

June 20, 2024

The **Indian Creek Board of Education** met in regular session on June 20, 2024 at 6:00 P.M. at the Indian Creek Middle School, Mingo Junction, Ohio. President Dr. Ted Starkey called the meeting to order and led the Pledge of Allegiance. At roll call, the following members were present: Dr. Ted Starkey, Mr. Stephen Cowser, Mr. Daniel Bove, Jr. Mr. James Speece. Dr. John Figel was absent.

READING, APPROVAL, SIGNING OF MINUTES

#37-06-24

Dr. Starkey moved and Mr. Bove seconded the motion to approve the minutes from the May 16, 2024 regular meeting. **Vote on motion:** Dr. Starkey, yes; Mr. Speece, yes; Mr. Bove, yes; Mr. Cowser, yes. **Motion approved 4-0.**

BILLS, FINANCIAL, BANK RECONCILIATION

#38-06-24

Mr. Bove moved and Mr. Cowser seconded the motion to approve the bills, financial report and bank reconciliation for the month of May 2024. **Vote on motion:** Mr. Cowser, yes; Mr. Bove, yes; Mr. Speece, yes; Dr. Starkey, yes. **Motion approved 4-0.**

INTRODUCTIONS AND RECOGNITION OF GUESTS

I.C.E.A. – President Karen Lloyd discussed the following:

- Introduced the new ICEA President, Joe Hammack
- Shared the teacher’s appreciation for the administration and Board during negotiations
- Discussed utilizing current teachers in various positions and giving them the opportunity to change roles
- Discussed OEA’s stance on school vouchers and requested that the District remain in the forefront on opposing vouchers

On behalf of the Board of Education, Dr. Starkey thanked Mrs. Lloyd for her years of service and wished her well.

O.A.P.S.E. – No representative.

COMMUNICATIONS – None.

EXECUTIVE SESSION

#39-06-24

Dr. Starkey moved and Mr. Bove seconded the motion to go into executive session and marked below:

1. To consider one or more, as applicable, of the check-marked items with respect to a public employee or official:
 - a. ___ Appointment
 - b. **Employment**
 - c. ___ Dismissal
 - d. ___ Discipline
 - e. ___ Promotion
 - f. ___ Demotion
 - g. ___ Compensation
 - h. ___ Investigation of charges/complaints (unless public hearing requested)

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2. To consider the purchase of property for the public purposes or for the sale of property at competitive bidding, if premature disclosure of information would give an unfair advantage to a person whose personal, private interest is adverse to the general public interest.
3. Specialized details of security arrangements where disclosure of the matters discussed might reveal information that could be used for the purpose of committing, or avoiding prosecution for, a violation of the law.
4. Matters required to be kept confidential by Federal law or State statutes.

5. Preparing for, conducting, or reviewing negotiations with public employees concerning their compensation or other terms and conditions of their employment.

6. In-person conferences with an attorney for the Board concerning disputes involving the Board that are the subject of pending or imminent court action.
7. 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 negotiations with other political subdivisions respecting requests for economic development assistance provided that:
 - A. The information is directly related to a request for economic development assistance that is to be provided or administered under provisions of State law authorized in Ohio Revised Code Section 121.22(G)(8)(1), or involves public infrastructure improvements or the extension of utility services that are directly related to an economic development project and
 - B. A unanimous quorum of the Board has determined by a roll call vote the executive session is necessary to protect the interests of the applicant or possible investment or expenditure of public funds to be made in connection with the economic development project. Conferences with an attorney for the public body concerning disputes involving the public body that are the subject of pending or imminent court action.

NOW, THEREFORE, BE IT RESOLVED, that the Indian Creek Local School District Board of Education, by a majority of the quorum present at this meeting, does hereby declare its intention to hold an executive session of items **1 b and #5** as listed above.

Vote on motion: Mr. Speece, yes; Mr. Bove, yes; Mr. Cowser, yes; Dr. Starkey, yes. **Motion approved 4-0.** Time: 6:12 P.M.

Executive session ended at 7:20 P.M. and the meeting resumed.

OLD BUSINESS – None.

ACCEPT ADDENDA

#40-06-24

Dr. Starkey moved and Mr. Bove seconded the motion to accept an addendum to include item P under New Business and an addendum to include items V through Y under Personnel.

Vote on motion: Mr. Bove, yes; Dr. Starkey, yes; Mr. Cowser, yes; Mr. Speece, yes. **Motion approved 4-0.**

NEW BUSINESS

ICEA Negotiated Agreement

#41-06-24

Dr. Starkey moved and Mr. Bove seconded the motion to approve the Superintendent and Treasurer's recommendation that the Board ratify the Negotiated Agreement with the Indian Creek Education Association for a period of three years, effective July 1, 2024 through June 30, 2027.

Vote on motion: Mr. Speece, yes; Mr. Cowser, yes; Mr. Bove, yes; Dr. Starkey, yes. **Motion approved 4-0.**

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APPROVAL OF ITEMS A THROUGH P, EXCLUDING ITEMS E AND F
#42-06-24

Dr. Starkey moved and Mr. Speece seconded the motion to approve items A through P below, excluding items E and F.

A. Bills to Be Considered, over \$5,000.00 and/or Improper Procedure

The Treasurer recommends payment of the following invoices that have been submitted for payment:

VENDOR	AMOUNT	DESCRIPTION
CDW Government, Inc.	\$33,839.00	Chromebooks
Jefferson Landmark, Inc.	\$17,543.20	Diesel fuel for buses
Pepple & Waggoner, LTD	\$6,959.00	Legal services
Nutrition, Inc.	\$5,222.52	Food services 5/1 - 5/3/24
Nutrition, Inc.	\$20,275.92	Food services 5/4 - 5/10/24
Damon Chemical Industries	\$7,539.08	Parts and repair of robotic scrubber
Notable, Inc.	\$7,455.00	Kami license renewal
Pepple & Waggoner, LTD	\$7,923.00	Legal services
All American Sports Corp.	\$5,248.18	Football pants
Nutrition, Inc.	\$22,054.69	Food Services 5/11/24 - 5/17/24
Zides	\$6,103.19	Football helmets, pants and shoulder pads (athletic fund)

B. Agreement – Jefferson County ESC – Summer Services

The Superintendent recommends the Board approve an agreement with Jefferson County ESC for speech therapy and occupational therapy assistant services for the 2024 summer school program.

C. Property & Fleet Insurance

The Treasurer recommends the Board approve renewal of liability, property and fleet insurance coverage through Schools of Ohio Risk Sharing Authority, effective July 1, 2024 through June 30, 2025.

D. Cyber Insurance

The Treasurer recommends the Board approve cyber insurance coverage with Tokio Marine HCC through McBane Insurance and Financial Services effective July 1, 2024 through June 30, 2025.

E. ICEA Negotiated Agreement – Excluded from this motion – see #41-06-24 above

F. Nutrition Agreement – Excluded from this motion (not acted upon)

The Superintendent and Treasurer recommend the Board approve the Food Service Bid/Agreement with Nutrition, Inc. for the 2024-25 school year and establish prices.

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G. ESC Staff Agreement Revision – 2023-24 School Year

The Superintendent recommends the Board approve the updated revision to the ESC staffing agreement from 2023-24 to reflect Lori Cowan, school psychologist, from 1 FTE to as needed basis, effective March 1, 2024 for the remainder of the 2023-24 school year.

H. OMERESA Bus Bid Process

The Superintendent recommends the Board approve participating in the OMERESA/Southwestern Ohio Educational Purchasing Council Bus Bid Process for the 2024-2025 school year.

I. Indian Creek School District Office of Exceptional Children Handbook

The Superintendent recommends the Board approve the Indian Creek School District Office of Exceptional Children Handbook.

J. Agreement – Aetna

The Superintendent recommends the Board enter into an agreement with Aetna for major medical insurance, beginning 7/1/2024.

K. Agreement – Medical Mutual of Ohio (MMO) Employee Wellness Initiative Funds

The Superintendent recommends entering into a one-year agreement (7/1/23 - 6/30/24) with Medical Mutual of Ohio (MMO) for an Employee Wellness Initiative. MMO will designate \$1,500.00 of initiative funds to ICLSD for employee incentives. MMO will not pay wellness funds up front. ICLSD will be required to furnish the funds up front and submit detailed documentation to MMO to support the reimbursement of wellness activities/incentives. Any unused (unspent) amount of the designated funds after June 30, 2024 shall be retained by MMO.

L. Disbursement – Medical Mutual of Ohio (MMO) Wellness Initiative Funds

The Superintendent recommends approval for the disbursement of \$1500.00 Medical Mutual of Ohio (MMO) Wellness Initiative funds to employees who were chosen after being placed into a drawing (or drawings) for completing specific wellness activities, and/or completing specific levels of the wellness program, and/or having the highest number of wellness points. The funds will be disbursed to those employees through the June 20, 2024 payroll and will be subject to payroll withholdings. Once the funds have been disbursed, ICLSD will submit detailed documentation to MMO to support the reimbursement of wellness activities/incentives. The \$1500.00 will be reimbursed to ICLSD by MMO.

M. Membership – The Ohio Coalition for Equity and Adequacy of School Funding

The Superintendent recommends the Board approve continuing membership in the Ohio Coalition for Equity & Adequacy of School funding plus annual voucher litigation dues for the 2024-25 school year at a cost of \$3,906.00.

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N. Staffing Agreement – Jefferson County ESC

The Superintendent recommends the Board approve entering into a staffing agreement with the Jefferson County Educational Service Center to provide services as listed below:

Lori Cowan	School Psychologist	As needed
Marissa Wanchik	Speech Therapist	1.0 FTE
Vanessa Maurer	Speech Therapist	As needed
Brittany Marconi	Occupational Therapist	1.0 FTE
John Polsinelli	EMIS Coordinator	1.0 FTE
Laura Fink	COTA	1.0 FTE
Emily Marcolini	Speech Therapist	1.0 FTE
Emily Gault	Speech Therapist	1.0 FTE
June Leasure	School Psychologist	As needed
Greg Emerick	Transition Aide Assigned to JVS	1.0 FTE
Christine Neely	VI Aide at Buckeye North	1.0 FTE
Amy Gareis	Public Relations Coordinator	.14 FTE
Joan Workman	Spanish Interpreter	1.0 FTE
Breanna Pawlowski	COTA	.4862 FTE
Michelle Meeks	School Psychologist	1.0 FTE

O. Agreement – Educational Service Center of Northeast Ohio

The Superintendent recommends the Board approve the agreement of services the Governing Board of the Educational Service Center of Northeast Ohio acting on behalf of Ohio Substitute Teacher Services. The agreement period shall be July 1, 2024 through June 30, 2025 and shall automatically be extended for additional successive periods of one year each.

P. ICHS Renovation Project

The Superintendent recommends entering into an agreement JD&E, Inc. Construction Services for completion of the ICHS renovation project.

Vote on motion: Dr. Starkey, yes; Mr. Bove, yes; Mr. Speece, yes; Mr. Cowser, yes. **Motion approved 4-0.**

OTHER MATTERS

PERSONNEL

APPROVAL OF ITEMS A THROUGH Y

#43-06-24

Dr. Starkey moved and Mr. Bove seconded the motion to approve items A through Y under Personnel.

A. Resignation – Certified Teacher and Extra Duty Positions

The Superintendent recommends the Board approve the resignation of Amanda Taflan, ICHS Business Teacher and all extra duty positions, effective July 31, 2024.

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B. Resignation – Certified

The Superintendent recommends the Board approve the resignation of Anthony Renzelli, ICMS ELA teacher, effective June 30, 2024.

C. Resignation – Certified

The Superintendent recommends the Board approve the resignation of Shaun Ford, ICMS Intervention teacher, effective July 31, 2024. Mr. Ford will be teaching summer school for the district.

D. Resignation – Certified

The Superintendent recommends the Board accept the resignation of Karen Lloyd, Cross Creek Elementary 1st Grade teacher, effective July 1, 2024, for the purpose of retirement. Ms. Lloyd has served the students of Indian Creek School District for 32 years.

E. Extra Duty Supplemental Contract Reassignment

The Superintendent recommends the Board approve the reassignment of Renee Antonelli from 9th Grade Girls Volleyball Coach to Girls Varsity Assistant coach for the 2024-25 school year.

F. Employment – Extra-Duty Supplemental Contracts

The Superintendent recommends the employment of the following certificated/licensed individuals in the positions listed. One-year limited contracts for the 2024-25 school year. If required for the position, individuals must have Pupil Activity Permits issued by the Ohio Department of Education, valid for the 2024-25 school year.

Hills Elementary Extra Duty Positions

Before and After School Coordinator	Amanda Renner
Building Tech	Ginny Pawelczyk
Character Education	Amanda Renner
Lead Teacher	Holly McClain
Literacy (Reading Assistant)	Amanda Renner
Math Assistant	Ginny Pawelczyk
OIP Facilitator	Alyssa Lollini
Yearbook	Ginny Pawelczyk

Athletics

9 th Grade Volleyball Coach	Jaycee Gotschall
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ICHS

CTE Information Support and Service Position 20 days extended time – 10 days beginning of school year (2024-25) and 10 after the end of school year.	Dave Moffat
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G. Employment – Summer Learning 2024

The Superintendent recommends the Board approve the employment of the following individuals in the positions listed:

Summer school starts June 11, 2024 through July 25, 2024 (18 sessions)
Instruction 9:00 a.m. – 12:00 p.m. on Tuesday, Wednesday, and Thursday

Teachers

\$30.00 hourly; 54 hours instruction (3 hours per day); 18 hours of supervising (1 per day); 12 hours planning (84 hours total)

Bernadine Edgerly – CCE	Rachel Wilson – CCE	Mary-Lily Guisto – CCE
Molly Wilson – CCE	Shaun Ford – CCE	Robyn Scott – CCE
Melissa Kernen – CCE	Alyssa Lollini – CCE	Jaycee Gotschall- CCE
Bobbie Jo Agin – CCE	Renee Antonelli – CCE	Rachel Vince – CCE
Ashley Turnbull – CCE	Ruth Rees – CCE	Barb Turner – ICHS
Chelsea Connor – CCE	Amanda Renner – CCE	Amber Scott – CCE
Cathy DiBenedetto – CCE	Kim Carnahan – CCE	Amy Lane – CCE
Staci Copeland – CCE	Mason Balzano - CCE	

Orton – Gillingham Interventionist

\$35.00 (36 Hours maximum)

Sarah Hibbits - CCE

Aides

- @Negotiated wages (72 hours total) – Cross Creek Elementary
- @Negotiated wages (72 hours total) – Indian Creek High School
- @Negotiated wages (72 hours total) – Cross Creek Elementary*

Brenda Hyde – Cross Creek Elementary	Renee Vandeborne – Cross Creek Elementary*
Holly Edwards – Indian Creek High	

Cook/Cashier/s

- @Negotiated wages (72 hours total) – Cross Creek Elementary
- @Negotiated wages (72 hours total) – Indian Creek High School
- @Negotiated wages (52 hours total) – Indian Creek Middle

Tami Millhorn – Indian Creek High School	Laura Sabedra-Norris – Sycamore @ICMS
Leigh Ann Delong - CCE	

School Nurse

\$30.00 hourly (54 hours total)

Emily Pietro – Cross Creek Elementary

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H. Employment – Certified

The Superintendent recommends the Board approve the employment of Lorrie Jarrett, Cross Creek Elementary 3rd Grade teacher, effective the 2024-25 school year. One-year contract, 184 days per year, salary and benefits pursuant to the ICEA Negotiated agreement. Employment contingent upon Ms. Jarrett obtaining or showing proof of valid Ohio licensure, the required background checks and drug testing.

I. Employment – Certified

The Superintendent recommends the Board approve the employment of Zach Crawford, Cross Creek Elementary Physical Education Teacher, effective the 2024-25 school year. One-year contract, 184 days per year, salary and benefits pursuant to the ICEA Negotiated agreement. Employment contingent upon Mr. Crawford obtaining or showing proof of valid Ohio licensure, the required background checks and drug testing.

J. Employment – Certified

The Superintendent recommends the Board approve the employment of Jennifer Kleineke, Hills Elementary Pre-K teacher, effective the 2024-25 school year. One-year contract, 184 days per year, salary and benefits pursuant to the ICEA Negotiated agreement. Employment contingent upon Ms. Kleineke obtaining or showing proof of valid Ohio licensure, the required background checks and drug testing.

K. Employment – Certified

The Superintendent recommends the Board approve the employment of Lindsay McAfee, Cross Creek 3rd Grade teacher, effective the 2024-25 school year. One-year contract, 184 days per year, salary and benefits pursuant to the ICEA Negotiated agreement. Employment contingent upon Ms. McAfee obtaining or showing proof of valid Ohio licensure, the required background checks and drug testing.

L. Employment – Certified

The Superintendent recommends the Board approve the employment of Camryn Case, Cross Creek 1st Grade teacher, effective the 2024-25 school year. One-year contract, 184 days per year, salary and benefits pursuant to the ICEA Negotiated agreement. Employment contingent upon Ms. Case obtaining or showing proof of valid Ohio licensure, the required background checks and drug testing.

M. Employment – Certified

The Superintendent recommends the Board approve the employment of Taylor Scott, ICHS Interactive Media Teacher, effective the 2024-25 school year. One-year contract, 184 days per year, salary and benefits pursuant to the ICEA Negotiated agreement. Employment contingent upon Ms. Scott obtaining or showing proof of valid Ohio licensure, the required background checks and drug testing.

N. Employment – Certified

The Superintendent recommends the Board approve the employment of Richard Foglia, ICMS Intervention Teacher, effective the 2024-25 school year. One-year contract, 184 days per year, salary and benefits pursuant to the ICEA Negotiated agreement. Employment contingent upon Mr.

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Foglia obtaining or showing proof of valid Ohio licensure, the required background checks and drug testing.

O. Employment – Certified

The Superintendent recommends the Board approve the employment of Kelcie Cottis, Cross Creek Elementary Kindergarten, effective the 2024-25 school year. One-year contract, 184 days per year, salary and benefits pursuant to the ICEA Negotiated agreement. Employment contingent upon Ms. Cottis obtaining or showing proof of valid Ohio licensure, the required background checks and drug testing.

P. Employment – Certified

The Superintendent recommends the Board approve the employment of Johnna Provenzano, Indian Creek High School CTE Business teacher, effective the 2024-25 school year. One-year contract, 184 days per year, salary and benefits pursuant to the ICEA Negotiated agreement. Employment contingent upon Ms. Provenzano obtaining or showing proof of valid Ohio licensure, the required background checks and drug testing.

Q. Employment – Classified

The Superintendent recommends the Board approve the employment of Raymond Martin as District Custodian/Groundskeeper, Districtwide, 8 hours per day, 5 days per week, 40 hours weekly, 260 days per year, and approve his Probationary Contract, effective 7/1/2024.

R. Resignation – Classified

The Superintendent recommends the Board accept the resignation of Pricilla Redmond from the position of Cook/Cashier at ICHS only, for personal reasons, effective end of work day May 28, 2024. Ms. Redmond wishes to retain her position as Cook/Cashier at ICMS.

S. Resignation – Classified

The Superintendent recommends the Board accept the resignation of Jay Swearingen from the position of Groundskeeper/Custodian, for personal reasons, effective end of work day May 31, 2024.

T. Resignation – Classified

The Superintendent recommends the Board accept the resignation of Kevin Gray from the position of Custodian, for personal reasons, effective end of work day June 21, 2024.

U. Employment – Classified – Substitutes

The Superintendent recommends the Board approve employment of the following individuals for inclusion on the Classified Substitute list for the position(s) listed below and for any subsequent positions for which they may qualify:

Kevin Gray – Custodian

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V. Employment - Certified

The Superintendent recommends the Board approve the employment of Carolyn Knabenshue, Cross Creek Pre-School Intervention Specialist, effective the 2024-25 school year. One-year, 184 days per year, salary and benefits pursuant to the ICEA Negotiated agreement. Employment contingent upon Ms. Knabenshue obtaining or showing proof of valid Ohio licensure, the required background checks and drug testing.

W. Employment – Certified

The Superintendent recommends the Board approve the employment of Alisa Wolfrom, ICMS 6th Grade Writing Teacher, effective the 2024-25 school year. One year, 184 days per year, salary and benefits pursuant to the ICEA Negotiated agreement. Employment contingent upon Ms. Wolfrom obtaining or showing proof of valid Ohio licensure, the required background checks and drug testing.

X. Employment – Classified

The Superintendent recommends the Board approve the employment of John Wardle as Custodian, ICMS, 8 hours per day, 5 days per week, 40 hours weekly, 260 days per year (pro-rated.) Mr. Wardle's employment is contingent upon passing of all pre-employment checks, and receipt of all pre-employment documents. The start date of Mr. Wardle's Probationary Contract is to be determined at a later date, based upon the receipt date of all required documentation.

Y. Employment - Administrative

The Superintendent recommends the Board approve the employment of Todd Herman in the position of Assistant Principal at Indian Creek Middle School, effective the 2024-25 school year. One-year contract, 225 days per year, salary and benefits pursuant to the Administrative Staff Salary and Fringe Benefit Handbook. Employment contingent upon Herman obtaining or showing proof of valid Ohio licensure to serve as a middle school principal, the required background checks, and drug testing.

Vote on motion: Mr. Speece, yes; Dr. Starkey, yes; Mr. Cowser, yes; Mr. Bove, yes. **Motion approved 4-0.**

REPORT OF BOARD LIAISONS

- a. Student Achievement – Mr. Bove and Mr. Speece:
 - Congratulated the ICMS Baseball team and coaches for their successful season
 - Thanked Coach Dunlevy for keeping athletes involved during the summer
 - Congratulated Brayden Stewart for being named “Student of the Year” by the State of Ohio Region 12. Dr. Chappellear discussed the award ceremony.
- b. Legislative – Dr. Starkey discussed the Financial Literacy bill and how it includes education about capitalism

REPORT OF BOARD ADVISORY COMMITTEES

- a. Spring Athletic Board – Mr. Cowser and Mr. Speece – No report.

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REPORT OF TREASURER/CFO – No report

REPORT OF ASSISTANT SUPERINTENDENT - Mr. Belt discussed the following:

- Installation of the scoreboard at the softball field
- HVAC upgrade at ICMS
- ICMS network upgrade

REPORT OF SUPERINTENDENT – Dr. Chappellear discussed the following:

- Provided a personnel update
- Award of grant for the Community Innovation Center
- Career Tech Education Equipment grant
- ICHS new program of computer service and repair

Mr. Cowser discussed the OSBA article focusing on the IC new buildings

ADJOURNMENT

#44-06-24

Dr. Starkey moved and Mr. Cowser seconded the motion to adjourn. All Yes.

Time: 7:43 P.M.

ATTEST:

Board President

Treasurer