

Campbell City Schools Board of Education Minutes
Special Meeting – Thursday, March 7, 2024

A special meeting of the Campbell City Schools’ Board of Education was held at 6:00 p.m. in the Board of Education Conference Room. President Tony Kelly presided and led in the Pledge of Allegiance.

The following members were present to roll call:

Mr. Gary Bednarik, Mrs. Beth Donofrio, Mrs. Judy Gozur, Mrs. Tina Tsagaris and Mr. Tony Kelly

I. Motion to accept the Special Meeting Notice

Moved by Mrs. Tsagaris - Seconded by Mrs. Gozur
Yeas: Bednarik, Donofrio, Gozur, Tsagaris and Kelly

II. RESOLUTION #2024-20:

It is recommended by the superintendent to the Board of Education that it approve the following:

- A. The appointment of Alexandra Galantis to the position of Long-term Substitute Teacher effective March 11, 2024.
- B. The following classified substitutes, pending backgrounds checks, drug screen, and certification:

<i>NAME</i>	<i>SUBSTITUTE DRIVER</i>	<i>SUBSTITUTE CAFETERIA WORKER</i>	<i>SUBSTITUTE CUSTODIAL HELPER</i>	<i>SUBSTITUTE EDUCATIONAL ASST.</i>
Corin Gow		X		
Melissa Tillery		X		

Moved by Mrs. Donofrio - Seconded by Mrs. Tsagaris
Yeas: Bednarik, Donofrio, Gozur, Tsagaris and Kelly

III. RESOLUTION #2024-21:

It is recommended by the superintendent to the Board of Education that it approve the following:

WHEREAS, Catrina Hall (“Ms. Hall”) is currently employed as a non-teaching employee in the position of Educational Assistant to perform a variety of non-teaching classroom support and student personal care and support services; and

WHEREAS, in her position as an Educational Assistant, Ms. Hall is a member of the Ohio Association of Public School Employees, Local 141 (“Union”) and subject to the terms and conditions of the collective bargaining agreement (“Agreement”) entered into between the Campbell City School District Board of Education (“Board”) and the Union; and

Campbell City Schools Board of Education Minutes
Special Meeting – Thursday, March 7, 2024

WHEREAS, in the execution of their duties in accordance with Board Policy 4210 – *Staff Ethics*, staff members, including Ms. Hall, are expected, in the performance of their duties, to exercise due care to protect the mental and physical safety of students; and

WHEREAS, as an Educational Assistant, Ms. Hall is expected, in the performance of her duties, to have a congenial disposition and strong diplomacy skills, promote a professional image of the school district, use problem-solving techniques to tactfully address questions/concerns, take precautions to ensure safety and to monitor situations that may indicate a problem, provide appropriate student supervision and work with supervisors to manage or eliminate risk factors, maintain high expectations for behavior and performance, to promote safety, employees are expected to exercise caution and comply with safety regulations and district policies/procedures when involved in the following situations/conditions, and exercise self-control when dealing with other individuals; and

WHEREAS, Ms. Hall's job duties *do not include physically hitting or attempting to hit a student*; and

WHEREAS, despite that, on February 13, 2024, on the school bus, Ms. Hall responded to a student who appeared to be pulling at her hair from the seat directly behind her by initially pushing the student's hands away from her head, but followed-up with an attempt to strike the student by swinging her left arm and fist at the student; and

WHEREAS, fortunately, the student was able to avoid the physical aggression by dropping low to the floor below the bus seat in front of him where Ms. Hall was pursuing him; and

WHEREAS, the February 13, 2024, incident was recorded on bus surveillance video and thoroughly reviewed by the Superintendent; and

WHEREAS, in accordance with Article XIX - Disciplinary Action, of the collective bargaining agreement entered into between the Board and the Ohio Association of Public School Employees, Local #141 ("Agreement"), the Board may terminate a classified employee for incompetence, dishonesty, drunkenness, immoral conduct, insubordination, discourteous treatment of the public, neglect of duties, or for willful and persistent violations of the rules and regulations of the Board, or for other good and just cause; and

WHEREAS, Article XIX - Disciplinary Action, of the Agreement further provides that "[i]n the event a classified employee is to be disciplined, the Board agrees to provide the employee with written notice of the reason(s) for the intended action together with the date(s) for the implementation of the disciplinary action." Article XIX – Disciplinary Action also states that "[p]rior to any action being taken, the employee shall be afforded a hearing. The employee may be represented at any and all hearings by the Union"; and

WHEREAS, on February 26, 2024, the Superintendent conducted a pre-termination hearing with Ms. Hall and provided her with the opportunity to respond to the allegations against her and have representation during the hearing, and further presented her with evidence documenting the issues with her conduct, specifically, the bus video surveillance footage; and

Campbell City Schools Board of Education Minutes
Special Meeting – Thursday, March 7, 2024

WHEREAS, during the pre-termination *Loudermill* hearing held on February 26, 2024, Ms. Hall engaged in dishonesty when given an opportunity to respond to or explain the reasoning for her unacceptable and inappropriate response to the student; and

WHEREAS, specifically, at the pre-termination *Loudermill* hearing Ms. Hall stated her physical response was more "joking" in nature and was never meant to be aggressive, which is a change from what she originally admitted during a phone call with the Superintendent on February 15, 2024. For example, Ms. Hall admitted to the Superintendent, "[h]e grabbed my hair. I did not hit him. As I sit here and think about it, I remember I did swing at him but did not hit him"; and

WHEREAS, even more damaging to Ms. Hall's judgement and ability to safely supervise children is that during the pre-termination *Loudermill* hearing she defended her actions by focusing on the student's alleged ongoing challenging behaviors, consistent with her earlier statements to the Superintendent, where she stated, "we have been complaining about this kid for two (2) months"; and

WHEREAS, furthermore, in the execution of their duties and in accordance with Board Policy 4213 – *Student Supervision and Welfare*, classified staff members, including Ms. Hall, shall maintain a standard of care for the supervision, control, and protection of students commensurate with assigned duties and responsibilities and are expected to establish and maintain professional staff/student boundaries that are consistent with their legal, professional and ethical duty of care for students; and

WHEREAS, as an Educational Assistant, Ms. Hall must be capable of upholding board policies, providing appropriate student supervision, serving as a positive role model for others, and helping students understand and embrace ethical conduct and democratic values; and

WHEREAS, Board Policy 4140 – *Termination and Resignation*, states that the employment of a classified staff member may, upon a majority vote of the Board of Education, be suspended and/or terminated for violation of Board policies and in accordance with the criteria and procedures set forth in Ohio Revised Code and the applicable terms of any collectively-bargained agreement, as appropriate.; and

WHEREAS, the Ohio Revised Code section 3319.081 provides that a non-teaching employee contract may be terminated for violation of written rules and regulations as set forth by the board of education or for incompetency, inefficiency, dishonesty, drunkenness, immoral conduct, insubordination, discourteous treatment of the public, neglect of duty, or any other acts of misfeasance, malfeasance, or nonfeasance; and

WHEREAS, the Agreement states, the Board may terminate a classified employee for incompetence, dishonesty, drunkenness, immoral conduct, insubordination, discourteous treatment of the public, neglect of duties, or for willful and persistent violations of the rules and regulations of the Board, or for other good and just cause; and

Campbell City Schools Board of Education Minutes
Special Meeting – Thursday, March 7, 2024

WHEREAS, concerns with respect to Ms. Hall’s conduct contained herein have been thoroughly investigated and considered by administrators of the Board; and

WHEREAS, after considering the evidence, the Superintendent determined that Ms. Hall’s unacceptable, inappropriate and physically aggressive response to a student renders Ms. Hall unfit to be employed by the District; and

WHEREAS, Ms. Hall’s unacceptable, inappropriate and physically aggressive response to student constitutes a violation of written rules and regulations as set forth by the Board of Education, incompetency, dishonesty, immoral conduct, insubordination, neglect of duty, certain ethics violations, and acts of misfeasance, malfeasance or nonfeasance, and therefore provides just cause for disciplinary action; and

WHEREAS, as a result of Ms. Hall engaging in the misconduct specified herein, the Superintendent has recommended that the Board of Education terminate Ms. Hall’s employment for just cause and in accordance with Board Policy 4140 –*Termination and Resignation*, and Ohio Revised Code 3319.081, as well as the Agreement with the Union; and

WHEREAS, the Board of Education has considered the recommendation of the Superintendent.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Campbell City School District that the Board hereby finds and determines that Ms. Hall’s unacceptable, inappropriate and physically aggressive response to a student occurring on February 13, 2024, constitutes a violation of the written rules, and regulations as set forth by the Board of Education as stated herein, incompetency, dishonesty, neglect of duty and acts of misfeasance, malfeasance, and nonfeasance and therefore constitutes just cause for terminating her employment with the Board, as well as incompetence, dishonesty, drunkenness, immoral conduct, insubordination, discourteous treatment of the public, neglect of duties, or for willful and persistent violations of the rules and regulations of the Board, or for other good and just cause as defined by the Agreement.

BE IT FURTHER RESOLVED that the Board hereby finds and determines that Ms. Hall’s dishonesty during the February 26, 2024, pre-termination *Loudermill* hearing regarding her response to the student, specifically, that she was acting in a “joking” manner – a change from what she originally admitted during a phone call with the Superintendent on February 15, 2024 – constitutes a violation of the written rules, and regulations as set forth by the Board of Education as stated herein, incompetency, dishonesty, neglect of duty and acts of misfeasance, malfeasance, and nonfeasance and therefore constitutes just cause for terminating her employment with the Board, as well as incompetence, dishonesty, drunkenness, immoral conduct, insubordination, discourteous treatment of the public, neglect of duties, or for willful and persistent violations of the rules and regulations of the Board, or for other good and just cause as defined by the Agreement.

Campbell City Schools Board of Education Minutes
Special Meeting – Thursday, March 7, 2024

BE IT FURTHER RESOLVED that on the grounds and for the reasons contained herein, the employment of Ms. Hall, Educational Assistant, employed by Campbell City School District Board of Education, is hereby terminated effective 12:01 a.m. on March 8, 2024.

BE IT FURTHER RESOLVED that the Treasurer of the Board of Education is hereby directed to and shall serve by certified mail a true and correct copy of this Resolution terminating her employment upon Ms. Hall.

BE IT FURTHER RESOLVED that it is hereby found and determined that all formal action of the Board of Education concerning and relating to the adoption of this Resolution were adopted in an open meeting of the Board, and that all deliberations of the Board and any of its committees that resulted in such formal meetings open to the public, when required by law, were in full compliance with the law.

Moved by Mrs. Donofrio - Seconded by Mrs. Gozur
Yeas: Bednarik, Donofrio, Gozur, Tsagaris and Kelly

The next regular meeting will be held on Tuesday, March 26, 2024 at 6:15 p.m. at the CLWCC.

IV. Motion to adjourn at 6:08 p.m.

Moved by Mrs. Tsagaris - Seconded by Mr. Bednarik
Yeas: Bednarik, Donofrio, Gozur, Tsagaris and Kelly

The foregoing is a correct record of the proceedings of the Board of Education special meeting held Thursday, March 7, 2024.

President

Treasurer

RESOLUTION NO. 2024-21

The Board of Education of the Campbell City School District, Mahoning County, Ohio, met in special session this 7th day of March 2024, with the following members present:

Gary Bednarik

Beth Donofrio

Judy Gozur

Tina Tsagaris

Tony Kelly

Beth Donofrio moved and Judy Gozur seconded the adoption of the following Resolution:

WHEREAS, Catrina Hall (“Ms. Hall”) is currently employed as a non-teaching employee in the position of Educational Assistant to perform a variety of non-teaching classroom support and student personal care and support services; and

WHEREAS, in her position as an Educational Assistant, Ms. Hall is a member of the Ohio Association of Public School Employees, Local 141 (“Union”) and subject to the terms and conditions of the collective bargaining agreement (“Agreement”) entered into between the Campbell City School District Board of Education (“Board”) and the Union; and

WHEREAS, in the execution of their duties in accordance with Board Policy 4210 – *Staff Ethics*, staff members, including Ms. Hall, are expected, in the performance of their duties, to exercise due care to protect the mental and physical safety of students; and

WHEREAS, as an Educational Assistant, Ms. Hall is expected, in the performance of her duties, to have a congenial disposition and strong diplomacy skills, promote a professional image of the school district, use problem-solving techniques to tactfully address questions/concerns, take precautions to ensure safety and to monitor situations that may indicate a problem, provide appropriate student supervision and

work with supervisors to manage or eliminate risk factors, maintain high expectations for behavior and performance, to promote safety, employees are expected to exercise caution and comply with safety regulations and district policies/procedures when involved in the following situations/conditions, and exercise self-control when dealing with other individuals; and

WHEREAS, Ms. Hall's job duties *do not include physically hitting or attempting to hit a student*; and

WHEREAS, despite that, on February 13, 2024, on the school bus, Ms. Hall responded to a student who appeared to be pulling at her hair from the seat directly behind her by initially pushing the student's hands away from her head, but followed-up with an attempt to strike the student by swinging her left arm and fist at the student; and

WHEREAS, fortunately, the student was able to avoid the physical aggression by dropping low to the floor below the bus seat in front of him where Ms. Hall was pursuing him; and

WHEREAS, the February 13, 2024, incident was recorded on bus surveillance video and thoroughly reviewed by the Superintendent; and

WHEREAS, in accordance with Article XIX - Disciplinary Action, of the collective bargaining agreement entered into between the Board and the Ohio Association of Public School Employees, Local #141 ("Agreement"), the Board may terminate a classified employee for incompetence, dishonesty, drunkenness, immoral conduct, insubordination, discourteous treatment of the public, neglect of duties, or for willful and persistent violations of the rules and regulations of the Board, or for other good and just cause; and

WHEREAS, Article XIX - Disciplinary Action, of the Agreement further provides that "[i]n the event a classified employee is to be disciplined, the Board agrees to provide the employee with written notice of the reason(s) for the intended action together with the date(s) for the implementation of the disciplinary action." Article XIX – Disciplinary Action also states that "[p]rior to any action being taken,

the employee shall be afforded a hearing. The employee may be represented at any and all hearings by the Union”; and

WHEREAS, on February 26, 2024, the Superintendent conducted a pre-termination hearing with Ms. Hall and provided her with the opportunity to respond to the allegations against her and have representation during the hearing, and further presented her with evidence documenting the issues with her conduct, specifically, the bus video surveillance footage; and

WHEREAS, during the pre-termination *Loudermill* hearing held on February 26, 2024, Ms. Hall engaged in dishonesty when given an opportunity to respond to or explain the reasoning for her unacceptable and inappropriate response to the student; and

WHEREAS, specifically, at the pre-termination *Loudermill* hearing Ms. Hall stated her physical response was more "joking" in nature and was never meant to be aggressive, which is a change from what she originally admitted during a phone call with the Superintendent on February 15, 2024. For example, Ms. Hall admitted to the Superintendent, “[h]e grabbed my hair. I did not hit him. As I sit here and think about it, I remember I did swing at him but did not hit him”; and

WHEREAS, even more damaging to Ms. Hall’s judgement and ability to safely supervise children is that during the pre-termination *Loudermill* hearing she defended her actions by focusing on the student’s alleged ongoing challenging behaviors, consistent with her earlier statements to the Superintendent, where she stated, “we have been complaining about this kid for two (2) months”; and

WHEREAS, furthermore, in the execution of their duties and in accordance with Board Policy 4213 – *Student Supervision and Welfare*, classified staff members, including Ms. Hall, shall maintain a standard of care for the supervision, control, and protection of students commensurate with assigned duties and responsibilities and are expected to establish and maintain professional staff/student boundaries that are consistent with their legal, professional and ethical duty of care for students; and

WHEREAS, as an Educational Assistant, Ms. Hall must be capable of upholding board policies, providing appropriate student supervision, serving as a positive role model for others, and helping students understand and embrace ethical conduct and democratic values; and

WHEREAS, Board Policy 4140 –*Termination and Resignation*, states that the employment of a classified staff member may, upon a majority vote of the Board of Education, be suspended and/or terminated for violation of Board policies and in accordance with the criteria and procedures set forth in Ohio Revised Code and the applicable terms of any collectively-bargained agreement, as appropriate.; and

WHEREAS, the Ohio Revised Code section 3319.081 provides that a non-teaching employee contract may be terminated for violation of written rules and regulations as set forth by the board of education or for incompetency, inefficiency, dishonesty, drunkenness, immoral conduct, insubordination, discourteous treatment of the public, neglect of duty, or any other acts of misfeasance, malfeasance, or nonfeasance; and

WHEREAS, the Agreement states, the Board may terminate a classified employee for incompetence, dishonesty, drunkenness, immoral conduct, insubordination, discourteous treatment of the public, neglect of duties, or for willful and persistent violations of the rules and regulations of the Board, or for other good and just cause; and

WHEREAS, concerns with respect to Ms. Hall’s conduct contained herein have been thoroughly investigated and considered by administrators of the Board; and

WHEREAS, after considering the evidence, the Superintendent determined that Ms. Hall’s unacceptable, inappropriate and physically aggressive response to a student renders Ms. Hall unfit to be employed by the District; and

WHEREAS, Ms. Hall’s unacceptable, inappropriate and physically aggressive response to student constitutes a violation of written rules and regulations as set forth by the Board of Education, incompetency, dishonesty, immoral conduct, insubordination, neglect of duty, certain ethics violations, and acts of misfeasance, malfeasance or nonfeasance, and therefore provides just cause for disciplinary action; and

WHEREAS, as a result of Ms. Hall engaging in the misconduct specified herein, the Superintendent has recommended that the Board of Education terminate Ms. Hall's employment for just cause and in accordance with Board Policy 4140 –*Termination and Resignation*, and Ohio Revised Code 3319.081, as well as the Agreement with the Union; and

WHEREAS, the Board of Education has considered the recommendation of the Superintendent.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Campbell City School District that the Board hereby finds and determines that Ms. Hall's unacceptable, inappropriate and physically aggressive response to a student occurring on February 13, 2024, constitutes a violation of the written rules, and regulations as set forth by the Board of Education as stated herein, incompetency, dishonesty, neglect of duty and acts of misfeasance, malfeasance, and nonfeasance and therefore constitutes just cause for terminating her employment with the Board, as well as incompetence, dishonesty, drunkenness, immoral conduct, insubordination, discourteous treatment of the public, neglect of duties, or for willful and persistent violations of the rules and regulations of the Board, or for other good and just cause as defined by the Agreement.

BE IT FURTHER RESOLVED that the Board hereby finds and determines that Ms. Hall's dishonesty during the February 26, 2024, pre-termination *Loudermill* hearing regarding her response to the student, specifically, that she was acting in a "joking" manner – a change from what she originally admitted during a phone call with the Superintendent on February 15, 2024 – constitutes a violation of the written rules, and regulations as set forth by the Board of Education as stated herein, incompetency, dishonesty, neglect of duty and acts of misfeasance, malfeasance, and nonfeasance and therefore constitutes just cause for terminating her employment with the Board, as well as incompetence, dishonesty, drunkenness, immoral conduct, insubordination, discourteous treatment of the public, neglect of duties, or for willful and persistent violations of the rules and regulations of the Board, or for other good and just cause as defined by the Agreement.

BE IT FURTHER RESOLVED that on the grounds and for the reasons contained herein, the employment of Ms. Hall, Educational Assistant, employed by Campbell City School District Board of Education, is hereby terminated effective 12:01 a.m. on March 8, 2024.

BE IT FURTHER RESOLVED that the Treasurer of the Board of Education is hereby directed to and shall serve by certified mail a true and correct copy of this Resolution terminating her employment upon Ms. Hall.

BE IT FURTHER RESOLVED that it is hereby found and determined that all formal action of the Board of Education concerning and relating to the adoption of this Resolution were adopted in an open meeting of the Board, and that all deliberations of the Board and any of its committees that resulted in such formal meetings open to the public, when required by law, were in full compliance with the law.

UPON ROLL CALL, on passage of the foregoing resolution, the vote was as follows:

	<u>Yea</u>	<u>Nay</u>
<u>Gary Bednarik</u>	<u>X</u>	<u> </u>
<u>Beth Donofrio</u>	<u>X</u>	<u> </u>
<u>Judy Gozur</u>	<u>X</u>	<u> </u>
<u>Tina Tsagaris</u>	<u>X</u>	<u> </u>
<u>Tony Kelly</u>	<u>X</u>	<u> </u>

The foregoing is a true and correct excerpt from the minutes of a meeting of the Board of Education of the Campbell City School District conducted on March 7, 2024.



Nora Montañez

Treasurer/CFO

CAMPBELL CITY SCHOOLS

280 6th Street Campbell, Ohio 44405
PH: 330-799-8777 FX: 330-799-0875

Superintendent
Matthew L. Bowen

Treasurer
Nora J. Montanez

Board of Education: March 5, 2024

President
Tony Kelly

Vice President
Beth Donofrio

Members:
Gary Bednarik
Judy Gozur
Tina Tsagaris

NOTICE OF SPECIAL MEETING

The Campbell Board of Education will hold the following meeting:

SPECIAL MEETING

Thursday, March 7, 2024 at 6:00 p.m.
Board of Education Conference Room



Elementary & Middle School
330-799-0054

The purpose of the special meeting is to approve the termination of a public employee and for consideration of the appointment of personnel.



Memorial High School
330-799-1515

A handwritten signature in black ink, appearing to read "Nora J. Montanez".

Nora J. Montanez
Treasurer, Campbell City Schools



NEO IMPACT Academy
330-799-8239

NJM/cmm

