

MINUTES

TUESDAY, APRIL 16, 2024

REGULAR SESSION

7:00 P.M.

Business Meeting

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

1. CALL TO ORDER:

The Allen East Board of Education was called to order at 7:00 P.M. by President, Sara Jones.

2. ROLL CALL:

Emerick Yea Hershberger Yea Jones Yea Miller Yea Werling Yea

3. PLEDGE OF ALLEGIANCE: Recited

4. STUDENT/STAFF RECOGNITION:

FFA Students

Gold Rated Officer Books

Devan Foster  
Jayda Kennedy  
Victoria Gossard

State Proficiency Finalist

Devan Foster  
Delaney Jones

Star State Finalist

Delaney Jones

Charitable Giving Donation

Danica Stanley

Ag Mechanics Engineering  
Team State Finals

Wesley Goble  
Mitchel Hawk  
Jackson Friesner

American Degree Candidate

Montana Hulsmeyer

State FFA Degree

Carson Clum  
Alley DeCoursey  
Rilynn Jones  
Mitchel Hawk  
Jackson Friesner  
Austin Hutchinson  
Lane Wildermuth  
Victoria Gossard  
Logan Huck

Wildlife Management

Mitchel Hawk Lane Wildermuth  
Wesley Goble Logan Huck  
Ethan McKeever Dakota Henry  
Jackson Friesner Landen Twinning

STEM NIGHT IN THE STEM LAB

Robotics Team Presentation – In the STEM Lab.

5. HEARING OF THE PUBLIC – NOT TO EXCEED THIRTY (30) MINUTES – THREE (3) MINUTES PER INDIVIDUAL COMMENT – PER BOARD POLICY O.R.C. 3313.20:

6. ACCEPTANCE OF AGENDA: (# 0324-2136)

Kyle Miller moved and Jason Werling seconded.

Discussion:

Emerick Yea Hershberger Yea Jones Yea Miller Yea Werling Yea

**7. APPROVAL OF MINUTES: (#0324-2137)**

The "Record of Proceedings" of the March 19, 2024 work session, regular meeting, and records commission meeting have been distributed by the Treasurer and read:

Brian Hershberger moved and Steve Emerick seconded.

Discussion:

Hershberger Yea Jones Yea Miller Yea Werling Yea Emerick Yea

**8. TREASURER CONSENT AGENDA: (#0324-2138)**

**A. MONTHLY BILLS:** Reports: Checks

**B. FINANCIAL REPORT:** Reports: Appropriation Summary, Cash Reconciliation, Cash Summary Report, Outstanding Checks, Revenue Summary, and Spending Plan Summary

**C. INVESTMENTS:** Report: Investment Report

**D. CENTRAL STATES CAPITAL MARKETS:**

The treasurer requests the authorization for transferring the investment account from Caldwell Sutter Capital to Central States Capital Markets due to the closure of the regional Caldwell Sutter Capital Office.

**E. DONATIONS:**

Moms & Dads Club – Middle School 25 Task Trip	\$748.50
Moms & Dads Club – High School Student Support	\$3,500.00
Moms & Dads Club – Academic Lottery	\$1,500.00
Moms & Dads Club – Athletic Coaches Tool Chest	\$1,000.00
Moms & Dads Club – Track	\$429.91
Moms & Dads Club – Cheerleading	\$579.00

Kyle Miller moved and Brian Hershberger seconded.

Discussion:

Jones Yea Miller Yea Werling Yea Emerick Yea Hershberger Yea

**9. REPORTS:** Mr. Mel Rentschler – Superintendent's Report

**10. PURCHASES AND/OR SERVICES AUTHORIZATION: (#0324-2139)**

The superintendent recommends the Allen East Board of Education approve the following purchases and/or services:

Cardinal Bus Sales – Summer Bus Inspections	\$20,000.00
CDW-G – Microsoft Licenses	\$5,100.40
Longmeier Flooring – Elementary & Board Office Flooring	\$35,595.00
Schoolhouse Electronics – 11 Interactive Flat Panels	\$31,900.00
Toledo Zoo – Kindergarten Field Trip	\$5,142.00

Jason Werling moved and Kyle Miller seconded.

Discussion:

Miller Yea Werling Yea Emerick Yea Hershberger Yea Jones Yea

**11. ANNUAL ADOPTION CONSENT AGENDA: (#0324-2140)**

“Be it resolved by the Board of Education of the Allen East Local School District, a majority of its membership therein concurring, with the recommendation from the Superintendent, that the following items be approved.”

- A. **WHEREAS**, teachers build bridges of learning from our generation to the future; and  
**WHEREAS**, teachers challenge our young people to become life-long learners; and  
**WHEREAS**, teachers reach out to every student regardless of ability, social or economic background, race, religion, creed or ethnic origin; and  
**WHEREAS**, teachers provide instructional opportunities that help prepare the students for the demands of the changing workplace environment; and  
**WHEREAS**, teachers help students understand the democratic principles that built this nation and how those foundation of freedom are serving as hope for people around the world;  
**NOW THEREFORE, BE IT RESOLVED** that Tuesday, May 7, 2024 is hereby proclaimed NATIONAL TEACHER APPRECIATION DAY, a time for a public salute to teachers who represent *An Investment in Excellence* in our community.
- B. Approve the Natural Gas Agreement between Symmetry Energy Solutions, LLC and Allen East Local School District at \$4.15 per MCF effective November 2024 through October 2026.
- C. Approve the College Credit Plus Agreement with The University of Findlay, effective as of April of 2024 and remain in effect until April of 2029 at the following rates: Tuition for CCP courses will be set at the floor amount, as defined by in the Ohio Revised Code, per credit. Tuition for any courses taken at the University or online by the Schools CCP students will be set at the ceiling amount, as defined in the Ohio Revised Code, per credit.
- D. Participation in Sedgwick BWC Group Rating Pool for 2025 at a cost of \$2,905.
- E. Approve the College Credit Plus Agreement with Owens Community College for the 2024-2025 academic year at the following rates: \$140 per credit hour delivered on the college campus; \$80 per credit hour delivered online; \$80 per credit hour delivered at the secondary school and taught by credentialed secondary school faculty; default floor amount per credit hour, as prescribed by the Ohio Department of Education District-Taught Program.

Kyle Miller moved and Jason Werling seconded.

Discussion:

Werling Yea Emerick Yea Hershberger Yea Jones Yea Miller Yea

**12. POLICY REVIEW/APPROVE CHANGES-FIRST READING: (#0324-2141)**

The superintendent recommends the Allen East Board of Education review and approve the following policy and bylaw changes on the first reading:

<u>Revised</u>	<u>New</u>	<u>Deleted</u>
2623		
2623.02		
3120.04		
3140		
4124		

4140  
5310  
8600  
8600.04  
8640  
8650  
8660

Brian Hershberger moved and Steve Emerick seconded.

Discussion:

Emerick Yea Hershberger Yea Jones Yea Miller Yea Werling Yea

**13. EXECUTIVE SESSION: (# 0324-2142)**

Pursuant to Ohio Revised Code Section 121.22 (G), the superintendent recommends that the Allen East Board of Education move that the Board adjourn to executive session for the following reason(s):

- a. To consider the appointment \_\_\_\_, employment X, dismissal \_\_\_\_, discipline \_\_\_\_, promotion \_\_\_\_, demotion \_\_\_\_, or compensation \_\_\_\_ of a public employee or official; (check one or more of the purposes for which the executive session is to be held);
- b. Investigation of charges or complaints against a public employee, official, licensee or student requests a public meeting except that consideration of the discipline of an Allen East Board member for conduct related to the performance of his/her duties of his/her removal from office shall not be held in executive session;
- c. To consider the purchase of property for public purposes or the sale of property at competitive bidding, if premature disclosure of information would give an unfair competitive or bargaining advantage to a person whose personal, private interest is averse to the public interest;
- d. Conference with the Board's attorney concerning disputes involving the Board that are the subject of pending or imminent court action;
- e. Preparing for, conducting, or reviewing negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment;
- f. Matters required to be kept confidential by federal law or regulations or state statutes;
- g. Details relative to the security arrangements and emergency response protocols for the District where disclosure of the matters discussed could reasonably be expected to jeopardize the security of the District.
- h. Consideration of confidential information related to the marketing plans, specific business strategy, production techniques, trade secrets, or personal financial statements of an applicant for economic development assistance, or to negotiations with other political subdivisions respecting requests for economic development assistance, provided that both of the following conditions apply:
  1. the information is directly related to a request for economic development assistance that is to be provided or administered under one of the statutes referenced in R.C. 121.22(G)(8)(1), or that involves public infrastructure improvements or the extension of utility services that are directly related to an economic development project, and
  2. An unanimous quorum of the Board or its subcommittee determines, by a roll call vote, that the executive session is necessary to protect the interests of the applicant or the possible investment or expenditure of public funds to be made in connection with the economic development project.

\* Collective bargaining meetings and Audit conferences are exempt from ORC 121.22

Jason Werling moved and Steve Emerick seconded.

Discussion:

Hershberger Yea Jones Yea Miller Yea Werling Yea Emerick Yea

Adjourned 8:22P.M.  
Reconvened 10:20P.M.

**14. SUPERINTENDENT CONSENT AGENDA: (#0324-2143)**

The superintendent recommends the Allen East Board of Education hire the following candidates' contingent upon BCII clearance, FBI clearance, and all proper ODE licenses and/or certifications:

**A. CERTIFIED**

**1. RESIGNATIONS:**

- Robert Dotson, Teacher and Band Director – effective August 9, 2024

**2. EMPLOYMENT – REGULAR RENEWAL:**

<u>NAME</u>	<u>POSITION</u>	<u>TERM</u>
Laura Ayers	Teacher	2 year (2024-2025, 2025-2026)
Tabitha Casey	Teacher	3 year (2024-2025, 2025-2026, 2026-2027)
Brady Crea	Teacher	3 year (2024-2025, 2025-2026, 2026-2027)
Molly Davisson	Teacher	2 year (2024-2025, 2025-2026)
Nicole Flory	Teacher	2 year (2024-2025, 2025-2026)
Bailey Gibson	Teacher	2 year (2024-2025, 2025-2026)
Emily Hamric	Teacher	2 year (2024-2025, 2025-2026)
Stephanie Hunter	Teacher	2 year (2024-2025, 2025-2026)
Tayler Hutchinson	Teacher	2 year (2024-2025, 2025-2026)
Zachery Johnson	Teacher	3 year (2024-2025, 2025-2026, 2026-2027)
Maverick Liles	Teacher	3 year (2024-2025, 2025-2026, 2026-2027)
Kelsey Long	Teacher	3 year (2024-2025, 2025-2026, 2026-2027)
Shelby Marsteller	Teacher	2 year (2024-2025, 2025-2026)
Stephanie McMahon	Teacher	2 year (2024-2025, 2025-2026)
Riley Mitosinka	Teacher	2 year (2024-2025, 2025-2026)
Allyson Richardson	Teacher	2 year (2024-2025, 2025-2026)
Marianne Shook	Teacher	2 year (2024-2025, 2025-2026)
Abigail Stallkamp	Teacher	3 year (2024-2025, 2025-2026, 2026-2027)
Alexis Swaney	Teacher	2 year (2024-2025, 2025-2026)

**3. EMPLOYMENT - SUPPLEMENTAL:**

<u>NAME</u>	<u>POSITION</u>	<u>SALARY</u>	<u>TERM</u>
Molly Davisson	Volleyball Coach, Asst./ JV HS	0 @ 7%	2024-2025
Rachel Massie	8 <sup>th</sup> grade Volleyball Coach	0 @ 6%	2024-2025

**4. EMPLOYMENT – REGULAR:**

<u>NAME</u>	<u>POSITION</u>	<u>SALARY</u>	<u>TERM</u>
Megan Baker	Teacher	BA @ 0	2024-2025
Catherine Burden	Teacher	BA @ 7	2024-2025
Melissa Reffitt	Teacher	BA @ 0	2024-2025
Wayne Stacy	Teacher	MA @ 10	2024-2025

**5. EMPLOYMENT – SUBSTITUTE:**

<u>NAME</u>	<u>POSITION</u>	<u>TERM</u>
Carina Dimarco	Substitute Teacher	2023-2024

- List as attached from the Allen County Educational Service Center

**B. CLASSIFIED:**

**1. RESIGNATIONS:**

**2. EMPLOYMENT – REGULAR RENEWAL:**

<u>NAME</u>	<u>POSITION</u>	<u>TERM</u>
Mikki Kennedy	Bus Driver	2 year (2024-2025, 2025-2026)
Leigh Anne Rumer	Bus Driver	2 year (2024-2025, 2025-2026)
John Sloan	Bus Driver	2 year (2024-2025, 2025-2026)
Kelli Cosart	Cook	2 year (2024-2025, 2025-2026)
Jodi Culbertson	Cook	2 year (2024-2025, 2025-2026)
Kathleen Helser	Cook	2 year (2024-2025, 2025-2026)
Kathy Hutchinson	Cook	2 year (2024-2025, 2025-2026)
Steven Frey	Custodian	2 year (2024-2025, 2025-2026)
Michelle Peterson	Custodian	2 year (2024-2025, 2025-2026)
Sara Harrod	Head Secretary	2 year (2024-2025, 2025-2026)

**3. EMPLOYMENT – REGULAR:**

<u>NAME</u>	<u>POSITION</u>	<u>SALARY</u>	<u>TERM</u>
Steven Frey	Custodian (Full Time 8 hours/day)	1 @ \$16.47	2023-2024*

*\*Effective May 1, 2024*

**4. EMPLOYMENT – SUPPLEMENTAL:**

<u>NAME</u>	<u>POSITION</u>	<u>SALARY</u>	<u>TERM</u>
Benjamin Belcher	Head HS Boys Basketball Coach	0 @ 15%	2024-2025
Steven Roeder	Soccer Coach, Head HS Girls	3 @ 9%	2024-2025
Emma Sloan	Volleyball Coach, 7 <sup>th</sup> Grade	1 @ 6%	2024-2025

**5. EMPLOYMENT – SUBSTITUTE:**

<u>NAME</u>	<u>POSITION</u>	<u>SALARY</u>	<u>TERM</u>
Melissa Evans	Substitute Cook	as per salary schedule	2024-2025
Amanda Hunsaker	Substitute Bus Driver	as per salary schedule	2024-2025
Jackie Okief	Substitute Bus Driver	as per salary schedule	2024-2025

**6. VOLUNTEERS:**

Kyle Miller moved and Jason Werling seconded.

Discussion:

Jones Yea Miller Yea Werling Yea Emerick Yea Hershberger Yea

**15. STAFF ADVANCES: (#0324-2144)**

<u>NAME</u>	<u>POSITION</u>	<u>SALARY</u>	<u>TERM</u>
Tami Clum	Teacher	MA +15 to MA +30	2024-2025

Kyle Miller moved and Jason Werling seconded.

Discussion:

Miller Yea Werling Yea Emerick Yea Hershberger Abstain Jones Yea

**16. PERSONNEL CERTIFIED CONTINUING CONTRACT: (#0324-2145)**

The superintendent recommends the Allen East Board of Education approve the employment of **Cecilia Koh** (Teacher) on a continuing contract basis effective July 1, 2024.

Brian Hershberger moved and Steve Emerick seconded.

Discussion:

Miller Yea Werling Yea Emerick Yea Hershberger Yea Jones Yea

**17. PERSONNEL CERTIFIED CONTINUING CONTRACT: (#0324-2146)**

The superintendent recommends the Allen East Board of Education approve the employment of **Stephanie Miller** (Guidance Counselor) on a continuing contract basis effective July 1, 2024.

Kyle Miller moved and Brian Hershberger seconded.

Discussion:

Werling Yea Emerick Yea Hershberger Yea Jones Yea Miller Yea

**18. PERSONNEL CERTIFIED CONTINUING CONTRACT: (#0324-2147)**

The superintendent recommends the Allen East Board of Education approve the employment of **Lindsay Parker** (Teacher) on a continuing contract basis effective July 1, 2024.

Kyle Miller moved and Steve Emerick seconded.

Discussion:

Emerick Yea Hershberger Yea Jones Yea Miller Yea Werling Yea

**19. PERSONNEL CLASSIFIED CONTINUING CONTRACT: (#0324-2148)**

The superintendent recommends the Allen East Board of Education approve the employment of **Gwendolyn Davis** (Cook) on a continuing contract basis effective July 1, 2024.

Kyle Miller moved and Steve Emerick seconded.

Discussion:

Hershberger Yea Jones Yea Miller Yea Werling Yea Emerick Yea

**20. PERSONNEL CLASSIFIED CONTINUING CONTRACT: (#0324-2149)**

The superintendent recommends the Allen East Board of Education approve the employment of **Brandi Roether** (Custodian) on a continuing contract basis effective July 1, 2024.

Kyle Miller moved and Jason Werling seconded.

Discussion:

Jones Yea Miller Yea Werling Yea Emerick Yea Hershberger Yea

**21. ADMINISTRATIVE SALARY SCHEDULE: (#0324-2150)**

The superintendent recommends the Allen East Board of Education approve the revised salary schedule for Technology Technician effective May 1, 2024.

Kyle Miller moved and Brian Hershberger seconded.

Discussion:

Miller Yea Werling Yea Emerick Yea Hershberger Yea Jones Yea

**22. PERSONNEL ADMINISTRATIVE: (#0324-2151)**

The superintendent recommends the Allen East Board of Education approve the employment of the following:

<u>NAME</u>	<u>POSITION</u>	<u>TERM</u>
Heather Burden	Food Service Director	3 year (2024-2025, 2025-2026, 2026-2027)
Devin Horn	Technology Technician	2 year, 2 month (2023-2024, 2024-2025, 2025-2026)*
Nicole Rettig	Middle School Principal	3 year (2024-2025, 2025-2026, 2026-2027)
Darlene Whitley	Assistant Treasurer	3 year (2024-2025, 2025-2026, 2026-2027)

*\*Effective May 1, 2024*

Kyle Miller moved and Steve Emerick seconded.

Discussion:

Werling Yea Emerick Yea Hershberger Yea Jones Yea Miller Yea

**23. AMENDMENTS TO EMPLOYMENT CONTRACTS (# 0324-2152)**

The superintendent recommends the Allen East Board of Education to accept the attached amendments to employment contracts to extend the original contracted 220 work days to 260 work days, with the addition of 40 vacation days with no change in compensation.

<u>NAME</u>	<u>POSITION</u>	<u>TERM</u>
Jeffrey Amspoker	High School Principal	2024-2025
Amanda Fetter	Special Education Director	2024-2025
Tiffini Flugga	Elementary Principal	2024-2025

Kyle Miller moved and Jason Werling seconded.

Discussion:

Emerick Yea Hershberger Yea Jones Yea Miller Yea Werling Yea

**24. PBIS BUILDING COORDINATOR STIPENDS (# 0324-2153)**

The superintendent recommends the Allen East Board of Education approve the following employees be paid a one-time stipend of \$2,000 each from the Stronger Connections Grant, to be paid at the end of the 2023-2024 school year. The stipend is for leading the training and implementation of the Positive Behavioral Interventions and Supports (PBIS) system within Allen East.

- Jeffrey Amspoker – High School building coordinator
- Nicole Rettig – Middle School building coordinator
- Tiffini Flugga – Elementary building coordinator
- Amanda Fetter – Special Education building coordinator

Jason Werling moved and Steve Emerick seconded.

Discussion:



Hershberger Yea Jones Yea Miller Yea Werling Yea Emerick Yea

**25. STEP III GRIEVANCE: ASHLEY DELLENBAUGH AND THE ALLEN EAST EDUCATION ASSOCIATION:**

**(#0324-2154)**

Ashley Dellenbaugh and the Allen East Education Association request the Allen East Board of Education remove the inappropriate and third hand information from Ashley Dellenbaugh's formal holistic observation from March 14, 2024; cease and desist violating the collective bargaining agreement and/or Board Policy as it applies to the portions of the contract Article III Section B (Standards Based Teacher Evaluation) and any other applicable articles, sections, subsections of the collective bargaining contract and/or Board Policy; and such other relief that shall be granted as an arbitrator/judge shall deem appropriate.

After consideration from the hearing held in executive session, Kyle Miller moved to table Steve Emerick seconded the motion.

Discussion:

Jones Yea Miller Yea Werling Yea Emerick Yea Hershberger Yea

**26. STEP III GRIEVANCE: MAVERICK LILES, STEVE RICHARDSON, LINDSAY PARKER, JESSICA ROLFES, AND THE ALLEN EAST EDUCATION ASSOCIATION: (#0324-2155)**

Maverick Liles, Steve Richardson, Lindsey Parker, Jessica Rolfes and the Allen East Education Association request the Allen East Board of Education cease and desist violating the collective bargaining agreement and/or Board Policy as it applies to portions of the contract listed in Article V Section A (Leaves of Absence), Article XII Section A, (Waiver of Negotiations/Reopener, Salary Schedule and any other applicable articles, sections, subsections of the collective bargaining agreement and/or Board policy. Reimburse Maverick Liles, Steve Richardson, Lindsey Parker and Jessica Rolfes for all medical appointment cancellation fees; and such other relief that shall be granted as an arbitrator/judge shall deem appropriate.

After consideration from the hearing held in executive session, Kyle Miller moved to table. Jason Werling seconded the motion.

Discussion:

Miller Yea Werling Yea Emerick Yea Hershberger Yea Jones Yea

**27. QUESTIONS/DISCUSSION:**

**28. ADJOURNMENT:** There being no further business, meeting adjourned at 10:25 P.M.