

NOVEMBER 1, 2023 CSD BOD WORK SESSION MINUTES

11/01/2023 [07:00 PM-08:00 PM] @ Alice Schafer Annex Gym

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1. Call to Order

Mrs. Luckock opened the meeting at 7:00 p.m.

It is noted the following board members were present;

Mr. Burnham Mr. Hall Mr. Horne

Mr. Hornstein Mrs. Luckock Mr. Klink

Mrs. Klink Mr. McGuirk Mr. McQuiston

The following Administrators were present-

Mr. Sperry Ms. Krankota Ms. Dressel Dr. Jardina

Mr. Kimmel Mr. Kelly

The following principals were present-

Mrs. Sada Mr. Pietroski Mr. Maskrey Mr. Messerall

Minutes

Mrs. Luckock opened the meeting at 7:00 PM.

All Board members were present with the exception of Mrs. Klink

Administrators present-

Mr. Sperry, Ms. Krankota, Dr. Jardina, Mr. Kimmel and Mr. Kelly.

Principals present-

Mr. Maskrey, Mr. Messerall, Mr. Pietroski and Mrs. Sada.

1.a. Moment of Silence

1.b. Salute the Flag Ceremony

2. *Visitor Recognition on Agenda Items

*Per Policy 903 – Public Participation in Board Meetings, All visitors who are recognized during the Visitor Recognition are allotted a maximum of five (5) minutes to address matters of their concern, unless otherwise determined by the Board President. Visitor recognition is to be limited to thirty (30) minutes unless otherwise decided by the Board.

Minutes

Ed Williamson approached- he thanked the board for their service, appreciate it and some will not be here next year but thank you as this is largely a thankless position. He lives in Linesville, he has since 1991, owns his home and has five children, three are adults and on their own. He traveled nationally and is also a United States Marine Corp veteran and carried a rifle for three years. Due to COVID he was laid off as the company shut down three of their four plants. Schools were not open and he home schooled during that time. It was then he realized how much he enjoyed it so he committed to a lower paying job without the travel and has been able to coach ball as well. He has a huge commitment to education and is evidence by all his children going to Seton and then public school. Whether paying for college or private it is a commitment to do that and his children's report cards had to be A's, that represented Dad's ski vacation, jet skiing and so I have two daughters attending CASH and he is going to the concert after speaking to the board tonight. He owns three homes in Crawford County and looks as his taxes as an investment with an expectation then of seeing a return on that. He doesn't talk the talk he walks the walk so when I address the board there is data and research that I have done. For my living I am a business development manager which means I am the guy who recreates mature market products. My job is to re-energize, refigure out, recreate and make something happen. So I have become very proficient at it over the past 30 years. Thinking of things to enhance the board, itself, standing in the community and hate hearing negativity. He had mentioned before live streaming these meetings would engage more with each other, tune in and a lot of benefit doing that. Low cost of technology and is now very doable. Put some new metrics in place for a new superintendent. We need to pump up the district so others want to move here.

3. Discussion Items

3.a. School Reconfiguration Update(s)...Mr. Sperry

Minutes

Mr. Sperry announced the following has occurred/started in regards to school reconfiguration updates.

Student leadership council has been established and meeting dates have been selected. Some of the dates are listed under field trip requests.

PTO leadership have been communicating. Jeff Hans, Troy Messerall and Craig Heberle visited CVMS to view their SOAR games last Thursday.

Teacher Leaders have volunteered and are establishing meeting dates and agendas.

The board also is looking at color schemes for the two gyms at CAMS (Conneaut Area Middle School)

3.b. Board Goals... Mr. Hornstein

Minutes

Mr. Hornstein reviewed last years and a draft for this years noting it makes sense to revisit in January with the new board members. He noted last years goals are on the website. Mrs. Luckock followed up noting due to public questions there is a lot of discussion about live streaming meetings and the difficulties we have in this space. She noted quotes did come in using a different space on campus and the board ended up deciding it was cost prohibitive as well as not enough support with our other budget.

Mr. Hornstein provided some suggestions for the 23 24 board goals and recommended discussion with the new board members. They included a board retreat, continuing community communications with the reconfiguration, give public a forum to ask questions, create a policy on public agenda items and continue with life tracker. Also,

some language so Mr. Sperry has the support he needs during reconfiguration. The board would have to work with him and formalize a succession plan for key administrative roles by February.

Mr. McGuirk highly recommended the PSBA trainings for new board members and live trainings. When he came on as a new board member Mr. Ellis accompanied him to one and it was very beneficial. They offer online also but he recommended the in person ones.

Superintendent Goals Mr. Hornstein noted Mr. Williamsons comment that we did not measure the Superintendent but in fact we do. We have a scoring system and he encouraged the board to get them done as soon as possible as Mr. Sperry needs to know his goals for this year.

In reviewing the Superintendent's goals for this year the first one - school reconfiguration management executing phase one we need a way to measure his success. Mr. Sperry recommended five measures/dimensions on a rating scale have worked out well. Having those dimensions and measuring his success by September 30th, potentially measuring an optics or if you can quantify but the rubric of 1-5 has worked out well. Such as how many minutes a student is on the bus.

Mr. Horne asked if we could be more measurable could be physical, such as no more signs of the Indians logos. Mr. Horne is a strong advocate for rebranding. Mr. Hornstein reminded him that one already exists. Mr. McGuirk felt some will need to be left open and realistically they would have to be 2 year goals. Mr. Horne suggested tentative timelines for objectives to be met, knowing there will be hiccups but could know about building staffing assignments by February, course offerings. Mr. Horne was reminded that we are obligated to contractual we have dates we must follow for staffing. Mr. Sperry felt bell schedules and transportation is huge and they are most important to have them done first. Mr. Bridge has options to bring at the December. Mrs. Luckock agreed to plan on bell schedules and transportation plan in January so we should know who is retiring with the incentive deadline of December 31, 2023.

3.c. Superintendent's Report...Mr. Sperry

Minutes

Mr. Sperry provided his report.

3.d. Agenda Review...Mrs. Luckock

4. *Visitor Recognition

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Minutes

Travis Crytzer approached the podium- he wished to focus on the goals and first say he is disappointed to see the lack of participation from the board on the goals set for yourself and the superintendent. He heard from three and two are resigning after this month. You are voting for them at the next meeting so why is there such a lack of vocalization on your goals and the superintendents. That was a takeaway, with that said and three new board members and one re-elected are these set-in stone or can they be revisited in January. Mrs. Luckock replied yes, they are something in place but can be revisited in January. Mr. Crytzer hopes the participation will be more enthusiastic than this evening. So, with the goals and the superintendents he thinks his takeaway is the closure of CVMS and the reconfiguration is from a financial standpoint and didn't hear anything regarding how tracking and

what was proposed for the financial savings. I know you indicate you are revisiting in phase two but were the specific goal and ideas to best accomplished in doing the reconfiguration moving forward so the goals can be looked at and evaluated with the savings. What is being done about the school to be closed, he thinks that needs looked at. Mrs. Luckock said It was referred to at the start of the budget committee meeting first thing, they have started gathering information and bringing it to the full board. Mr. Crytzer stressed that wasn't a goal for the superintendent and should be included in the first stage of goals. Lastly, he heard a comment from Mr. Sperry that wording needs to be said about not needing a tentative plan but better to just react. You should always have a tentative plan in reference to phase two or three. He feels there should be a plan not a reaction. Mr. Hornstein responded to clarify; it was a suggested goal was to have a draft for phase 2 by July, 2024. Mr. Crytzer feels the board should have a tentative plan prior to that and what are we doing between now and then. Mr. Hornstein said that is the year 2 plan and that is when he brings the daft to the board. Mr. Hornstein argued that is not a reaction, he outlined a loose open but if more detail he is comfortable with the way it is written. Mr. Crytzer replied it was just in the conversation to react, he feels there should be a plan. Mr. McGuirk thinks that we might not envision now that need incorporated in phase two plan. Mr. Sperry added things may come up that we aren't aware of and can be added, in any phase. Mr. Klink agreed the plan needs to be fluid. Mr. Hornstein reminded all that those were his words, not Mr. Sperry's. Mr. Hornstein, he likes the idea for a draft plan for CVMS building and will update the plan. January 15 would be a good start date for that plan. Mr. Sperry concluded that is appropriate and these are goals we have to measure, staffing, manage without furlough and with this school year we cannot put a financial goal for this first phase.

5. BOARD CONCERNS

Minutes

Mr. Hornstein announced this is his last in person meeting. He really enjoyed everyone here, good experience, appreciate it.

Mr. Burnham asked with the Israel ware are there any blow backs on anyone in this district against Israel? Mr. Sperry has not heard of any. Mr. Burnham was glad to hear as there are a lot of blow back in other areas with anti jewish settlements. Certainly not proper to criticize the Jewish response to the massacres on their people.

Mrs. Luckock appreciated Mr. Hornstein as a board member. He really helped with the budget committee in particular and helping with goal setting, she appreciated working side by side with him as well as Mr. McGuirk and his technical center background and Mrs. Klink with her committee and FFA support.

6. ADJOURNMENT

7. EXECUTIVE SESSION

EXECUTIVE SESSION - to review and discuss agency business which, if conducted in public, might lead to disclosure of information protected by law, specifically to discuss personnel matters.



Dorothy Luckock, Board President



Christine Krankota, Board Secretary