPRISE-FUND #006

Monthly Cash Flow Spending Plan Report

INCOME	JULY	AUGUST	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APRIL	TOTALS
BEGINNING BALANCES	\$1,713.03	(\$39,015.24)	\$258,789.07	\$249,691.82	\$231,101.93	\$237,011.81	\$245,734.05	\$246,091.33	\$233,034.48	\$221,960.70	
Interest Earnings											\$0.00
Student Lunch Sales	\$801.40	\$62,129.05	\$45,918.05	\$58,179.25	\$50,712.80	\$43,258.65	\$47,853.85	\$53,828.49	\$51,366.45	\$47,654.26	\$461,702.25
Student A-La-Carte Sales		\$8,873.63	\$12,946.46	\$14,580.95	\$13,944.00	\$10,600.86	\$13,607.28	\$13,842.80	\$13,716.28	\$14,257.44	\$116,369.70
Student Milk Sales		\$436.00	\$1,122.00	\$1,239.00	\$1,018.00	\$779.00	\$867.50	\$911.00	\$946.00	\$822.00	\$8,140.50
Adult Lunch Sales		\$460.05	\$1,370.45	\$1,570.70	\$1,334.10	\$1,101.30	\$1,337.15	\$1,588.35	\$1,553.35	\$1,449.60	\$11,765.05
Catering - Bath											\$0.00
Catering - Hillcrest											\$0.00
Catering - RMS											\$0.00
Catering - RHS											\$0.00
Miscellaneous					\$513.87	\$275.40		\$1,086.93	\$379.87	\$50.30	\$2,306.37
Vending Commissions - RMS					\$236.40	\$277.90	\$197.35	\$160.96	\$194.85	\$167.30	\$1,665.72
Vending Commissions - RHS	\$45.64	\$63.10	\$154.20	\$494.37	\$315.55	\$317.81	\$499.34	\$425.15	\$430.25	\$494.36	\$3,243.48
State Subsidy			\$221.01			\$559.86	\$279.93	\$559.86	\$280.03		\$1,679.68
Federal Subsidy				\$16,431.70	\$13,155.69	\$11,211.95	\$9,652.18	\$10,608.72	\$12,260.42	\$13,192.72	\$86,513.38
Transfers In											\$0.00
Initial Advance In		\$300,000.00									\$300,000.00
Refund/Prior Year Expenditure											\$0.00
Advances In	\$877.04	\$371,961.83	\$61,732.17	\$92,709.63	\$81,230.41	\$68,382.73	\$74,294.58	\$83,012.26	\$81,127.50	\$78,087.98	\$993,416.13
TOTALS RECEIPTS											
EXPENDITURES	JULY	AUGUST	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APRIL	TOTALS
Administrative Supply											\$0.00
Regular Salaries	\$24,142.51	\$36,216.70	\$24,156.94	\$24,152.25	\$23,821.27	\$23,789.51	\$23,842.92	\$23,625.79	\$35,543.80	\$23,277.99	\$262,569.68
Overtime/Extra Time			\$109.01	\$621.10	\$2,527.76	\$2,043.81	\$1,031.71	\$1,689.42	\$3,301.74	\$2,488.47	\$13,813.02
Leaves/Holiday	\$82.84	\$33.83	\$170.76	\$46.47	\$141.05	\$186.54		\$100.23	\$40.01	\$89.62	\$891.35
Severance		\$2,151.24	\$5,276.49								\$7,427.73
Substitutes			\$102.96	\$1,330.39	\$1,886.79	\$1,249.63	\$706.37	\$1,131.04	\$2,472.53	\$1,091.23	\$9,970.94
Benefits	\$14,104.54	\$16,693.11	\$14,523.09	\$15,285.97	\$15,716.47	\$15,798.65	\$18,381.54	\$17,817.63	\$17,902.26	\$16,121.15	\$162,344.41
SURcharge				\$12,225.27							\$12,225.27
Management Services											\$0.00
Repair/Maintenance	\$110.42		\$75.00	\$603.40		\$142.00			\$83.01		\$1,013.83
Travel/Meetings											\$0.00
Food/Supplies	\$3,165.00	\$19,062.64	26415.17	57034.67	\$31,227.19	\$16,450.35	\$29,974.76	\$51,705.00	\$32,857.93	\$40,084.08	\$307,976.79
New Equipment 500											\$0.00
New Equipment 200											\$0.00
New Equipment 100											\$0.00
New Equipment 400											\$0.00
Dues/Fees										2294.57	\$2,294.57
Return of Advance										\$116.75	\$116.75
TOTALS EXPENDITURES	\$41,605.31	\$74,157.52	\$70,828.42	\$111,299.52	\$75,320.53	\$59,660.49	\$73,937.30	\$96,069.11	\$92,201.28	\$85,563.86	\$780,644.34
ENDING BALANCES	(\$39,015.24)	\$258,789.07	\$249,691.82	\$231,101.93	\$237,011.81	\$245,734.05	\$246,091.33	\$233,034.48	\$221,960.70		
ENCUMBRANCES	\$363.58	\$38,859.03	\$55,995.60	\$49,870.16	\$62,839.87	\$50,572.07	\$50,955.52	\$53,109.88	\$52,384.96	\$32,533.25	
UNENCUMBERED BAL	(\$39,378.82)	\$219,930.04	\$193,696.22	\$181,231.77	\$184,171.94	\$195,161.98	\$195,135.81	\$179,924.60	\$169,575.74	\$181,951.57	

New Document

**LIST OF DONATIONS
RECEIVED BY THE REVERE LOCAL SCHOOL DISTRICT
05/21/2013**

CASH DONATIONS

1. To: Bath School, \$211.50, to be divided up between the Music Department and the Computer Lab.
From: Nancy Kusinski
2. To: Revere Schools, \$200.00, additional funding for the Eric Morant Memorial Scholarship.
From: Eula Morant
3. To: Revere Schools, \$400.00, additional funding for the Pappano Memorial Scholarship.
From: Theresa Pappano, \$50.00
Nicolas and Carmel Codispoti, \$50.00
Daniel and Beth Rimmel, \$100.00
Mary Pappano, \$100.00
Joseph and Madeline Pappano, \$100.00
4. To: Revere Schools, \$3,000.00, additional funding for the Christenson Foundation Robert Gilbert II Memorial Scholarship.
From: The Henry V. and Frances W. Christenson Foundation
5. To: Revere Schools, \$15,000.00, to be used towards the cost of the Turf Project Initiative.
From: InfoCision Management Corporation
6. To: Revere Schools, \$500.00, additional funding for the Express Employment Professional Scholarship.
From: Kip Tobin of Express Employment Professionals
7. To: Revere Schools, \$23,960.00, to be used towards the cost of the Turf Project Initiative.
From: Revere All Sports Booster Club

EQUIPMENT / OTHER DONATIONS

1. To: Bath School, amount unknown, 15 bins of school supplies including markers, folders, notebooks, tape etc.
From: Charlie Wallace, General Manager of the Montrose Best Buy store
2. To: Revere High School, \$300.00, a batting cage for the Athletic Department that could be used for parts.
From: Mr. Lowman Brown

* Donation values for contributions other than cash are provided by donor and not established by the District.

New Document

Attachment T-4

Adjustments FY2013 Permanent Appropriations May 21, 2013

The Treasurer recommends that the Board approve the appropriation adjustments in the stated amounts listed below, approve these appropriations at fund level, and authorize the District's participation in any new Grants/Funds if applicable. It is further moved that all expenditures for grants be based upon the budgets submitted to and approved by the funding agencies or the applicable Activity/Purpose Statement.

Category/Description	Fund #	Action	Adjustment	Adjusted Appropriation Total
<u>General Fund Class</u>				
General Fund Class	001	INCREASE	\$600,000.00	\$32,934,830.00
<u>Special Revenue Funds</u>				
Auxiliary Services	401	INCREASE	\$5,700.00	\$364,373.00
Title I	572	DECREASE	-\$2,773.56	\$239,170.10
Title IIA	590	DECREASE	-\$65.95	\$71,849.08
<u>Debt Service Fund Class</u>				
Bond Retirement	002	INCREASE	\$87,000.00	\$1,577,000.00
<u>Internal Service Funds</u>				
<u>Capital Projects Fund Class</u>				
<u>Trust Fund Class</u>				
<u>Agency Fund Class</u>				
Total of adjustments and or increase to the District's Appropriations			\$689,860.49	

New Document

Attachment T-5 will be made available as soon as possible.

New Document



Smart Solutions. Maximum Results

Phone 614.427. eVAS (3827)
P.O. Box 134
Avon, Ohio 44011

Instructions: SIGN and email to
AngelaMitchell@BonefishSystems.com

Purchase Orders made out to:
Ohio Schools Council
6133 Rockside Road STE 10
Independence, OH 44131

Customer CONTACT INFORMATION:

Name/Title	David Forrest, Treasurer
District	Revere Schools
Address	3496 Everett Road Richfield, OH 44286
Phone	330-523-3106
Date	May 8 th , 2013

Group Pricing Table	☐ 1 YEAR	☒ 3 YEAR	☐ 5 YEAR
	July '13 credit \$0	July '13 credit \$0	July '13 credit \$0
Contract Effective Period			
Current Year Group Pricing	7/1/13 to 6/30/14	7/1/13 to 6/30/16	7/1/13 to 6/30/18
Volumes:			
1 to 10 Districts	\$2,150.00	\$2,150.00	\$2,475.00
11 to 15 Districts	\$3,150.00	\$2,975.00	\$2,800.00
16 to 20 Districts	\$2,975.00	\$2,800.00	\$2,625.00
21 - 30 Districts	\$2,800.00	\$2,625.00	\$2,450.00
31 - 99 Districts*	\$2,625.00	\$2,450.00	\$2,275.00
100 - 199 Districts	\$2,538.00	\$2,363.00	\$2,188.00
200+ Districts	\$2,450.00	\$2,275.00	\$2,100.00

*Pricing is set at current volume counts. Final counts will be identified on 6/30/13 and may require minor adjustments.

Scope of agreement: Bonefish Systems, LLC. will provide the Customer with an annual subscription for usage of the Electronic Vendor Audit System (eVAS) with USAS interface for the Selected Contract Term. Communications with the eVAS service will be encrypted using the HTTPS protocol. Full Service maintenance and up to four (4) hours of onsite training will be included. New customers that sign after August 1st will be invoiced the Current Year Price. Moving forward, invoicing will align Districts with the July to June fiscal year billing. The first July invoice will include a prorated credit based on the District's Contract Effective Date and receipt of initial payment.

Full Service Maintenance will cover all system outages labor and/or hardware needed for the timely restoration of the eVAS system and provides email reply assurance within twenty-four (24) hours of receipt. All support inquiries should be submitted to Help@bonefishsystems.com. System Hot Fixes, may periodically be required to correct issues encountered, they are coding changes that may need to be applied with little or no notification to eVAS customers and are strictly limited to those required to maintain the security, usability, and reliability of the system. In addition to unscheduled Hot Fixes, any regularly schedule maintenance and enhancement releases of importance will be communicated via email and published at www.eVendorAudit.com. Bonefish Systems, LLC., will implement system releases that include Bonefish approved and defined system enhancements to benefit customers and further improve the system capabilities at no additional charge.

Districts are free to opt out of their existing Service Agreement at any time as long as the said District transfers to a new eVAS Service Agreement and the new Term is the same or greater than in the existing agreement. By signing below, parties agree to the terms and conditions of this maintenance agreement found on the next page.

Print Name/Title

Signature

Date

Thomas R. Mitchell II – CEO Bonefish Systems, LLC.
P.O. Box 134
Avon, Ohio 44011

Signature

5/08/13

Date

Thank you for your business!

Terms and Conditions

TERM OF AGREEMENT - This Agreement shall commence on the first day of the Effective Period and shall remain in effect through the end of the Effective Period.

PROVISION for Information Technology Center (ITC) contract – Should the Customer's ITC (AKA "A Site") contract with Bonefish Systems, LLC for the right to offer the Electronic Vendor Audit System to member districts, this provision will allow the Customer the right to choose the service through the ITC rather than directly from Bonefish Systems, LLC. The Customer will be afforded the opportunity to terminate this Service Agreement before the end of the Effective Period if a new contract for the Electronic Vendor Audit System is in place with their ITC.

ADDITIONAL SERVICE AVAILABLE TO CUSTOMER - Upon Customer's or User s request, Bonefish Systems, LLC may be engaged to perform additional risk analysis or to provide consultation on best practices in managing accounts payable risk. Arrangements for such services will be managed under a separate contract and will be billed separately from this Service Agreement.

DISCLAIMER – Bonefish Systems, LLC. OBLIGATIONS UNDER THIS AGREEMENT ARE IN LIEU OF ALL WARRANTIES EXPRESSED OR IMPLIED Bonefish Systems, LLC. WILL NOT BE LIABLE FOR SPECIAL, INDIRECT OR CONSEQUENTIAL DAMAGES ARISING OUT OF OR IN CONNECTION WITH THIS SERVICE AGREEMENT OR THE SERVICE PERFORMED HEREUNDER. IT REMAINS THE SOLE RESPONSIBILITY OF THE CUSTOMER TO PERFORM THE NECESSARY DUE DILLIGENCE AND TO IMPLEMENT THE NECESSARY CONTROLS TO ENSURE SOUND FISCAL RESPONSIBILITY. WHILE THE ELECTRONIC VENDOR AUDIT SYSTEM CAN BE A USEFUL TOOL IN THE MITIGATION OF ACCOUNTS PAYABLE RISK, IT IS BUT ONE PIECE OF A COMPLETE SET OF CONTROLS A CUSTOMER MUST IMPLEMENT AND DOES NOT ENSURE THAT FRAUD OR ERRORS WILL NOT OCCUR.

CONTINGENCIES – Bonefish Systems, LLC. shall not be responsible for failure to perform due to unforeseen circumstances or causes beyond reasonable control. Examples of such causes are natural disaster, war, riot, fire, flood, accident, strike, shortage of transportation, power, labor or material, or any other act or condition beyond the reasonable control of Bonefish Systems, LLC..

CUSTOMER RESPONSIBILITIES -It is the responsibility of the Customer to ensure that all of its files, passwords, and eVAS output are adequately secured. Bonefish Systems, LLC. will not be responsible for Customer failure to do so nor for the cost of reconstructing information lost as a result.

CHARGES - Payment for services contracted under this Service Agreement will be made within thirty (30) days after the invoice date. Late fees of 5% per month will be applied to all late payments.

GENERAL – Bonefish Systems, LLC. reserves the right to adjust the rate of charges at end of the Effective Period with a thirty (30) day written notification.

New Document

FEE STRUCTURE AGREEMENT FOR CONSULTING SERVICES

Thomas J. Lekan

Senior Consultant/Expert Witness

Thomas J. Lekan Security Consulting LLC

9427 Sherwood Trail

Brecksville, Ohio 44141

Phone 440-223-5730

Tlekan@gmail.com

Fee Structure for Consulting:

Consulting services will be billed at the rate of \$750.00 per month for up to five hours of work including travel time within twenty five miles of the offices of the Revere School System for all consulting services, including, but not limited to, policy and procedure reviews, reviewing manuals, and drawings, photos, reports, attendance at meetings, phone conversations and phone meetings and requests to meet personally with school or school board officials. The monthly hours can also be used to provide training sessions for school officials, staff, teaching staff, board members, or the general public regarding school safety or security for the Revere School System. The monthly consulting rate can also be applied for assessment studies of any area of the school system as well as working with design and engineering groups within the school system or hired by the system to design security features or measures for the school system. The monthly fee may also include time for research and analysis of industry practices, manuals and literature, as well as report preparation. An additional charge of \$25.00 per ¼ hour will be added for any work that exceeds five hours in a given month. Additional charges will be documented on a time sheet and sent with the monthly invoice. All travel expenses including airfare, lodging, rental car, and other out of pocket expenses will be paid by the Revere School System when the request is made to travel as part of the consulting services. Airfare and lodging costs will be paid in advance. Travel expenses and out-of-pocket expenses will be billed separately.

A written report or report for the School Board will be prepared only when requested by the Revere Schools Superintendent or designated member of the administration.

All communications and records between the parties will be treated as confidential unless otherwise authorized, in writing, by both parties to this agreement.

Employment Agreement:

This agreement is between Thomas J. Lekan Security Consulting LLC and The Revere School System and can be terminated by either party with thirty days written notice

Accepted By: _____

Re: _____



Date Accepted: _____

Thomas J. Lekan

Billing Information. Please submit payments to Thomas J. Lekan Security Consulting LLC 9427 Sherwood Trail, Brecksville, Ohio 44141

New Document

AMENDED AND RESTATED
AGREEMENT REGARDING HEALTH BENEFITS PROGRAM

OF THE

SUMMIT REGIONAL HEALTH CARE CONSORTIUM (SRHCC)

WHEREAS, certain boards of education located within the SRHCC Region ("Participating Members") have entered into an agreement, pursuant to Ohio Revised Code ("O.R.C.") Chapter 167, establishing a regional council of governments known as the Summit Regional Health Care Consortium (SRHCC) for the purpose of promoting cooperative agreements and activities among its Participating Members in purchasing supplies and services and dealing with problems of mutual concern; and

WHEREAS, the Participating Members identified below have determined to undertake a joint self-insurance program ("Health Benefits Program") pursuant to applicable sections of the O.R.C., on a cooperative basis for the provision of certain medical, hospitalization, dental, prescription drug, vision, life, and disability income benefits for their employees and the eligible dependents of those employees ("Covered Persons"), and any other health care benefits which the Participating Members may determine, from time to time, to provide under the Health Benefits Program; and

WHEREAS, comprehensive guidelines for the funding, management and administration of the Health Benefits Program are to be provided in this Amended and Restated Agreement ("the Agreement") among the Participating Members; and

WHEREAS, this Amended and Restated Agreement shall replace and supersede any and all prior individual or joint agreements or contracts entered into by any Participating Member with any organization, consortium, insurance carrier, underwriter or administrator, for the provision of health care benefits of the types specified herein for its employees;

NOW, THEREFORE, it is agreed by and among the Participating Members, on behalf of whom their representative have executed below in accordance with the authorizing resolutions adopted by the board of education or governing authority of the respective Participating Member that:

Section 1. Definitions.

As used in this Agreement, the following words shall have the following meanings:

"Agreement" means this Amended and Restated Agreement regarding the Health Benefits Program of the SRHCC and any counterparts hereto, and the Bylaws adopted pursuant to O.R.C. §167.04, as the same may be amended, modified or supplemented in accordance with their terms. This Agreement sets forth the comprehensive guidelines for the funding, management, administration, and operation of the SRHCC.

"Board of Directors" means the managerial board of the SRHCC, established pursuant to and having those powers and duties enumerated in this Agreement and the Bylaws and such other powers and duties that may from time to time be established.

"SRHCC" means the Regional Council of Governments, organized under O.R.C. Chapter 167, consisting of certain school districts, and such other political subdivisions located within the State of Ohio which may become Participating Members of the SRHCC pursuant to this Agreement.

"Covered Persons" means, when used with reference to a Participating Member, the employees of that Participating Member and the dependents of those employees who are eligible for benefits under the Plan of the Health Benefits Program and, when used with reference to the SRHCC shall mean all Covered Persons of all Participating Members.

"Fiscal Agent" means the governing body of the Participating Member selected pursuant to Section 3. of this Agreement or the successor thereto and any agents authorized by that Participating Member and by the Board of Directors to coordinate and administer the Health Benefits Program in accordance with this Agreement.

"Fiscal Year" shall mean the period from July 1 through June 30.

"Health Benefits Program" means the program authorized by this Agreement for the provision of medical, hospitalization, dental, prescription drug, vision, life, disability income or other benefits to Covered Persons of the Participating Members, as those benefits may be revised, from time to time, in accordance with this Agreement.

"Operating Fund" means the fund established by this Agreement and maintained by the Fiscal Agent as a separate fund pursuant to Section 3. hereof, into which it shall place any and all moneys received from the Participating Members for Program Costs. Interest earned on moneys in the Operating Fund shall be paid to that Fund.

"Operational Year" shall mean the period from July 1 through June 30.

"Participating Member" means any board of education or other political subdivision whose governing body has executed this Agreement in its name in accordance with a duly adopted authorizing resolution.

"Plan Document" means the document of a Participating Member describing eligibility for, and the benefits available to Covered Persons of that Participating Member under, the Health Benefits Program.

"Political Subdivision" means any political subdivision as defined in O.R.C. §9.833.

"Program Costs" shall mean all costs described in Section 8. of this Agreement and any other costs incurred in connection with the Health Benefits Program and approved by the Board of Directors.

"Reserve Amount" means that amount which each Participating Member must appropriate and encumber so as to have available moneys sufficient to pay the maximum amount of claims which could be filed by Covered Persons of that Participating Member in any one Fiscal Year under the Health Benefits Program which would not be covered by Stop-Loss Insurance Coverage.

"Reserve Fund" means the Reserve Fund which is established pursuant to Sections 3. and 9. of this Agreement for the purpose of pooling the Reserve Amounts of the Participating Members.

"State" means the State of Ohio.

"Stop-Loss Insurance Coverage" means the insurance coverage described in Section 5. of this Agreement.

"Third-Party Administrator" means an individual or organization obligated under an agreement entered into pursuant to Sections 5. and 6. of this Agreement to provide administrative services to the SRHCC in connection with the processing and payment of claims filed by Covered Persons under the Health Benefits Program.

Section 2. Management and Operation of the Health Benefits Program.

(A) Board of Directors. The Board of Directors of the SRHCC established pursuant to this Agreement, shall have, in addition to its powers and duties under this Agreement and the Bylaws, the following powers and duties in connection with the management and operation of the Health Benefits Program:

- (1) It shall oversee and manage the operations of the SRHCC and the Health Benefits Program, and it shall be responsible for the overall long term financial stability of the SRHCC. In connection therewith, it may contract with any person, political subdivision, non-profit corporation organized under O.R.C. Chapter 1702, or regional council of governments created under O.R.C. Chapter 167 for the purposes of administration of the Health Benefits Program established by this Agreement.
- (2) It shall consider and recommend to Participating Members alternative coverage and benefits.
- (3) It shall consider and determine the amounts of claims to be covered by policies of Stop-Loss Insurance Coverage.

- (4) It shall authorize and direct the employment by the SRHCC of such consultants, or professionals, including a member of the American Academy of Actuaries, as it deems necessary to assist in the administration and management of the Health Benefits Program and/or the Operating Fund.
- (5) It shall determine the total estimated Program Costs for the Health Benefits Program for the next Fiscal Year and the total estimated Program Costs to be allocated to each Participating Member and the necessity for adjustment in each Participating Member's share of Program Costs pursuant to Section 7. of this Agreement.
- (6) It shall review the policies of and select carriers for insurance coverage, including Stop-Loss Insurance Coverage.
- (7) It shall review contracts with and select Third-Party Administrators.
- (8) It shall determine the management fee to be paid to the Fiscal Agent in connection with its services for the Health Benefits Program.
- (9) It may adopt a uniform plan design with respect to the coverage and types of benefits for Covered Persons to be adopted by the Participating Members targeted at maximum cost savings.
- (10) It shall adopt policies and procedures to ensure the confidentiality of any individually identifiable medical information, including but not limited to protected health information under the Health Insurance Portability and Accountability Act of 1996 (HIPAA).
- (11) It shall consider and determine any matter relating to the operation of the Health Benefits Program, including but not limited to:
 - (a) Amendments to or modifications of this Agreement or the Bylaws;
 - (b) Program Costs;
 - (c) Each Participating Member's share of Program Costs;
 - (d) The admission of Participating Members to the Health Benefits Program; and
 - (e) The disqualification of Participating Members.
- (12) Neither the Board of Directors nor its individual members shall be liable for any action taken or omitted in good faith, or for any action taken or omitted by any individual, firm, corporation, or any other organization

selected with reasonable care. Liability insurance covering the Directors and Officers shall be purchased as an authorized expenditure of the SRHCC.

Whenever this Agreement provides for an approval or determination to be made by the Board of Directors, the approval or determination made by the Participating Members' representatives shall constitute the approval or determination of the Board in accordance with this Agreement. Unless otherwise specified in this Agreement or the Bylaws, actions to be taken by the Board of Directors under this Agreement shall require the affirmative vote of at least a majority of the Participating Members' representatives.

(B) Committees of the Board. The Chairperson of the Board of Directors may from time to time appoint ad hoc committees consisting of a majority of the Board. The Chairperson or the Board may change membership of the ad hoc committees at any time. An ad hoc committee shall make recommendations to the Board of Directors but may not bind the Board unless expressly authorized to do so.

Section 3. Fiscal Agent.

(A) Designation. The Fiscal Agent shall be the board of education or governing authority of a Participating Member approved by the Board of Directors in accordance with this Agreement and the Bylaws. The Fiscal Agent shall coordinate and administer the Health Benefits Program in accordance with this Agreement.

(B) Custody and Disbursements from the Operating Fund. The Operating Fund shall be maintained by the Fiscal Agent, or its designee, separate and apart from all other funds of the Fiscal Agent. The Board of Directors may, from time to time authorize and direct the Fiscal Agent to establish separate accounts within the Operating Fund. The Operating Fund shall be subject to the laws of the State concerning the investment and management of public funds, particularly O.R.C. Chapter 135, and shall be the responsibility of the Fiscal Agent or its designee.

The Fiscal Agent shall deposit in the Operating Fund the monthly contributions received from the Participating Members and shall keep a record of each Participating Member's contribution to the Operating Fund. Interest earned on moneys in the Operating Fund shall be credited to the Operating Fund. Amounts in the Operating Fund may be used to pay Program Costs, and each Participating Member assumes the risk of all other Participating Members with respect to the provision of the health care benefits to be provided cooperatively under the Health Benefits Program to the extent of the amounts required by this Agreement and resolutions of the Board of Directors to be paid to the Operating Fund. Disbursements from the Operating Fund may be made by the Fiscal Agent without further authorization or direction from the Board of Directors and subject only to the authorization of certification requirements of the Ohio Revised Code, for the purposes of: (a) the transfer of funds to a Third-Party Administrator for payment of claims, provided that the agreement with the Third-Party Administrator complies with Section 6. of this Agreement, and (b) the payment of premiums for Stop-Loss Insurance Coverage, provided that such Stop-Loss Insurance Coverage has been approved by the Board of Directors

pursuant to Section 2. of this Agreement. Additional disbursements may be made from the Operating Fund by the Fiscal Agent at the discretion of the Board of Directors for any proper purpose of the Health Benefits Program, including but not limited to payment of fees of any Third-Party Administrator, the Fiscal Agent, consultants and lawyers and payment of other operating expenses.

(C) Custody of Reserve Fund. The Reserve Fund established in accordance with Section 9. of this Agreement shall be maintained by the Fiscal Agent separate and apart from all other funds of the Fiscal Agent. The Reserve Fund shall be subject to the laws of the State concerning the investment and management of public funds, particularly O.R.C. Chapter 135, and shall be the responsibility of the Fiscal Agent. The Fiscal Agent shall keep a separate record of each Participating Member's deposits in the Reserve Fund. Interest earned on moneys on deposit in the Reserve Fund shall be credited to that Fund.

(D) Fidelity Bond. The Treasurer of the Fiscal Agent shall obtain and keep in force a fidelity bond, in the amount determined by, and with the surety company approved by, the Board of Directors. In lieu of a separate fidelity bond, the Board of Directors may direct the Treasurer to continue and keep in force the Treasurer's existing fidelity bond. In either case, the Fiscal Agent and the SRHCC shall be beneficiaries of such fidelity bond and the amount thereof shall not be reduced without prior written consent of the Board of Directors.

(E) Maintenance of Records. The Fiscal Agent shall maintain records which separately identify by Participating Member all contributions from the respective Participating Member for Program Costs. The Fiscal Agent shall maintain or cause to be maintained records which account for all disbursements or transfers from the Operating Fund and Reserve Fund.

(F) Reports. The Fiscal Agent, or its designee, shall make reports to the Board of Directors concerning all contributions to and disbursements from the Operating Fund, and all contributions to and transfers from the Reserve Fund, and shall provide the Board of Directors with copies of any reports of any Third-Party Administrator filed with the Fiscal Agent. In addition, the Fiscal Agent, or its designee, shall provide all information required by any actuary retained by the Board of Directors pursuant to O.R.C. §9.833.

(G) Administrative Fee. In consideration for its services, the Fiscal Agent may receive a fee from the SRHCC in such amount as the Board of Directors shall approve.

Section 4. Actuary and Actuary Report.

The Board of Directors, or its designee, shall retain an actuary, who shall be a member of the American Academy of Actuaries, and who shall review the funds of the SRHCC to determine that they are reserved as necessary in the exercise of sound and prudent actuarial judgment, to cover the potential cost of the Health Benefits Program. To the extent required by applicable laws, the report of the actuary shall report amounts reserved and disbursements made and contain a certification that the amounts reserved, are computed in accordance with accepted loss reserving standards, and are fairly stated in accordance with sound loss reserving principles. The actuary report shall be submitted to the State Superintendent of Insurance. The report shall also

be provided to the State Auditor. The report shall include, but not be limited to, disbursements made for the administration of the SRHCC including claims paid, costs of the legal representation of the Participating Members or the SRHCC, and all fees paid to the Fiscal Agent, actuary, and other consultants or professionals retained by the SRHCC.

Section 5. Provision of Health Care Benefits.

(A) Insurance Coverage. The SRHCC shall administer the provision of medical, hospitalization, dental, prescription drug, vision, life, disability income or any other benefits which may be included, from time to time, in a Participating Member's Plan Document, to all Covered Persons of each Participating Member for all claims incurred during membership in the SRHCC. Such benefits may be provided in whole or in part through (1) insurance policies issued by insurance companies or hospital service associations licensed to do business in the State, or (2) insurance plans which obligate each Participating Member to pay claims costs for its Covered Persons up to a predetermined level and under which an insurance company or companies licensed to do business in the State assume the risk of any additional claims covered by the Plan Document. All insurance policies shall include a provision giving Covered Persons the option to convert to any individual policy in accordance with O.R.C. §3923.122.

Insurance limits, types of claims covered, eligibility for benefits and any deductibles shall be approved by the governing board of each Participating Member and shall be described in the Participating Member's Plan Document. In the event that all Participating Members adopt a uniform plan of benefits, that plan document shall be prepared by the Board of Directors or its designee and shall be provided to each Participating Member by the Board of Directors. The Plan Document may be amended from time to time, subject to the approval of the Board of Directors, to provide alternative or additional types of coverage. Insurance carriers shall be selected by the Board of Directors, which shall review all policies of insurance coverage.

Each Participating Member shall notify the Fiscal Agent, or its designee, and the Third-Party Administrator of the identity of all Covered Persons and supply any other relevant personnel data as may be deemed necessary by the Board of Directors for the administration of the Health Benefits Program.

(B) Stop-Loss Insurance. In the event that the SRHCC determines to adopt a plan for medical, hospitalization, dental, prescription drug, or other insurance benefits under which each Participating Member is obligated to pay claims of its Covered Persons up to a predetermined level, the SRHCC shall purchase Stop-Loss Insurance Coverage on behalf of the Participating Members from an insurance company or companies licensed to do business in the State. That Stop-Loss Insurance Coverage shall obligate the insurance company to pay all amounts in excess of a predetermined, specified dollar amount (the "Stop-Loss Attachment Level") with respect to aggregate claims and/or individual claims of all Covered Persons of all combined Participating Members in any one Fiscal Year.

(C) Third-Party Administrator. In the event that the SRHCC determines to adopt a plan for medical, hospitalization, dental, prescription drug, or other insurance benefits under which each Participating Member is obligated to pay claims up to a predetermined level, the

SRHCC shall enter into a contract with a Third-Party Administrator to evaluate and process the payment of claims. The Third-Party Administrator shall be any organization with experience in the administration of health plan claims determined by the Board of Directors to be qualified, financially sound, and capable of meeting all of the service requirements of the contract of administration and any additional requirements which may be established by the Board of Directors.

The Third-Party Administrator shall perform those duties specified in the contract which shall be entered into between the Third-Party Administrator and the SRHCC in accordance with the provisions of this Agreement.

(D) Confidentiality of Medical Information. The Board of Directors, Fiscal Agent, Third-Party Administrator, and any designees shall adopt policies and procedures to ensure and maintain the confidentiality of any individually identifiable medical information of Covered Persons, including but not limited to protected health information under HIPAA, the names of individuals who have filed claims for health care benefits, the amount of claims filed or paid on behalf of any Covered Person, and the medical records relating to any claims, all of which shall not be public records. Reports required to be made by the Fiscal Agent or Third-Party Administrator under this Agreement to Participating Members or their Representatives, the Board of Directors, or any other person or entity, shall identify claims paid by the line of coverage but shall not include any identification of the individual who filed a claim or to whom benefits were paid.

Section 6. Contracts with Third-Party Administrators.

The Board of Directors shall contract with a Third-Party Administrator and delegate to such Administrator contractual powers and duties as the Board deems desirable. Any contract entered into by the SRHCC with a Third-Party Administrator in connection with the Health Benefits Program shall contain agreements on the part of the Third-Party Administrator to the effect that:

(A) Prior to making a request to the Fiscal Agent, or its designee, for the disbursement of moneys from the Operating Fund to pay claims of Covered Persons, the Third-Party Administrator shall confirm the eligibility of the Covered Persons.

(B) The Third-Party Administrator shall maintain records which account separately for each claim filed by Covered Persons of each Participating Member.

(C) Each request of the Fiscal Agent from the Third-Party Administrator for the disbursement of moneys from the Operating Fund for the payment of claims is to be paid.

(D) The Third-Party Administrator shall file monthly reports with the Fiscal Agent on or before the fifteenth day of each month which summarize the claims paid for the preceding months, separately identifying each claim paid and the Participating Member on behalf of which the claim was paid.

(E) The Third-Party Administrator shall assume sole responsibility for the payment of claims for which the Fiscal Agent, or its designee, has disbursed moneys to the Third-Party Administrator.

(F) The Third-Party Administrator shall submit separate statements for administrative fees to the Fiscal Agent so the Fiscal Agent can separately account for amounts paid under the Health Benefits Program for claims and amounts paid for administrative services.

(G) The Third-Party Administrator shall obtain and keep in force a fidelity bond in an amount determined by the Board of Directors and with a surety company approved by the Board of Directors. The amount of that fidelity bond shall not be reduced without the prior consent of the Board of Directors.

Section 7. Estimate of Costs; Payments by Participating Members.

(A) On or before the May meeting of the Board of Directors in the Fiscal Year preceding the Fiscal Year for which the following estimates are made, the Fiscal Agent or designee, shall submit to the Board of Directors a written estimate of (a) Program Costs for the next Fiscal Year, (b) each Participating Member's share of those Program Costs, as described in Section 8. of this Agreement based on the plan of benefits offered by the Participating Member, and (c) the Reserve Amount required for each Participating Member, as described in Section 9. of this Agreement. Those estimated costs shall be presented in enough detail so that the Board of Directors can determine their sufficiency to maintain the actuarial soundness of the Operating Fund and the Reserve Amounts and to pay all related premiums and costs.

(B) The Board of Directors shall consider the estimates and accept or modify the same, in accordance with any collective bargaining agreement, or provisions thereof, negotiated by the Participating Member and the recognized bargaining representative of its employees. It shall then instruct the Fiscal Agent, or its designee, to deliver to the Participating Members, on or before the 15th day of May, an estimated budget of the Health Benefits Program for the next Fiscal Year, evidencing each Participating Member's share of that budget. If it is necessary to modify an estimate to comply with any negotiated collective bargaining agreements, that modified estimate shall be supplied by the Board of Directors to the Fiscal Agent, or its designee, and then subsequently to the Participating Member as soon as possible thereafter.

(C) Each Participating Member shall include its share of that budget in its annual appropriations resolution (pursuant to O.R.C. Chapter 5705). Each Participating Member shall remit its share of the Program Costs to the Fiscal Agent, or its designee, for deposit in the Operating Fund on or before the twenty-fifth (25th) day of each month.

(D) Payments tendered by third parties on behalf of a Participating Member for the Member's monthly share of the Program Costs may be accepted by the Fiscal Agent, or its designee; however, under no circumstances will refunds be made by the Fiscal Agent to the third party or the Participating Member. The acceptance by the Fiscal Agent of payments tendered by a third party does not confer upon the third party any rights, expectancies, or obligations under this Agreement or the Bylaws.

(E) If the aggregate contributions of all Participating Members made in accordance with that budget prove to be insufficient to pay the total Program Costs of the Health Benefits Program for that Fiscal Year, as determined by the Board of Directors, the Fiscal Agent, at the direction of the Board, shall promptly notify in writing each Participating Member of any additional Program Costs, that Participating Member's share of those additional costs and any additional Reserve Amounts required, whereupon each Participating Member shall appropriate (pursuant to O.R.C. Chapter 5705) the amount stated in that notice. Such additional Program Costs shall be apportioned among the Participating Members in the same proportion as the Program Costs for that Fiscal Year were apportioned among the Members pursuant to Section 8. of this Agreement. In lieu of the foregoing, if the Board of Directors determines that the Reserve Fund is more than sufficient to meet the actuarial requirements calculated in the manner provided in Section 4. of this Agreement, the Board may elect to use the excess reserves to cover the costs.

(F) Each Participating Member shall comply with all applicable laws (including O.R.C. §9.833) with respect to the reservation of funds necessary for any individual or joint self-insurance arrangement included in the Health Benefits Program. To the extent required by applicable laws, each Participating Member shall establish a special fund for the deposit of amounts required by this Agreement to be paid to the Health Benefits Program for any individual or joint self-insurance arrangements. To the extent permitted by law, the aggregate of the Participating Member's appropriation accounts for employee benefits shall be deemed to be a special fund for purposes of O.R.C. §9.833(C)(2).

(G) Under no circumstances shall the Fiscal Agent, or its designee, have the power to incur obligations for Program Costs in an amount which exceeds the total unspent amount appropriated for Program Costs and remitted to the Fiscal Agent by the Participating Members pursuant to this Agreement, except as may be permitted by law.

Section 8. Apportionment of Costs.

Each Participating Member's share of the Program Costs shall be the sum of the costs allocated to each Participating Member by the Board of Directors under paragraphs (A), (B), and (C) of this Section 8. The Board of Directors may utilize the services of an outside consultant to assist it in its preparation of the following estimates:

(A) The Board of Directors shall determine the amount of funds necessary to pay claims of Covered Persons of each Participating Member for the next Fiscal Year by evaluating (1) the claims experience for that Participating Member for any preceding Fiscal Years and the amounts which that Participating Member is obligated to pay for claims under the limits of Stop-Loss Insurance Coverage, (2) allowances which may be made for increased costs or utilization of

benefits, (3) changes, if any, in the number or ages of Covered Persons for that Participating Member, (4) changes, if any, in the types of claims covered by the Health Benefits Program, and (5) any other matters which the Board of Directors deems relevant to such determination. A schedule shall be prepared by the Board of Directors separately identifying the amount to be contributed to the Operating Fund by each Participating Member for claims estimated to be filed by Covered Persons of that Participating Member.

(B) The Board of Directors, or its designee, shall determine the estimated costs of all premiums for Stop-Loss Insurance Coverage for the next Fiscal Year and shall prepare a schedule apportioning the cost of those premiums among the Participating Members in any manner not otherwise prohibited by law.

(C) The Board of Directors, or its designee, shall estimate any fees to be paid to the Fiscal Agent, compensation of any staff hired by the SRHCC to administer the Health Benefits Program, fees to be paid to any Third-Party Administrator and consultants or others for the next Fiscal Year, and any other costs of operating the Health Benefits Program for the next Fiscal Year. The Board of Directors shall develop a schedule apportioning those fees and costs among the Participating Members in any manner not otherwise prohibited by law.

Section 9. Establishment of Reserves.

The Board of Directors, or its designee, shall annually estimate on or before the May meeting the amount of reserve funds which each Participating Member must appropriate and encumber for the succeeding Fiscal Year in order to have funds available to pay all claims which could be made under the Health Benefits Program by Covered Persons of each Participating Member which would not be paid by Stop-Loss Insurance Coverage (hereinafter referred to as "the Reserve Amount"). Each Participating Member shall include its Reserve Amount in its annual appropriations resolution (pursuant to O.R.C. Chapter 5705). Each Participating Member must deposit its Reserve Amount in the Reserve Fund. Amounts in the Reserve Fund shall be invested by the Fiscal Agent in accordance with O.R.C. Chapter 135.

Section 10. Withdrawal of a Participating Member.

(A) Any Participating Member, shall be entitled to withdraw from the SRHCC, provided that the Participating Member has submitted an irrevocable written notice of its intention to withdraw to the Board of Directors at least six (6) months prior to the Participating Member's effective date of withdrawal. The withdrawing Participating Member shall become a non-voting member of the Board of Directors during this six (6) month period. Upon withdrawal by a Participating Member from the SRHCC, the Board of Directors, or its designee, shall determine if the amount of money on deposit in the Operating Fund and the Reserve Fund is sufficient to pay the obligations of the withdrawing Participating Member to the SRHCC as of the effective date of withdrawal, including, without limitation, claims, the withdrawing Participating Member's share of administrative expenses, insurance or reinsurance premiums, fees of claims administrators, cost containment or utilization review contractors, actuaries, and others for the period of participation in the SRHCC. In the event that the amount of money on deposit in the Operating Fund and the Reserve Fund is not sufficient to pay the obligations of the

withdrawing Participating Member, or in the event the withdrawing Member has not met its current obligations to the SRHCC as of the effective date of withdrawal, the Board of Directors or its designee, shall determine the amount owed to the SRHCC by that withdrawing Member, and the Fiscal Agent shall deliver a written notice to the withdrawing Member setting forth the amount owed. That amount shall be paid to the Operating Fund and/or the Reserve Fund within fifteen (15) days of receipt of that notice.

(B) Failure by any Participating Member, to appropriate and remit when due any of its monthly share of the Program Costs and all other payments required by this Agreement shall cause the suspension of such Participating Member, during which period no claims shall be paid on behalf of such Participating Member and no liability for claims shall accrue to the SRHCC beyond the period for which Program Costs have been paid prior to the suspension of the Participating Member. In addition, any Participating Member who has under fifty percent (50%) participation of eligible employees shall withdraw or be terminated from the SRHCC unless approved by the Board of Directors. Upon withdrawal, under this Section, the withdrawing Member may not become a Participating Member again for a period of three (3) years and until it has fully complied with the procedures contained in Section 11. of this Agreement. This three (3) year period may be waived by the Board of Directors in its sole discretion.

(C) All claims of Covered Persons of the withdrawing Participating Member that have not been processed and paid by the SRHCC at or prior to that Member's effective date of withdrawal from the SRHCC shall not be the liability of the SRHCC. The withdrawing Participating Member specifically waives its rights against the Operating Fund, the Reserve Fund and the SRHCC for the payment of claims incurred, claims reported, and claims processed for payment after its effective date of withdrawal.

(D) Any Participating Member that withdraws from the SRHCC shall have no claim against the funds or assets held by or for the SRHCC. Upon the withdrawal of any Participating Member in accordance with this Section, whether by notice or nonpayment, such withdrawing Member shall forfeit its prorata share of any and all funds or other assets held by or for the SRHCC.

Section 11. Inclusion of Additional Participating Members.

Any public school district or other political subdivision within the State of Ohio with at least one hundred (100) eligible participants may apply to the Board of Directors for inclusion in the SRHCC by submitting an application in writing. The one hundred (100) eligible participant requirement may be waived by the Board of Directors in its sole discretion. That application shall be accompanied by a duly adopted resolution of the applicant's governing body requesting inclusion in the SRHCC and authorizing execution of this Agreement by the applicant. The applicant shall submit to the Board of Directors its insurance claims experience and any other documentation or other records requested by the Board of Directors or Fiscal Agent. The Board of Directors shall determine, whether the applicant should be included in the Health Benefits Program. The applicant shall be included in the SRHCC and deemed a Participating Member upon acceptance by the Board of Directors, execution of this Agreement, and appropriation and

remittance to the Fiscal Agent of the initial monthly assessment of Program Costs as determined by the Board of Directors or its designee.

Section 12. Amendments.

This Agreement may be modified, amended or supplemented in any respect not prohibited by law upon approval of the modification, amendment or supplement by the representatives of the governing bodies of at least two-thirds of the Participating Members. The representative of the governing body shall be the treasurer or designee.

Section 13. Term of the Agreement.

It is the express intention of the Participating Members that this Agreement shall continue for an indefinite term, but may be terminated as provided in Section 14.

Section 14. Termination.

(A) In the event that two-thirds of the governing bodies of the Participating Members, by duly adopted resolutions, determine that this Agreement shall be terminated, the Board of Directors shall meet, within thirty (30) days following receipt of certified copies of those resolutions, to determine the date upon which this Agreement and the activities and operations of the SRHCC shall terminate and to make recommendations to the Participating Members with respect to matters which must be resolved upon termination of the SRHCC which are not addressed by this Agreement.

(B) Upon termination of the SRHCC any moneys on deposit in the Reserve Fund shall be transferred to the Participating Members in the amount each contributed to that Fund, plus that Participating Member's allocable share of any investment earnings on that amount.

(C) Upon termination of the SRHCC, the Operating Fund shall be maintained by the Fiscal Agent and claims accruing prior to the date of termination shall be paid on behalf of the Participating Members from the Operating Fund by the Fiscal Agent and any Third-Party Administrator for a period of ninety (90) days or until the Operating Fund is depleted, whichever shall occur first. Thereafter, the Fiscal Agent shall distribute to each Participating Member the difference between its contributions to the Operating Fund and the total of (1) all claims paid to the Covered Persons of that Participating Member, and (2) that Participating Member's share of all premiums paid for Stop-Loss Insurance Coverage, fees for services of the Third-Party Administrator and other Program Costs.

(D) Upon disbursement of any moneys in the Operating Fund to the Participating Members, all further claims of Covered Persons shall be the liability of their employing Participating Member, and the Participating Members shall be deemed to have waived all rights and claims against the SRHCC's Health Benefits Program, any Third-Party Administrator, and the Fiscal Agent for the payment of claims.

Section 15. Effectiveness.

This Agreement shall not be effective until executed by at least a majority of the Participating Members. Each Participating Member executing this Agreement shall deliver to the Fiscal Agent a certified copy of the resolution of its governing body authorizing execution of this Agreement.

Section 16. Notices; Reports; Miscellaneous.

Any notice to a Participating Member required to be in writing shall be deemed given if left at the office of the representative of such Participating Member or deposited in the United States mail, postage prepaid, by certified mail addressed to that representative.

IN WITNESS WHEREOF, the undersigned representative of the respective Participating Members, pursuant to the duly adopted authorizing resolutions of their governing bodies, have on behalf of their respective Participating Members signed this Agreement on the date indicated below their respective signatures.

By: President

Date

By: Superintendent of Schools

Date

By: Treasurer/CFO

Date

The undersigned, on behalf of the Board of Directors of the Summit Regional Health Care Consortium, hereby ratifies _____ as a Participating Member effective _____, 2013.

By: _____
Chairperson of the Board of Directors

Date: _____

New Document

Board Policy
District Managed College Scholarships

The Board of Education, in administering the scholarship funds donated to the Board, shall award said scholarships through a process under which the applicant's identity is not disclosed to the selection committee. The purpose in establishing such an administrative practice is to establish a uniform selection process that ensures all applicants are fairly evaluated on their accomplishments, qualifications, and match to the criteria established by the donor.

This policy is not intended to modify in any way the unique criteria established by the donor for the intended recipient's qualifications (e.g. student going into medical field). The Board of Education shall make every effort to honor the terms and conditions established by the donor at the inception of the scholarship fund.

Although many scholarship funds are not under the control of the Board of Education, it is the Board of Education's recommendation that all scholarship programs, both internally and externally managed, follow this same practice.

Adopted April __, 2013

New Document

Medina County Schools'
Educational Service Center

2012-2013

Service Agreement Between:

The Medina County Schools' Educational Service Center
and
The Revere Local School District

The Medina County Schools' Educational Service Center (MCSESC) and the Revere Local School District (RLSD) enter into this agreement for the MCSESC to provide American Sign Language Interpreter Services to RLSD. Through this agreement, the parties agree to the following terms:

Terms and Assurances

This agreement will be in effect for the 2013 fiscal year (April 22, 2013, to June 30, 2013).

- The MCSESC will provide 4 (four) hours per day, four days a week for the remainder of the school year (plus an additional 3.5 hours for OAA Testing as approved by both districts) of American Sign Language Interpreter Services to the RLSD. The rate of service will be \$35/hour.

The Revere Local School District (RLSD) agrees to pay the Medina County Schools' Educational Service Center (MCSESC) the total contract amount of ~~\$3,482.50~~ for the service specified in this agreement. The RLSD will be billed May 1, 2013 for these services.

For the Medina County Schools'
Educational Service Center

For the Revere Local
School District

Superintendent Date

Superintendent Date

Treasurer Date

Treasurer Date

New Document



NEOLA of OHIO
TEMPLATES

Attachment 2

BOARD OF EDUCATION
_____ **SCHOOL DISTRICT**

PROFESSIONAL STAFF
3220/page 1 of 15

REPLACEMENT POLICY - SPECIAL UPDATE - APRIL 2013

STANDARDS-BASED TEACHER EVALUATION

[DRAFTING NOTE: This is only a policy "template" and requires numerous and important local choices prior to adoption. In addition, the final policy must be developed "in consultation with teachers employed by the Board"]

The Board of Education is responsible for a standards-based teacher evaluation policy which conforms to the framework for evaluation of teachers as approved by the State Board of Education and aligns with the "Standards for the Teaching Profession" as set forth in State law.

☒ The Board adopts the Ohio Teacher Evaluation System ("OTES") model as approved by the State Board of Education.

The Board believes in the importance of ongoing assessment and meaningful feedback as a powerful vehicle to support improved teaching performance and student growth, as well as promotion and retention decisions for teachers.

This policy shall be implemented as set forth herein and shall be included in the collective bargaining agreement with the REA, and in all extensions and renewals thereof.

This policy has been developed in consultation with teachers employed by the Board.

The Board authorizes the Superintendent to establish and maintain an ongoing Evaluation Policy Consultation committee, with continuing participation by District teachers

represented by the REA,

for the express purpose of recommending necessary changes to the Board for the appropriate revision of this policy.



BOARD OF EDUCATION

SCHOOL DISTRICT

PROFESSIONAL STAFF

3220/page 2 of 15

Definitions

"OTES" - stands for the Ohio Teacher Evaluation System as adopted by the Ohio State Board of Education in 2011, or as otherwise modified by the State Board of Education.

"Teacher" - For purposes of this policy, "teacher" means licensed instructors who spend at least fifty percent (50%) of his/her time providing content-related student instruction and who is working under one of the following:

- A. A license issued under R.C. 3319.22, 3319.26, 3319.222 or 3319.226; or
- B. A permanent certificate issued under R.C. 3319.222 as it existed prior to September, 2003; or
- C. A permanent certificate issued under R.C. 3319.222 as it existed prior to September, 2006; or
- D. A permit issued under R.C. 3319.301.

Substitute teachers and teachers not meeting this definition are not subject to evaluation under this policy. Full time bargaining unit members who do not meet the definition will be evaluated utilizing the evaluation procedures of the collective bargaining agreement in effect between the Board and the



NEOLA of OHIO TEMPLATES

BOARD OF EDUCATION

SCHOOL DISTRICT

PROFESSIONAL STAFF

3220/page 3 of 15

The Superintendent, Treasurer, () Business Manager and any "other administrator" as defined by R.C. 3319.02 are not subject to evaluation under this policy

"Credentialed Evaluator" - For purposes of this policy, each teacher subject to evaluation will be evaluated by a person who:

- A. meets the eligibility requirements under R.C. 3319.111(D); and
- B. holds a credential established by the Ohio Department of Education for teacher evaluation; and
- C. has completed State-sponsored evaluation training and has passed an online credentialing assessment.

[Choose One]

☐ The Board will approve and maintain a list of credentialed evaluators as necessary to effectively implement this policy.

OR

☒ The Board shall authorize the Superintendent/designee to approve and maintain a list of credentialed evaluators as necessary to effectively implement this policy.

"Core Subject Area" - means reading and English language arts, mathematics, science, foreign language, government, economics, fine arts, history and geography.

"Student Growth" - for the purpose of the District's evaluation policy, student growth is defined as the change in student achievement for an individual student between two (2) or more points in time.

"Student Learning Objectives" ("SLOs") - include goals identified by a teacher or group of teachers that identify expected learning outcomes or growth targets for a group of students over a period of time.

"Shared Attribution Measures" - student growth measures that can be attributed to a group.



NEOLA of OHIO TEMPLATES

BOARD OF EDUCATION
_____ **SCHOOL DISTRICT**

PROFESSIONAL STAFF
3220/page 4 of 15

"Value-Added" – refers to the EVAAS Value-Added methodology provided by SAS, Inc., which provides a measure of student progress at the District and school level based on each student's scores on State issued standardized assessments.

"Vendor Assessment" – student assessments approved by the Ohio Department of Education that measure mastery of the course content for the appropriate grade level, which may include nationally normed standardized assessments, industry certification exams, or end-of-course examinations for grade level and subjects for which the Value-Added measure does not apply.

Standards Based Teacher Evaluation

Teacher evaluations will utilize multiple factors, with the intent of providing meaningful feedback to each teacher and assigning an effectiveness rating based in equal part upon teacher performance and student growth.

Each teacher evaluation will result in an effectiveness rating of:

- A. accomplished;
- B. proficient;
- C. developing; or
- D. ineffective

The specific standards and criteria for distinguishing between these ratings/levels of performance shall be the same as those developed by the State Board of Education, which are incorporated herein by reference.

The Superintendent shall annually cause to be filed a report to the Department of Education the number of teachers for whom an evaluation was conducted as well as the number of teachers assigned each rating as set forth above, aggregated by teacher preparation programs from which and the years in which the teachers graduated.

Fifty percent (50%) of each evaluation will be based upon teacher performance and fifty percent (50%) on multiple measures of student growth as set forth herein.



NEOLA of OHIO TEMPLATES

BOARD OF EDUCATION

_____ SCHOOL DISTRICT

PROFESSIONAL STAFF

3220/page 5 of 15

Assessment of Teacher Performance

Teacher performance will be evaluated during formal observations and periodic informal observations also known as "classroom walkthroughs." Such performance, which will comprise fifty-percent (50%) of a teacher's effectiveness rating, will be assessed through a holistic process by trained and credentialed evaluators, based upon the following *Ohio Standards for the Teaching Profession*:

- A. understanding student learning and development and respecting the diversity of the students they teach;
- B. understanding the content area for which they have instructional responsibility;
- C. understanding and using varied assessment to inform instruction, evaluate and ensure student learning;
- D. planning and delivering effective instruction that advances individual student learning;
- E. creating learning environments that promote high levels of learning and student achievement;
- F. collaborating and communicating with students, parents, other educators, District administrators and the community to support student learning; and
- G. assuming responsibility for professional growth, performance and involvement.



NEOLA of OHIO

TEMPLATES

BOARD OF EDUCATION
_____ SCHOOL DISTRICT

PROFESSIONAL STAFF
3220/page 6 of 15

Formal Observation and Classroom Walkthrough Sequence

- A. All instructors who meet the definition of "teacher" under R.C. 3319.111 and this policy shall be evaluated based on at least **two (2)** formal observations and periodic classroom walkthroughs **each school year**.
- B. Teachers on a limited contract who are under consideration for renewal/nonrenewal shall receive at least **three (3)** formal observations in addition to periodic classroom walkthroughs () unless the Superintendent waives the third observation.
 - ☒ A teacher who has been granted a continuing contract by the Board and who receives a rating of "Accomplished" on his/her most recent evaluation shall be evaluated **every other school year**.
 - [] A teacher who receives a rating of "Accomplished" on his/her most recent evaluation may request that in place of one of the required observations, the teacher instead may complete a project. The Superintendent/designee shall approve or deny the teacher's request in his/her sole discretion.

Pursuant to this policy and Board resolution, the Board shall approve a list of projects recommended by the Superintendent/designee that demonstrate a teacher's continued growth and practice at the accomplished level for accomplished teachers who wish to complete a project in lieu of one (1) formal observation.

Evaluations will be completed by May 1st and each teacher will be provided a written report of the results of his/her evaluation by May 10th. Written notice of nonrenewal will be provided by June 1st.

In evaluating teacher performance in these areas, the Board shall utilize the measures set forth by the Ohio Department of Education's OTES "Teacher Performance Evaluation Rubric" for instructional planning, instruction and assessment, and professionalism, set forth herein in the Appendix.



NEOLA of OHIO TEMPLATES

BOARD OF EDUCATION

SCHOOL DISTRICT

PROFESSIONAL STAFF
3220/page 7 of 15

Each teacher evaluated under this policy shall annually complete a "Self-Assessment," utilizing the Self Assessment Summary Tool set forth herein as "Teacher Evaluation Form."

Formal Observation Procedure

[Choose One]

- A. ☐ The first formal observation shall be preceded by a conference between the evaluator and the employee prior to the observation in order for the employee to explain plans and objectives for the classroom situation to be observed. The second observation will be unannounced.

OR

- A. ☒ All formal observations shall be preceded by a conference between the evaluator and the employee prior to the observation in order for the employee to explain plans and objectives for the classroom situation to be observed.
- B. A post-observation conference shall be held after each formal observation.

Informal Observation/Classroom Walkthrough Procedure

- A. Classroom walkthroughs shall not unreasonably disrupt and/or interrupt the learning environment.
- B. Data gathered from the walkthrough must be placed on the form designated in Teacher Evaluation Form.
- C. A final debriefing and completed form must be shared with the employee within a reasonable amount of time.



NEOLA of OHIO TEMPLATES

BOARD OF EDUCATION

SCHOOL DISTRICT

PROFESSIONAL STAFF
3220/page 8 of 15

Assessment of Student Growth

In determining student growth measures, the Board adopts the Ohio Department of Education's Ohio Teacher Evaluation System (OTES), which calculates student growth by assessing achievement for an individual student occurring between two (2) points in time. It is important to note that a student who has sixty (60) or more unexcused absences for the school year will not be included in the determination of student academic growth.

In general, the Board will utilize the following categories to determine this aspect of a teacher's evaluation, depending upon the instructor involved:

- A1. Teachers instructing in value-added subjects exclusively¹;
- A2. Teachers instructing in value-added courses, but not exclusively²;

OR

- B. Teachers instructing in areas with Ohio Department of Education approved vendor assessments with teacher-level data available; or

¹ If a teacher's schedule is comprised only of courses or subjects for which the value-added progress dimension is available, until June 30, 2014, the majority (i.e., greater than twenty-five (25%) of the student growth factor of the evaluation will be based upon the value-added progress as determined for each such teacher. After July 1, 2014, the entire student academic growth factor of the evaluation (i.e. fifty percent (50%) shall be based on the value-added progress dimension.

²For these teachers, value added will be used for the student academic growth factor in proportion to the part of a teacher's schedule of courses or subjects for which the value-added progress dimension is applicable. Teachers with multiple subjects that have value-added data will be issued reports for a composite of reading and math; for other assessments (approved vendor and local measures), the assessment data measures should be representative of the teacher's schedule.



NEOLA of OHIO TEMPLATES

BOARD OF EDUCATION
SCHOOL DISTRICT

PROFESSIONAL STAFF
3220/page 9 of 15

- C. Teachers instructing in areas where no teacher-level value-added or approved vendor assessment available.³

Where value-added methodologies exist for A1 and A2 teachers, the Board will utilize them in the evaluation process, to the extent set forth in the Appendix of the "District Student Growth Measurement Index." Teachers instructing in value-added courses, but not exclusively, will utilize teacher value-added and locally determined measures proportionate to the teacher's schedule.

When an approved Ohio Department of Education vendor assessment is utilized in the measurement of student growth, it will be included in the evaluation process for B teachers to the extent set forth in the Appendix of the "District Student Growth Measurement Index."

When neither teacher-level value-added data nor Ohio Department of Education-approved assessments are available, the District shall use locally-determined Student Growth Measures for C teachers as set forth in the Appendix of the "District Student Growth Measurement Index." Student Growth Measures may be comprised of SLOs, shared attribution, and/or non-Value-Added vendor data.

An SLO must be based upon the following criteria: Baseline and Trend Data, Student Population, Interval of Instruction, Standards and Content, Assessment(s), Growth Targets, and Rationale for Growth Targets. When new SLO's are developed or revised, the process will include consultation with teachers employed by the Board. The Board's process for creating and revising SLO's is set forth in the Appendix of the "District OTES Student Growth Measures Manual."

Data from these approved measures of student growth will be scored on five (5) levels in accordance with the Ohio Department of Education/OTES guidance and converted to a score in one of three (3) levels of student growth:

A. above;

B. expected;

C. below.

³ If used, only one (1) "shared attribution" measure can be utilized per instructor.



NEOLA of OHIO TEMPLATES

BOARD OF EDUCATION
SCHOOL DISTRICT

PROFESSIONAL STAFF
3220/page 10 of 15

Final Evaluation Procedures

Each teacher's performance rating will be combined with the assessment of student growth measures to produce the summative evaluation rating, based upon the following "Evaluation Matrix":

		Teacher Performance			
		4	3	2	1
Student Growth Measure	Above	Accomplished	Accomplished	Proficient	Developing
	Expected	Proficient	Proficient	Developing	Developing
	Below	Developing	Developing	Ineffective	Ineffective

The evaluator shall provide that each evaluation is submitted to the teacher for his/her acknowledgement by written receipt. If signed, by the teacher, the receipt is to be sent to the Superintendent as soon as received.



NEOLA of OHIO TEMPLATES

BOARD OF EDUCATION

SCHOOL DISTRICT

PROFESSIONAL STAFF

3220/page 11 of 15

Professional Growth Plans and Professional Improvement Plans

Based upon the results of the annual teacher evaluation as converted to the "Evaluation Matrix" above, each teacher must develop either a professional growth plan or professional improvement plan as follows:

- A. Teachers whose performance rating indicates above expected levels of student growth will develop a professional growth plan and may choose their credentialed evaluator from those available to the Board for that purpose, utilizing the components set forth in the "Teacher Evaluation Form."
- B. Teachers whose performance rating indicates expected levels of student growth will develop a professional growth plan collaboratively with his/her credentialed evaluator and will have input on his/her evaluator for the next evaluation cycle, utilizing the components set forth in the "Teacher Evaluation Form"
- C. Teachers whose performance rating indicates below expected levels of student growth will develop a professional improvement plan with their credentialed evaluator. The administration will assign the evaluator for the subsequent evaluation cycle and approve the professional improvement plan, utilizing the components set forth in "Teacher Evaluation Form."



NEOLA of OHIO TEMPLATES

BOARD OF EDUCATION

SCHOOL DISTRICT

PROFESSIONAL STAFF

3220/page 12 of 15

Core Subject Teachers - Testing for Content Knowledge

Beginning with the 2015-2016 school year, core subject area teachers must register for and complete all written examinations of content knowledge selected by the Ohio Department of Education if the teacher has received an effectiveness rating of "Ineffective" on his/her annual evaluation for two (2) of the three (3) most recent school years.

If a teacher passes the examination set forth above and provides proof of that passage to the Board, the teacher will be required, at the teacher's expense, to complete professional development that is targeted to the deficiencies identified in the teacher's evaluations conducted under this policy.

The following may be grounds for termination of a teacher pursuant to R.C. 3319.16:

- A. failing to complete all required written examinations under this section;
- B. a failing score on a written examination(s) taken pursuant to this section;
- C. a rating of "ineffective" on the teacher's next evaluation after passing all written examinations pursuant to this section and after completion of the required professional development; or
- D. failure of a teacher to complete the required professional development.

Any teacher passing the examination set forth above will not be required to take the examination again for three (3) years, regardless of the teacher's evaluation ratings or the performance index score ranking of the building in which the teacher teaches.

No teacher shall be responsible for the cost of taking an examination set forth above.

Board Professional Development Plan

In accordance with the Ohio State Board of Education's statewide evaluation framework, the Board has adopted a specific plan for the allocation of financial resources to support the professional development of teachers covered by this policy. The plan will be reviewed annually.



NEOLA of OHIO TEMPLATES

BOARD OF EDUCATION
SCHOOL DISTRICT

PROFESSIONAL STAFF
3220/page 13 of 15

Retention and Promotion Decisions/Removal of Poorly Performing Teachers

It is the purpose of this Standards-Based Teacher Evaluation Policy to improve the quality of instruction, enhance student learning and strengthen professional competence through meaningful feedback and targeted professional development. In addition, the evaluations produced will serve to inform the Board on employment decisions, i.e., retention, promotion of teachers, renewal of teaching contracts, and the removal/nonrenewal of poorly performing teachers.

Definitions:

"Retention" for purposes of this policy refers to employment decisions on the question of whether or not to suspend a contract pursuant to a reduction in force, nonrenew a limited or extended limited contract, or terminate employment for good and just cause. In the case of a reduction in force, seniority will not be considered when making decisions on contract suspensions, except in the instance of comparable evaluations. The decision to nonrenew or terminate the contract of a poorly performing teacher may be informed by the evaluation(s) conducted under this policy. However, decisions to nonrenew or terminate a teaching contract are not limited by the existence of this policy.

"Promotion" as used in this context is of limited utility given the fact that teachers covered by this policy are not currently employed in any discernible hierarchy. Nevertheless, when making decisions relative to such matters as determining department or grade level chairpersons, selections to curricular or strategic planning bodies, or teaching assignments, the Board will consider teacher performance as indicated by evaluations.

"Poorly Performing Teachers" refers to teachers identified through the evaluation process set forth in this policy who demonstrate an inability and/or unwillingness to meet the reasonable expectations of this standards-based evaluation system.

"Comparable Evaluations"- Since seniority may not be the basis for teacher retention or other employment decisions, except when deciding between teachers who have comparable evaluations, this refers to teachers within the categories of "Ineffective," "Developing," "Proficient," and "Accomplished."



NEOLA of OHIO
TEMPLATES

BOARD OF EDUCATION

SCHOOL DISTRICT

PROFESSIONAL STAFF

3220/page 14 of 15

Removal of Poorly Performing Teachers

Poorly performing teachers may be removed, upon recommendation of the Superintendent, either through nonrenewal or termination, when the following has been demonstrated:

- A. failure of a core subject area teacher required to take a written examination to pass such examination;
- B. failure of core subject area teacher required to take a written examination to complete required professional development;
- C. failure of core subject area teacher to complete all required written examinations;
- D. receipt of an "Ineffective" rating by a core subject area teacher in the evaluation following passage of a written examination and completion of required professional development;

- () _____
- () _____
- () _____
- () _____

OR

Y]

Removal of poorly performing teachers will be in accordance with the nonrenewal and termination statutes of the Ohio revised code

and/or the relevant provisions of the collective bargaining agreement in effect between the Board and the _____.



NEOLA of OHIO
TEMPLATES

BOARD OF EDUCATION
_____ **SCHOOL DISTRICT**

PROFESSIONAL STAFF
3220/page 15 of 15

Nothing in this policy will be deemed to prevent the Board from exercising its rights to nonrenew, terminate, or suspend a teaching contract as provided by law and the terms of the collective bargaining agreement in effect between it and the REA. The evaluation system and procedures set forth in this policy shall not create an expectation of continued employment for teachers on a limited contract that are evaluated under this policy. The Board reserves the right to nonrenew a teacher evaluated under this policy in accordance with R.C. 3319.11 notwithstanding the teacher's summative rating.

R.C. 3319.02, 3319.11, 3319.111, 3319.112, 3319.22, 3319.222, 3319.226
R.C. 3319.26, 3319.58, 3333.0411
A.C. 3301-35-03(A)

© NEOLA 2013

New Document



NEOLA of OHIO
TEMPLATES

Attachment 3

BOARD OF EDUCATION
REVERE LOCAL **SCHOOL DISTRICT**

BYLAWS
0160/page 3 of 19

REVISED BYLAW 0165.1 - VOL. 31, NO. 2 - CORRECTION

0165.1 Regular Meetings

Regular meetings of the Board shall be public and held at least once every two (2) months. R.C. 121.22, 3313.15

- A. It shall be the responsibility of the Superintendent, in cooperation with the Board President, to prepare an agenda of the items of business to come before the Board at each regular meeting.
- B. The agenda of the regular monthly meeting or special meetings shall be accompanied by a report from the Superintendent on information relating to the District with such recommendations as s/he shall make.

Each agenda shall contain the following statement:

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

- C. The agenda for each regular meeting shall be mailed or delivered to each Board member so as to provide proper time for the member to study the agenda. Generally, the agenda should be mailed no later than 2 days prior to the meeting, or delivered so as to provide time for the study of the agenda by the member. The agenda for a special meeting shall be delivered at least twenty-four (24) hours before the meeting, consistent with provisions calling for special meetings.
- D. The Board shall transact business according to the agenda prepared by the Superintendent and submitted to all Board members in advance of the meeting. The order of business may be altered and items added at any meeting by a majority vote of the members present.



NEOLA of OHIO TEMPLATES

BOARD OF EDUCATION

REVEAE LOCAL SCHOOL DISTRICT

BYLAWS

0160/page 4 of 19

E. Consent Agenda

The Board shall use a consent agenda to keep routine matters within a reasonable time frame.

The following routine business items may be included in a single resolution for consideration by the Board.

1. minutes of prior meetings
2. bills for payment
3. hiring of personnel
4. resolutions that require annual adoption, such as bank signatories, Ohio High School Athletic Association membership, etc.
5. resignations and leaves
6. _____

A member of the Board may request any item be removed from the consent resolution. No vote of the Board will be required to remove an item from the consent agenda. A single member's request shall cause it to be relocated as an action item eligible for discussion.

F. Rescheduled Regular Meeting

The agenda for a rescheduled regular meeting shall be the agenda that had been established for that regular meeting and the agenda may be modified pursuant to "regular meeting" procedures detailed in Bylaw 0165.1 - Regular Meetings.



NEOLA of OHIO
TEMPLATES

BOARD OF EDUCATION
SCHOOL DISTRICT

BYLAWS
0160/page 5 of 19

REVISED BYLAW 0165.2 - VOL. 31, NO. 2 - CORRECTION

0165.2 Special Meetings

Special meetings of the Board shall be public. R.C. 121.22

A. Special meetings shall be called by the President or the Treasurer or by two (2) members of the Board by serving a written notice of the time **and** place, ~~and purpose~~ of such meeting upon each Board member at least two (2) days in advance of the meeting. R.C. 3313.16

~~B. The agenda as presented shall be followed unless altered by the presiding officer.~~

B. The agenda for a special meeting, other than a rescheduled regular meeting, is limited to the purpose set forth in the public notice that is provided at least twenty-four (24) hours in advance of the meeting. At the special meeting, the Board may only discuss those issues set forth on the agenda, whether in open session or executive session.

~~(+) or a majority of those present and voting.~~

New Document



NEOLA of OHIO TEMPLATES

Attachment 4

BOARD OF EDUCATION
_____ **SCHOOL DISTRICT**

STUDENTS
5630.01/page 1 of 14

NEW POLICY - SPECIAL UPDATE II APRIL 2013

**POSITIVE BEHAVIOR INTERVENTION AND SUPPORTS AND LIMITED USE
OF RESTRAINT AND SECLUSION**

The Board is committed to the District-wide use of Positive Behavior Intervention and Supports ("PBIS") with students. Student Personnel shall work to prevent the need for the use of restraint and/or seclusion. PBIS emphasizes prevention of student behavior problems through the use of non-aversive techniques, which should greatly reduce, if not eliminate, the need to use restraint and/or seclusion.

Professional staff members and support staff determined appropriate by the Superintendent are permitted to physically restrain and/or seclude a student, but only when there is immediate risk of physical harm to the student and/or others, there is no other safe and effective intervention possible, and the physical restraint or seclusion is used in a manner that is age and developmentally appropriate



and protects the safety of all children and adults at school.

All restraint and seclusion shall only be done in accordance with this Policy, which is based on the standards adopted by the State Board of Education regarding the use of student restraint and seclusion.

Training in methods of PBIS and the use of restraint and seclusion will be provided to all professional staff and support staff determined appropriate by the Superintendent. Training will be in accordance with the State's Standards. Only school staff who are trained in permissible seclusion and physical restraint measures shall use such techniques.

Every use of restraint and seclusion shall be documented and reported in accordance with this Policy.

This Policy shall be made available to parents annually and shall be published on the District's website.



NEOLA of OHIO

TEMPLATES

BOARD OF EDUCATION
_____ **SCHOOL DISTRICT**

STUDENTS
5630.01/page 2 of 14

DEFINITIONS

Aversive behavioral interventions means an intervention that is intended to induce pain or discomfort to a student for the purpose of eliminating or reducing maladaptive behaviors, including such interventions as application of noxious, painful, and/or intrusive stimuli, including any form of noxious, painful or intrusive spray, inhalant, or taste.

Chemical restraint means a drug or medication used to control a student's behavior or restrict freedom of movement that is not:

- A. Prescribed by a licensed physician, or other qualified health professional acting under the scope of the professional's authority under Ohio law, for the standard treatment of a student's medical or psychiatric condition; and
- B. Administered as prescribed by the licensed physician or other qualified health professional acting under the scope of the professional's authority under Ohio law.

De-escalation techniques are strategically employed verbal or non-verbal interventions used to reduce the intensity of threatening behavior before a crisis situation occurs.

Functional behavior assessment ("FBA") is a collaborative problem-solving process that is used to describe the "function" or purpose that is served by a student's behavior. Understanding the "function" that an impeding behavior serves for the student assists directly in designing educational programs and developing behavior plans with a high likelihood of success.



NEOLA of OHIO

TEMPLATES

BOARD OF EDUCATION
_____ **SCHOOL DISTRICT**

STUDENTS
5630.01/page 3 of 14

Mechanical restraint means any method of restricting a student's freedom of movement, physical activity, or normal use of the student's body, using an appliance or device manufactured for this purpose. Mechanical restraint does *not* mean devices used by trained school personnel, or used by a student, for the specific and approved therapeutic or safety purposes for which such devices were designed and, if applicable, prescribed, including:

- A. restraints for medical immobilization;
- B. adaptive devices or mechanical supports used to allow greater freedom of mobility than would be possible without the use of such devices or mechanical supports; or
- C. vehicle safety restraints when used as intended during the transport of a student in a moving vehicle.

Parent means:

- A. a biological or adoptive parent;
- B. a guardian generally authorized to act as the child's parent, or authorized to make decisions for the child (but not the State if the child is a ward of the State);
- C. an individual acting in the place of a biological or adoptive parent (including a grandparent, stepparent, or other relative) with whom the child lives, or an individual who is legally responsible for the child's welfare;
- D. a surrogate parent who has been appointed in accordance with Ohio Administrative Code 3301-51-05(E); or
- E. any person identified in a judicial decree or order as the parent of a child or the person with authority to make educational decisions on behalf of the child.

Physical escort means the temporary touching or holding of the hand, wrist, arm, shoulder, waist, hip, or back for the purpose of inducing a student to move to a safe location.



NEOLA of OHIO

TEMPLATES

BOARD OF EDUCATION
_____ **SCHOOL DISTRICT**

STUDENTS
5630.01/page 4 of 14

Physical restraint means the use of physical contact that immobilizes or reduces the ability of a student to move his/her arms, legs, body, or head freely. Physical restraint does *not* include a physical escort, mechanical restraint, or chemical restraint. Physical restraint does *not* include brief physical contact for the following or similar purposes to:

- A. break up a fight;
- B. knock a weapon away from a student's possession;
- C. calm or comfort;
- D. assist a student in completing a task/response if the student does not resist the contact; or
- E. prevent an impulsive behavior that threatens the student's immediate safety (e.g., running in front of a car).

Positive Behavior Intervention and Supports ("PBIS") means a school-wide systematic approach to embed evidence-based practice and data-driven decision making to improve school climate and culture in order to achieve improved academic and social outcomes, and increase learning for all students. PBIS encompasses a range of systemic and individualized positive strategies to reinforce desired behaviors, diminish reoccurrences of challenging behaviors, and teach appropriate behaviors to students.

Positive Behavior Support Plan means the design, implementation, and evaluation of individual or group instructional and environmental modifications, including programs of behavioral instruction, to produce significant improvements in behavior through skill acquisition and the reduction of problematic behavior.

Prone restraint means physical or mechanical restraint while the student is in the face-down position for an extended period of time.

Seclusion means the involuntary isolation of a student in a room, enclosure, or space from which the student is prevented from leaving by physical restraint or by a closed door or other physical barrier.

Student means a child or adult aged three (3) to twenty-one (21) enrolled in the District.



NEOLA of OHIO TEMPLATES

BOARD OF EDUCATION
_____ **SCHOOL DISTRICT**

STUDENTS
5630.01/page 5 of 14

Student Personnel means teachers, principals, counselors, social workers, school resource officers, teacher's aides, psychologists, bus drivers, or other District staff who interact directly with students.

Timeout means a behavioral intervention in which the student, for a limited and specified time, is separated from the class within the classroom or in a non-locked setting for the purpose of self-regulating and controlling his or her own behavior. In a timeout, the student is not physically restrained or prevented from leaving the area by physical barriers.

POSITIVE BEHAVIOR INTERVENTION AND SUPPORTS

Positive Behavior Intervention and Supports ("PBIS") creates structure in the environment using a non-aversive effective behavioral system to improve academic and behavior outcomes for all students.

The PBIS prevention-oriented framework or approach shall apply to all students and staff, and in all settings.

PBIS shall include:

- A. school staff trained to identify conditions such as where, under what circumstances, with whom, and why specific inappropriate behavior may occur;
- B. preventative assessments that include:
 - 1. review of existing data;
 - 2. interviews with parents, family members, and students; and
 - 3. examination of previous and existing behavioral intervention plans.



NEOLA of OHIO TEMPLATES

BOARD OF EDUCATION
_____ **SCHOOL DISTRICT**

STUDENTS
5630.01/page 6 of 14

- C. development and implementation of preventative behavioral interventions, and the teaching of appropriate behavior, including:
1. modification of environmental factors that escalate inappropriate behavior;
 2. supporting the attainment of appropriate behavior; and
 3. use of verbal de-escalation to defuse potentially violent dangerous behavior.

The Superintendent shall develop emergency procedures for the District.

SECLUSION

Seclusion may be used only when a student's behavior poses an immediate risk of physical harm to the student or others and no other safe and effective intervention is possible. Seclusion may be used only as a last resort safety intervention that provides the student with an opportunity to regain control of his/her actions. Seclusion must be used in a manner that is age and developmentally appropriate, for the minimum amount of time necessary for the purpose of protecting the student and/or others from physical harm, and otherwise in compliance with this Policy and the Ohio Department of Education's ("ODE") corresponding policy.

Seclusion shall be implemented only by Student Personnel who have been trained in accordance with this Policy to protect the care, welfare, dignity and safety of the student.



NEOLA of OHIO TEMPLATES

BOARD OF EDUCATION
_____ **SCHOOL DISTRICT**

STUDENTS
5630.01/page 7 of 14

Additional requirements for the use of seclusion:

If Student Personnel use seclusion, they must:

- A. continually observe the student in seclusion for indications of physical or mental distress and seek immediate medical assistance if there is a concern;
- B. use verbal strategies and research-based de-escalation techniques in an effort to help the student regain control as quickly as possible;
- C. remove the student from seclusion when the immediate risk of physical harm to the student and/or others has dissipated;
- D. conduct a debriefing including all involved staff to evaluate the trigger for the incident, staff response, and methods to address the student's behavioral needs; and
- E. complete all required reports and document their observations of the student.

Requirements for a room or area used for seclusion:

A room or area used for seclusion must provide for adequate space, lighting, ventilation, clear visibility, and the safety of the student.

A room or area used for seclusion *must not be locked* or otherwise prevent the student from exiting the area should staff become incapacitated or leave the area.



NEOLA of OHIO

TEMPLATES

BOARD OF EDUCATION
_____ **SCHOOL DISTRICT**

STUDENTS
5630.01/page 8 of 14

Additional prohibited seclusion practices:

Seclusion shall never be used as a punishment or to force compliance.

Seclusion shall not be used:

- A. for the convenience of staff;
- B. as a substitute for an educational program;
- C. as a form of discipline or punishment;
- D. as a substitute for less restrictive alternatives;
- E. as a substitute for inadequate staffing;
- F. as a substitute for staff training in positive behavior supports and crisis prevention and intervention;
- G. as a means to coerce, retaliate, or in a manner that endangers a student; or
- H. if it deprives the student of basic needs.

Seclusion of preschool-age children is prohibited, except that a preschool-age child may be secluded from his or her classmates, either in the classroom or in a safe, lighted, and well-ventilated space, for an amount of time that is brief in duration and appropriate to the child's age and development, if the child is always within sight and hearing of a preschool staff member.



NEOLA of OHIO TEMPLATES

BOARD OF EDUCATION
_____ **SCHOOL DISTRICT**

STUDENTS
5630.01/page 9 of 14

RESTRAINT

There are different types of restraint, as defined above, including physical restraint, prone restraint, mechanical restraint, and chemical restraint. The use of restraint other than physical restraint is prohibited.

Physical restraint may be used only when the student's behavior poses an immediate risk of physical harm to the student and/or others and no other safe and/or effective intervention is possible. The physical restraint must be implemented in a manner that is age and developmentally appropriate, does not interfere with the student's ability to communicate in his/her primary language or mode of communication, and otherwise in compliance with this Policy and the ODE's corresponding policy.

Physical restraint shall be implemented only by Student Personnel who have been trained in accordance with this Policy to protect the care, welfare, dignity and safety of the student, except in the case of rare and unavoidable emergency situations when trained personnel are not immediately available.

Additional requirements for the use of physical restraint:

If Student Personnel use physical restraint, they must:

- A. continually observe the student in restraint for indications of physical or mental distress and seek immediate medical assistance if there is a concern;
- B. use verbal strategies and research-based de-escalation techniques in an effort to help the student regain control () as quickly as possible;
- C. remove the student from physical restraint immediately when the immediate risk of physical harm to the student and/or others has dissipated;
- D. conduct a debriefing including all involved staff to evaluate the trigger for the incident, staff response, and methods to address the student's behavioral needs; and
- E. complete all required reports and document their observations of the student.



NEOLA of OHIO TEMPLATES

BOARD OF EDUCATION
_____ **SCHOOL DISTRICT**

STUDENTS
5630.01/page 10 of 14

Physical restraint shall not be used for punishment or discipline, or as a substitute for other less restrictive means of assisting a student in regaining control.

Prohibited Restraint Practices

The following restraint practices are prohibited under all circumstances, including emergency safety situations:

- A. prone restraint as defined in Executive Order 2009-13 (which defines prone restraint to mean "all items or measures used to limit or control the movement or normal functioning of any portion, or all, of an individual's body while the individual is in a face-down position for an extended period of time");
- B. physical restraint that restricts the airway of a student or obstructs the student's ability to breathe;
- C. physical restraint that impacts the student's primary mode of communication;
- D. restraint of preschool-age students, except for holding a child for a short period of time, such as in a protective hug, so that the child may regain control;
- E. restraint that deprives the student of basic needs;
- F. restraint that unduly risks serious harm or needless pain to the student, including physical restraint that involves the intentional, knowing, or reckless use of any of the following techniques:
 - 1. using any method that is capable of causing loss of consciousness or harm to the neck or restricting/obstructing respiration in any way;
 - 2. pinning down the student by placing knees to the torso, head and/or neck of the student;



NEOLA of OHIO

TEMPLATES

BOARD OF EDUCATION
_____ **SCHOOL DISTRICT**

STUDENTS
5630.01/page 11 of 14

3. using pressure points, pain compliance, or joint manipulation;
 4. dragging or lifting of the student by the hair or ear or by any type of mechanical restraint;
 5. using other students or untrained staff to assist with the hold or restraint; or
 6. securing the student to another student or to a fixed object.
- G. mechanical restraint (that does not include devices used by trained Student Personnel, or by a student, for the specific and approved therapeutic or safety purposes for which such devices were designed and, if applicable, prescribed); or
- H. chemical restraint (which does not include medication administered as prescribed by a licensed physician).

ADDITIONAL PROHIBITED PRACTICES

The following practices are prohibited under all circumstances, including emergency safety situations:

- A. corporal punishment;
- B. child endangerment as defined in Ohio Revised Code 2919.22; and
- C. aversive behavioral interventions.

FUNCTIONAL BEHAVIORAL ASSESSMENT AND BEHAVIOR INTERVENTION PLAN

If a student repeatedly engages in dangerous behavior that leads to instances of restraint and/or seclusion, District personnel shall conduct a functional behavioral assessment to identify the student's needs and more effective ways of addressing those needs. If necessary, District personnel shall also develop a behavior intervention plan that incorporates positive behavioral interventions.



NEOLA of OHIO TEMPLATES

BOARD OF EDUCATION
_____ **SCHOOL DISTRICT**

STUDENTS
5630.01/page 12 of 14

TRAINING AND PROFESSIONAL DEVELOPMENT

The District shall provide training as follows:

- A. All Student Personnel, as defined in this Policy, shall be trained annually on the requirements of the Ohio Department of Education's Policy on Positive Behavior Intervention and Supports, and Restraint and Seclusion; Ohio Administrative Code 3301-51-15; and this Policy.
- B. the Superintendent, in consultation with each school building's principal
 ↓
 and/or assistant principal

 , shall identify which District employees should receive additional training so that an adequate number of personnel in each building are trained in crisis management and de-escalation techniques, including the use of restraint and seclusion. District employees who receive such additional training must keep their training current in accordance with the requirements of the provider of the training.
- C. The Superintendent shall develop a plan to provide training to school personnel, as defined in this Policy, so that Positive Behavior Intervention and Supports are implemented on a District-wide basis.
 - [] Implementation of PBIS throughout the District may be a multi-year process, with training taking place over several years.

The District shall maintain written or electronic documentation on training provided and lists of participants in each training.

Only individuals trained in accordance with this Policy in the appropriate use of restraint and seclusion may use those techniques.



NEOLA of OHIO TEMPLATES

BOARD OF EDUCATION
_____ **SCHOOL DISTRICT**

STUDENTS
5630.01/page 13 of 14

MONITORING AND COMPLAINT PROCEDURES

The Superintendent shall develop a monitoring procedure to ensure that this Policy is appropriately implemented.

Any parent of a child enrolled in school in the District may submit a written complaint to the Superintendent regarding an incident of restraint or seclusion. The Superintendent shall investigate each written complaint and respond in writing to the parent's complaint within thirty (30) days of receipt of the complaint.

() If the parent is not satisfied with the response provided, the parent may request to meet with the Board in executive session to address the situation.

REQUIRED DATA AND REPORTING

Each use of restraint or seclusion shall be:

- A. documented in writing;
- B. reported to the building administration immediately;
- C. reported to the parent immediately; and
- D. documented in a written report.

A copy of the written report shall be made available to the student's parent or guardian within twenty-four (24) hours of the use of restraint or seclusion. A copy of the written report shall also be maintained in the student's file.

All written documentation of the use of restraint or seclusion are educational records pursuant to the Family Educational Right to Privacy Act ("FERPA"), and district personnel are prohibited from releasing any personally identifiable information to anyone other than the parent, in accordance with FERPA's requirements.

The Superintendent shall develop a process for the collection of data regarding the use of restraint and seclusion.



NEOLA of OHIO

TEMPLATES

BOARD OF EDUCATION

_____ **SCHOOL DISTRICT**

STUDENTS

5630.01/page 14 of 14

The Superintendent shall report information concerning the use of restraint and seclusion annually to the Ohio Department of Education as requested by that agency, and shall make the District's records concerning restraint and seclusion available to the staff of the Ohio Department of Education upon request.

* Adapted from the Ohio Department of Education's Policy on Positive Behavior Intervention and Supports, and Restraint and Seclusion, adopted January 15, 2013.

© NEOLA 2013

New Document



NEOLA of OHIO
TEMPLATES

Attachment 5

BOARD OF EDUCATION

SCHOOL DISTRICT

PROGRAM

2431/page 1 of 7

REVISED POLICY - VOL. 31, NO. 2

INTERSCHOLASTIC ATHLETICS

The Board of Education recognizes the value to the students of the District and to the community of a program of interscholastic athletics for students as an integral part of the total school experience.

- ☒ The program should foster the growth of school loyalty within the student body as a whole and stimulate community interest in athletics.
- ☒ The game activities and practice sessions should provide many opportunities to teach the values of competition and good sportsmanship.
- ☐ The program of interscholastic athletics should provide students the opportunity to exercise and test their athletic abilities in a context greater and more varied than that which can be offered by a school or the School District alone. It should also offer an opportunity for career and educational development.

For purposes of this policy, the program of interscholastic athletics shall include all activities relating to competitive sport contests, games, events, or sport exhibitions involving individual students or teams of students of this District with those of another district.

- ☐ The Board shall approve annually a program of interscholastic athletics.



NEOLA of OHIO

TEMPLATES

BOARD OF EDUCATION

SCHOOL DISTRICT

PROGRAM
2431/page 2 of 7

The Board shall determine the standards of eligibility to be met by all students participating in the interscholastic program. Such standards shall require that each student be in good physical condition, be free of injury, and have fully recovered from illness before participating in any interscholastic athletic event. ~~In addition to the eligibility requirements established by the Ohio High School Athletic Association, to be eligible for any interscholastic extra-curricular activity, a student:~~

No student may practice or compete in interscholastic athletics until the student submits a form signed by his/her parent or guardian, or by a person having care or charge of the student, affirming that each has received a concussion and head injury information sheet as prepared by the Ohio Department of Health. See Form 2431 F1 and Form 2431 F2.

In addition to the eligibility requirements established by the Ohio High School Athletic Association, to be eligible for any interscholastic extra-curricular activity, a student:

() must have maintained at least a 2.0 grade-point average

() must not have received a failing grade in any course

for the ____ () semester(s) ☒ grading period prior to the () semester
☒ grading period in which s/he wishes to participate.

☒ An exception may be made by the principal if the student has been participating in an intervention program and has shown satisfactory progress toward achieving the minimum grade-point average.



NEOLA of OHIO

TEMPLATES

BOARD OF EDUCATION

SCHOOL DISTRICT

PROGRAM
2431/page 3 of 7

If a student who becomes ineligible under these standards improves his/her grade point average during the current () **semester** () **grading period** to meet the eligibility standard, s/he may be reinstated

☒ at the beginning of the next () **semester** ☒ **grading period**.

() after ____ more () **semester(s)** () **grading period(s)** with an acceptable grade point average.

() and no failing grades.

[] These same eligibility standards shall apply to all other co-curricular and extra-curricular activities sponsored by the District. (See Policy 2430)

Students identified as disabled under R.C. 3323 and the IDEA are subject to the eligibility standards established by this policy unless specifically exempted by the express terms of their individualized education program (IEP). An IEP can specify the criteria by which a grade will be determined for (a) course(s), given the individualized student's disability.

[] Any student who has not made a passing score on all required sections of the State-mandated tests after ____ attempts shall be ineligible to participate in athletics.

[Note: The following should be selected, if at all, only if the District provides intervention programs to help students pass the proficiency tests at times that would conflict with practice.]

[] The Board believes a student who has not passed these tests would be better served by using the time that s/he would be participating in his/her interscholastic sport to participate in one or more of the District's programs for assisting students to pass the required tests.

[] However, if a parent believes that his/her child may be unduly affected by his/her lack of participation in a particular sport, s/he may come to the school and sign a waiver that will release the student from this proficiency test eligibility rule and allow him/her to participate in a particular sport. The parent shall be informed, prior to signing the waiver, that State law does not allow a student to receive a high school diploma unless s/he has passed all State testing requirements.



NEOLA of OHIO

TEMPLATES

BOARD OF EDUCATION

SCHOOL DISTRICT

PROGRAM
2431/page 4 of 7

Since the primary purpose of the athletic program is to enhance the education of participating students as indicated in this policy, the Board places top priority on maximum student participation and the values of good sportsmanship, team play, and fair competition.

- ☒ The Board further adopts those eligibility standards set by the Constitution of the Ohio High School Athletic Association (OHSAA) and shall review such standards annually to ascertain that they continue to be in conformity with the objectives of this Board.

No student shall be excused from a class or supervised study for an extended period of time to participate in interscholastic athletics.

- ☒ The Board further directs that only those students may participate in the program of interscholastic athletics who have:

- ☒ maintained a satisfactory academic record;
- ☒ attended school regularly;
- ☒ demonstrated good citizenship and responsibility;
- ☒ returned all school and athletic equipment;
- ☒ refrained from participation in a contest on a noninterscholastic team, or as an individual in the same sport during the school's season.

The Superintendent shall annually prepare, approve, and present to the Board for its consideration, a program of interscholastic athletics which shall

- ☒ include a complete schedule of events.
- ☐ and shall inform the Board of changes in that schedule as they occur.
 - ☐ and shall secure board approval before making any changes in the said schedule.



NEOLA of OHIO

TEMPLATES

BOARD OF EDUCATION

SCHOOL DISTRICT

PROGRAM

2431/page 5 of 7

In order to minimize health and safety risks to student-athletes and maintain ethical standards, school personnel, coaches, athletic trainers, and lay coaches shall not dispense, supply, recommend, or permit the use of any drug, medication, or food supplement solely for performance-enhancing purposes. The Superintendent shall cause to be posted in all locker rooms in buildings that include students in any grade higher than the sixth grade, the following:

"Warning: Improper use of anabolic steroids may cause serious or fatal health problems, such as heart disease, stroke, cancer, growth deformities, infertility, personality changes, severe acne, and baldness. Possession, sale, or use of anabolic steroids without a valid prescription is a crime punishable by a fine and imprisonment."

The Superintendent shall develop appropriate administrative guidelines for the operation of the Athletic Program and a Code of Conduct for those who participate. Such guidelines should provide for the following safeguards:

- ✓ Prior to enrolling in the sport,
 - ✓ each participant shall submit to a thorough physical examination by a District-approved physician;
 - ✓ parents shall report any past or current health problems along with a physician's statement that any such problems have or are being treated and pose no threat to the student's participation.
- ✓ Any student who is found to have a health condition which may be life-threatening to self or others shall not be allowed to participate until the situation has been analyzed by a medical review panel that has determined the conditions under which the student may participate. The District shall assume no liability for any student with a health condition who has been authorized to play by the parents and their physician but not by the District.
- ✓ Any student who incurs an injury requiring a physician's care is to have the written approval of a physician prior to the student's return to participation.

**BOARD OF EDUCATION****SCHOOL DISTRICT**PROGRAM
2431/page 6 of 7

M

Any student practicing for or competing in an interscholastic event who exhibits signs, symptoms, or behaviors consistent with having sustained a concussion or head injury shall be removed from the practice or competition by the student's coach (and/or the referee serving during the practice or competition).

Any student who has been removed from practice or competition by a coach or referee because he/she has exhibited signs, symptoms, or behaviors consistent with having sustained a concussion or head injury shall not be permitted to return to any practice or competition for which the coach or referee is responsible until both of the following occur:

1. The student's condition is assessed by a physician M or other health care provider authorized by the Board, in accordance with requirements set forth in R.C. 3313.539(E)(2), to assess such a student.
2. The student receives written clearance that it is safe to return to practice or competition from a physician M or other health care provider authorized by the Board, in accordance with requirements set forth in R.C. 3313.539(E)(2), to grant a such a clearance.

M

The Superintendent is also to develop guidelines for ensuring that sportsmanship, ethics, and integrity characterize the manner in which the athletic program is conducted and the actions of students who participate. Such guidelines should include:

() criteria for judging these important qualities;

() procedures by which these values will be communicated to students, parents, and supporters;

() means for monitoring the behavior of each of these groups to ensure their behavior reflects high standards.

New Document

**REVERE BOARD OF EDUCATION
JOB DESCRIPTION**

Position:	Director of Curriculum and Instruction
Reports to:	Superintendent
Employment Status:	Regular/Full-time, 248 day contract
FLSA Status:	Exempt
Description:	Manage the planning, delivery, assessment and ongoing improvement of educational programs and services. Coordinate professional development programs for certificated personnel in an effort to continuously support best practice for teaching and learning. Assist with personnel decisions and budget development.
Minimum Qualifications:	Master's Degree from an accredited college or university. Hold a valid Ohio Department of Education administrative license/certificate appropriate for the position. Such alternative to the above qualifications as the Superintendent and/or Board of Education may find appropriate.
NOTE:	The below lists are not ranked in order of importance

Essential Functions:

- Maintain accurate, complete, and correct records as required
- Facilitate professional development opportunities and program for district employees
- Counsel with colleagues, students, and parents
- Conduct needs assessments and surveys as appropriate
- Administer high quality educational services that produce continuous and measureable improvement in student achievement. Coordinate district-wide assessment programs
- Direct collaborative and articulated planning of curriculum across grade levels and within departments
- Make provisions for being available to staff and parents for educational-related purposes outside the instructional day
- Maintain and improve professional competence
- Consult with staff
- Take all necessary and reasonable precautions to protect students, equipment, materials, and facilities
- Maintain respect at all times for confidential information, e.g. student test scores, family information, student IEPs, personnel information, district information and administrative conversations
- Interact in a positive manner with staff, students, and parents
- Promote positive public relations by personal appearance, attitude, and conversation
- Attend meetings and in-services as required
- Assist in identifying, recruiting, and training individuals and organization members to serve as volunteers for the school district
- Recommend to the Superintendent policies and programs to improve teaching and learning and the use of educational technology
- Assist with the preparation of all state and federal reports concerning curriculum and instruction
- Assist the Superintendent in a staff and community public relations program
- Supervise the Departments of Curriculum and Instruction and Technology
- Serve as the chief administration officer of the district in the absence of the Superintendent
- Assist the Superintendent, Treasurer and Business Manager in preparing the annual budget
- Work closely with REA/OAPSE leadership
- Remain current with all educational literature and best practices

- Assist Superintendent in the disciplining of students by conducting hearings for appeals of student suspensions as needed
- Direct policy and administrative guideline manual updates
- Serve on Superintendent Cabinet and fulfill all responsibilities as assigned
- Assist with the evaluation process of administrative, certificated and support personnel
- Work with building administrators and staff to support the implementation of new or revised programs to meet district goals
- Assist the Superintendent in the implementation of the strategic and continuous improvement plans
- Attend Board of Education meetings and prepare and present reports for the Board as requested by the Superintendent
- Assist in the formation of a philosophy and objectives for the instructional program
- Work with the Superintendent in the recruitment and selection for recommendation of administrative personnel
- Check EMIS data to ensure accuracy in the areas of testing, intervention and local report card information
- Act as liaison with social, professional, civic, volunteer and other community agencies and groups having interest in the schools as directed by the Superintendent
- Chair or otherwise coordinate various district committees and initiatives

Other Duties and Responsibilities:

- Serve as a role model for staff and students
- Respond to routine questions and requests in an appropriate manner
- Participate as a contributing member of the Central Office Cabinet
- Perform other duties as assigned by the Superintendent

Required Knowledge, Skills, and Abilities:

- Ability to work effectively with others
- Ability to communicate ideas and directives clearly and effectively both orally and in writing
- Effective, active listening
- Organizational and problem solving skills
- Ability to work independently as well as in a team environment
- Knowledge of academic area and teaching methodology
- Ability to generate correspondence independently
- Computer technology skills
- Skills that foster and facilitate learning and classroom management
- Ability to collect and analyze data
- Training in varied instructional design
- Knowledge of child development and an understanding of age-appropriate tasks
- Background/knowledge base in methodically supervised practice

Equipment Operated:

- Computer/Tablet
- Calculator
- Copy machine
- Telephone
- Fax machine
- PDA
- TV/VCR
- LCD projector/Whiteboard
- Automobile

Additional Working Conditions:

- Frequent requirement to travel throughout the district
- Frequent weekend/evening/summer work
- Frequent requirement to sit, stand, walk, climb, speak, hear, see color and read
- Occasional requirement to lift and carry up to a maximum of 25 pounds
- Frequent repetitive hand motion, e.g., computer key board
- Occasional operation of a vehicle under inclement weather conditions

This job description is subject to change and in no manner states or implies that these are the only duties and responsibilities to be performed by the incumbent. The incumbent will be required to follow the instructions and perform the duties required by the incumbent's supervisor, appointing authority.

Superintendent or designee

Date

My signature below signifies that I have reviewed the contents of my job description and that I am aware of the requirements of my position.

Signature

Date

Adoption date: May 21, 2013

New Document



OHIO HIGH SCHOOL ATHLETIC ASSOCIATION

Daniel B. Ross, Ph.D., Commissioner

TO: ALL MEMBER SCHOOL SUPERINTENDENTS

FROM: DR. DAN ROSS, COMMISSIONER

SUBJECT: RESOLUTION CARD AUTHORIZING CONTINUED MEMBERSHIP IN THE OHIO HIGH SCHOOL ATHLETIC ASSOCIATION FOR THE 2013-2014 SCHOOL YEAR

The Ohio High School Athletic Association Constitution was revised with respect to Article 3, Membership, to make clear the obligations required to be followed in order to be a member. Article 3, Section 1, Paragraph 3, the procedure for continuing membership, requires that the Board of Education or similar governing board in a non-public school or system adopt a resolution authorizing membership for schools under its jurisdiction. Schools eligible for membership are those which include one or more grades at the 7-12 level. It is agreed that these schools will conduct their athletics in accordance with the Constitution, Bylaws, Regulations, Interpretations and Decisions of the Ohio High School Athletic Association. This resolution shall remain in effect for the school year 2013-2014.

Enclosed you will find a Board of Education Resolution Card authorizing membership that is to be signed by the President of the Board of Education or similar Governing Board and Superintendent and returned to the Ohio High School Athletic Association office in the enclosed envelope (needs stamp) no later than Wednesday, July 31, 2013. Please list the names of the high school(s) and grade 7-8 school(s) on the back of the card.

Thank you in advance for your cooperation.

DR/db
April 16, 2013
Enclosures

Once Resolution card

RETURN BY JULY 31, 2013

BOARD OF EDUCATION/GOVERNING BOARD RESOLUTION Authorizing 2013-2014 membership in Ohio High School Athletic Association

WHEREAS, _____ of _____

(City, County, Exempted Village, Parochial, Private)

_____ County, Ohio has satisfied all the _____
(Street, Box, R.F.D. Number, City)
requirements for membership in the Ohio High School Athletic Association, a voluntary unincorporated association not-for-profit; and

WHEREAS, the Board of Education/Governing Board ("Board") and its Administration desire for the schools with one or more grades at the 7-12 grade level under their jurisdiction to be voluntary members of the OHSAA;

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION/GOVERNING BOARD that all schools listed on the reverse side of this card do hereby voluntarily renew their membership in the OHSAA and that in doing so, the Constitution and Bylaws of the OHSAA are hereby adopted by this Board as and for its own minimum student-athlete eligibility requirements. Notwithstanding the foregoing, the Board does reserve the right to raise the student-athlete eligibility standards as the Board deems appropriate for the schools and students under its jurisdiction; and

BE IT FURTHER RESOLVED that the schools under this Board's jurisdiction agree to conduct their athletic programs in accordance with the Constitution, Bylaws, Regulations, Interpretations and decisions of the OHSAA and to cooperate fully and timely with the Commissioner's Office of the OHSAA in all matters related to the interscholastic athletic programs of the schools. Furthermore, the schools under this Board's jurisdiction shall be the primary enforcers of the OHSAA Constitution, Bylaws and Sports Regulations and the interpretations and rulings rendered by the Commissioner's Office. The administrative heads of these schools understand that failure to discharge the duty of primary enforcement may result in fines, removal from tournaments, suspension from membership and/or other such penalties as prescribed in Bylaw 11.

Date of Resolution _____

President of the Board of Education/Governing Board

Superintendent

4080 Roselea Place • Col

LIST HIGH SCHOOLS AND GRADE 7-8 SCHOOLS ON REVERSE SIDE OF CARD.

4/12 12-02758

New Document

CONSULTING AGREEMENT

This Agreement is entered into this 21st day of May 2013, by and between the REVERE LOCAL SCHOOL DISTRICT BOARD OF EDUCATION (the "Board"), whose address is 3496 Everett Road, P.O. Box 340, Bath, Ohio 44210, and KATHARINE QUIGLEY, an independent contractor ("Consultant"), whose address is 13260 Mayes Road, Homerville, OH 44235.

WHEREAS, the Board desires to engage the services of the Consultant to perform certain consulting services, as an independent contractor and not as an employee; and

WHEREAS, the Consultant desires to consult with the Board and the administrative staff, and to undertake for the Board consultation as to the direction of certain services, as specified below.

THEREFORE, in consideration of the mutual promises made herein, it is agreed as follows:

1. Term of Agreement.

This Agreement will be in effect for the 2013/2014 school year for 184 days calculated on eight (8) hours per day. The specific working calendar shall be established by the Superintendent or Director of Student Services at the beginning of said school year. Either party may terminate this Agreement at any time by giving thirty days written notice, by certified mail or personal delivery, to the other party.

2. Services to be Performed by Consultant.

Specific Services. Consultant will, at a minimum:

a. Provide knowledge and counseling in the area of substance abuse for the Chemical Abuse Reduced Through Education (C.A.R.E.) Program, in formulating and implementing intervention strategies, programs, activities and other information as required under the Safe and Drug-Free Schools and Communities Act, and the Drug-Free Workplace Act.

b. Work with students and staff in all buildings to identify, develop, evaluate and disseminate drug and alcohol prevention and intervention strategies, programs, activities and other information designed to create and maintain a safe, disciplined and drug-free environment in the Revere Local Schools.

c. Participate on the Revere District Crisis Team for emergency intervention services following traumatic crisis events.

d. Attend school and community meetings, as determined necessary, as a consultant of the C.A.R.E. Program.

e. Provide a chemical use screening for students concerned about themselves or those referred by others.

f. Conduct individual counseling or information sessions with students or staff relating to any chemical concerns for self or others.

g. Create and implement a fixed schedule of age-appropriate presentations, activities and events in classrooms for prevention, education, intervention, counseling, and rehabilitation referral concerning at-risk behaviors related to alcohol, drugs, or other poor choices.

h. Coordinate teacher substance abuse training for prevention, education, early identification, intervention, mentoring, counseling, and rehabilitation referral. A minimum of one training activity per building per school year should be conducted.

i. Schedule and supervise in-school support groups for students, such as RHS Teen Institute and RMS Prevent and Neutralize Drug Abuse.

j. Conduct an eight (8) week intervention class with students who have violated a code of conduct and/or have displayed at-risk behaviors.

k. Compose monthly articles on prevention and the C.A.R.E. Program for school publications.

l. Provide quarterly reports of project timelines, student assistance numbers and activity responsibilities to the Director of Student Services, Principals, and the Superintendent.

Method of Performing Services: Consultant will determine the method, details and means of performing the above services.

3. Compensation.

Hourly Compensation. In consideration for the services to be performed by Consultant, the Board agrees to pay to Consultant a gross contract of \$51,352.45, reduced to a net of \$46,217.21 after the required personal contribution to SERS with the Board share to SERS based on the gross contract amount, during the term of this Agreement. The Consultant shall submit an itemized statement setting forth the time spent and services rendered, and the Board will pay the Consultant the amount due as indicated by statements submitted by the Consultant within ten days of receipt.

4. Obligations of Consultant.

Minimum Amount of Service. Consultant agrees to spend approximately forty hours per week in fulfilling the obligations under this Agreement. Consultant may represent, perform services for, and be employed by such additional clients, persons, or companies as Consultant, in Consultant's sole discretion, sees fit.

Hours During Which Services May be Performed. Consultant agrees to perform the majority of the above services on the Board's premises during the Board's regular business hours, but agrees that the duties of this position may require the Consultant to work during times other than normal business hours.

Tools and Instrumentalities. Consultant may use necessary and reasonable supplies and resources of the Board to perform the services under this Agreement.

Independent Contractor. Both the Board and the Consultant agree that the Consultant will act as an independent contractor in the performance of Consultant's services under this Agreement. Accordingly, the Consultant shall be responsible for payment of all taxes including Federal, State and local taxes arising out of the Consultant's activities in accordance with this Agreement, including but not limited to, Federal and State income tax, Social Security tax, Unemployment Insurance taxes, workers compensation, and any other taxes, business license fees, and/or appropriate insurance as required.

Assignment. Neither this Agreement, nor any services or obligations under this Agreement may be assigned by Consultant without the prior written consent of the Board.

5. Obligations of the Board.

Place of Work. The Board agrees to furnish space on its premise for use by Consultant while performing the above services.

6. General Provisions.

Notices. Any notices to be given by either party to the other may be effective either by personal delivery or by certified mail, postage prepaid with return receipt requested, at the addresses appearing in this Agreement.

Criminal Records Check. In as much as Consultant has unsupervised access to students on a regular basis, Consultant agrees to submit to a criminal records check through the Bureau of Criminal Identification and Investigation and the FBI per the timeline set forth by State and Federal legislation for those employed in or by a public school district, currently every five (5) years. This Agreement will be contingent upon the results of the criminal records check. If Consultant has pleaded guilty to or been convicted of any criminal offense, which is contrary to the educational mission of the Board and/or the C.A.R.E. Program, this Agreement shall be voided.

Entire Agreement. This Agreement supersedes any and all agreements, either oral or in writing, between the parties with respect to the rendering Consulting services for the Board, and contains all of the covenants and agreements between the parties with respect to the rendering of such services in any manner whatsoever. Each party to this Agreement acknowledges that no representations, inducements, promises, or agreements, orally or otherwise, have been made by any party, or anyone acting on behalf of any party that are not embodied herein, and that no other agreement, statement, or promise not contained in this Agreement shall be valid or binding. Any modification of this Agreement will be effective only if it is in writing signed by the party to be charged.

Severability. If any provision of this Agreement is held by a court of competent jurisdiction to be invalid, void, or unenforceable, the remaining provisions shall continue in full force without being impaired or invalidated in any way.

Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the State of Ohio.

"CONSULTANT"

"THE BOARD"

Katharine Quigley

By: President

By: Treasurer