

June 10, 2024

The Clark-Shawnee Local Board of Education met in a special session on June 10, 2024, at Clark-Shawnee Local Administrative Offices located at 3680 Selma Road, Springfield, Ohio, 45502. The meeting was called to order at 8:00 a.m. by President Galbreath.

Those answering the roll by Mr. Faulkner:

Mr. DeHart
Mr. Galbreath
Mrs. Garrett
Dr. Page
Mrs. Pierce

Also present: Mr. Brian Kuhn, Superintendent

All stood and recited the Pledge of Allegiance.

ACCEPTANCE OF THE AGENDA (2024-1431)

Mrs. Pierce moved to accept the agenda.
Mr. DeHart Seconded the motion.

Ayes: Galbreath, Garrett, Page, Pierce, DeHart.
The President declared the motion carried.

PERSONNEL ACTION ITEMS (2024 - 1432)

Mrs. Garrett moved to approve the following:

Resignations—Certified

To accept Mr. Devin Spitzer, Teacher at Shawnee High School, letter of resignation effective at the end of the 2023-2024 contract year.

Employment—Administrative

To employ Mr. Devin Spitzer as Shawnee Middle School (Grades 7-8) Principal on a three-year contract effective August 1, 2024 through July 31, 2027.

Employment–Certified

To employ Mrs. Shelby Brown as Intervention Specialist for the 2024-2025 school year. [Current Assignment: Shawnee ES]

To employ Ms. Sarah Carter as Middle School Teacher for the 2024-2025 school year. [Current Assignment: Shawnee MS/HS]

To employ Ms Emma Hurley as Fifth Grade Teacher for the 2024-2025 school year. [Current Assignment: ES]

To employ Ms. Kennedy Humphreys as Fourth Grade Teacher for the 2024-2025 school year. [Current Assignment: Shawnee ES]

To employ Ms. Aimee Newton as First Grade Teacher for the 2024-2025 school year. [Current Assignment: Shawnee ES]

Employment–Support Staff

To employ Mr. Ethan Ferguson as Custodian effective June 10, 2024. [Current Assignment: Shawnee MS/HS]

Employment–Certified Additional Duty

To employ Ms. Megan Bell as Music, Elementary School Concerts and Rehearsals for the 2023-2024 school year.

To employ Mrs. Ashley Hill a Music, Elementary School Concerts and Rehearsals for the 2023-2024 school year.

To employ Mrs. Kate Johnson as Intervention Specialist–Extended School Year Services for the 2023-2024 school year.

To employ Mrs. Darcy Leis as Power of the Pen Coach for the 2023-2024 school year.

To employ Ms. Danielle McCoy as Technology Leader for the 2023-2024 school year.

Nonrenewal for the 2024-2025 Certified Additional Duty

Ms. Megan Bell	Music, Elementary Concerts and Rehearsals
Mrs. Ashley Hill	Music, Elementary Concerts and Rehearsals
Mrs. Darcy Leis	Power of the Pen Coach
Ms. Danielle McCoy	Technology Leader
Mrs. Molly Stitzel	Resident Educator Year 3

Non-Paid Medical Leave

To approve Mrs. Jodie Noffke, Bus Driver, request for non-paid medical leave from May 20, 2024 through August 12, 2024

Mr. DeHart Seconded the motion.

Ayes: Garrett, Page, Pierce, DeHart, Galbreath.

MEMORANDUM OF UNDERSTANDING – FINANCIAL REOPENER (2024-1433)

Mr. DeHart moved to approve the following:

To approve a Memorandum of Understanding with the Clark-Shawnee Local Education Association regarding the Financial Reopener for the 2024-2025 contract year.
(Reference Exhibit A)

Dr. Page seconded the motion.

Ayes: Page, Pierce, DeHart, Galbreath, Garrett.

RESOLUTION TO APPROVE UPDATED COMPENSATION AND BENEFITS FOR THE BOARD'S SUPPORT STAFF, CERTIFIED ADMINISTRATIVE, AND PUPIL SUPPORT EMPLOYEES FOR THE 2024-2025 CONTRACT YEAR, EFFECTIVE JULY 1, 2024 (2024-1434)

Mrs. Garrett moved to approve the following:

WHEREAS, pursuant to the provisions of Ohio Revised Code Chapter 4117, the Clark-Shawnee Local School District Board of Education ("Board") is party to a collective bargaining agreement with the Clark-Shawnee Local Education Association ("CSLEA"), effective July 1, 2022, through June 30, 2025 ("Contractual Agreement(s)"); and

WHEREAS, pursuant to Article 1, Professional Negotiations Procedure, of the Contractual Agreements, CSLEA represents all full time and regular part-time certificated teachers and similarly-licensed employees of the Board; and

WHEREAS, pursuant to Article 49, Savings Clause/Duration of Agreement, of the Contractual Agreements, the Board and CSLEA agreed to reopen Article 27, Section I, Salary Schedule, to negotiate compensation of CSLEA bargaining unit members for the 2024-2025 contract year; and

WHEREAS, the Board and CSLEA successfully negotiated terms of compensation of CSLEA bargaining unit members for the 2024-2025 contract year, which such terms were ratified and approved by both parties in May of 2024 to be effective July 1, 2024; and

WHEREAS, consistent with previous action of the Board, the Board has, at various times, acted to extend certain benefits of the Contractual Agreements to administrative, non-bargaining, pupil services, and support staff employees of the Board; and

WHEREAS, the Board employs administrative employees pursuant to Ohio Revised Code Sections 3319.02; and

WHEREAS, the Board determines the compensation and benefits of its administrative employees pursuant to Ohio Revised Code, and upon recommendation of its Superintendent, as applicable; and

WHEREAS, the Board employs non-bargaining and support staff employees pursuant to Ohio Revised Code Section 3319.081; and

WHEREAS, the Board determines the compensation and benefits of its non-bargaining and support staff employees pursuant to Ohio Revised Code, and upon recommendation of its Superintendent; and

WHEREAS, the Board employs pupil services employees pursuant to Ohio Revised Code Section 3319.08; and

WHEREAS, the Board determines the compensation and benefits of its pupil services employees pursuant to Ohio Revised Code, and upon recommendation of its Superintendent; and

WHEREAS, the Board considers it fair to offer comparable terms and conditions of employment with respect to compensation and benefits to all of its employees, including administrative, non-bargaining, pupil services and support staff employees; and

WHEREAS, the Superintendent has recommended extending comparable terms and conditions of employment with respect to compensation and benefits as negotiated by and between the Board and CSLEA to the Board's administrative, non-bargaining, pupil services and support staff employed in the District for the 2024-2025 contract year;

NOW, THEREFORE BE IT RESOLVED, that pursuant to Ohio Revised Code Sections 3319.02, 3319.08, and 3319.081, as applicable, the Clark-Shawnee Local School District Board of Education ("Board") hereby approves the following terms and conditions of employment with respect to compensation and benefits for the Board's administrative employees, the Board's non-bargaining employees, the Board's pupil services employees, and the Board's support staff employees for the 2024-2025 contract year, effective July 1, 2024:

1. A 2.0% increase on base pay for contract year 2024-2025 (excluding the Superintendent, the Assistant Superintendent, and the Treasurer); and
2. An increase of five (5) days in the maximum number of accumulated sick leave days used for the calculation of severance pay (total of 270 accumulated sick leave days);

BE IT FURTHER RESOLVED that the Clark Shawnee Local School District Board of Education hereby directs its Treasurer to carry forth and implement the terms of this action and to issue written notice of same to all affected employees;

BE IT FURTHER RESOLVED that the Clark-Shawnee Local School District Board of Education has taken this official action in public session of the Board.

Mrs. Pierce seconded the motion.

Ayes: Pierce, Galbreath, Garrett, Page.

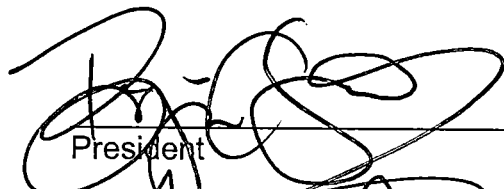
Abstain: DeHart.

ADJOURNMENT


Mr. DeHart moved to adjourn the meeting at 8:15 a.m.

Mrs. Pierce Seconded the motion.

Ayes: DeHart, Galbreath, Garrett, Page, Pierce.



President



Treasurer

Memorandum of Understanding
between the
Clark-Shawnee Local School District Board of Education
and
Clark-Shawnee Local Education Association

This Memorandum of Understanding (“MOU”) is entered into by and between the Clark-Shawnee Local School District Board of Education (“the Board”) and the Clark-Shawnee Local Education Association (“CSLEA”) [collectively, “the Parties”] on this 10th day of June, 2024, (“Effective Date”) for the purpose of documenting the Parties’ tentative agreement reached through reopener negotiations for the 2024-2025 contract year. The terms set forth in this MOU modify the Parties’ collective bargaining agreement for the 2024-2025 contract year only. This MOU shall be effective on July 1, 2024, and shall be incorporated into the collective bargaining agreement in effect July 1, 2022, through June 30, 2025.

WHEREAS, the Board is party to a collective bargaining agreement (“Contractual Agreements”) with CSLEA, effective July 1, 2022 through June 30, 2025; and

WHEREAS, Article 49, Savings Clause/Duration of Agreement, of the Contractual Agreements provides in pertinent part, “[i]t is agreed by the parties that this contract shall be for a term of three (3) years, from July 1, 2022, through June 30, 2025, with all issues closed, with the exception of the provisions set forth in Article 27, Section I, Salary Schedule, which shall be subject to contract reopener for the 2024-2025 contract year, which shall occur on or before May 31 preceding the contract year;” and

WHEREAS, the Parties met on May 8, 2024, for the purpose of conducting reopener negotiations as set forth in Article 49 of the Contractual Agreements; and

WHEREAS, on May 8, 2024, the parties were able to reach tentative agreement to amend the Contractual Agreements for the 2024-2025 contract year only; and

WHEREAS, the Board and CSLEA seek to memorialize the tentative agreement for the 2024-2025 contract year, for the purpose of modifying the Parties’ Contractual Agreements on the terms set forth herein.

NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:

1. The Parties hereby adopt and approve the following modifications to the Contractual Agreements which shall go into effect on July 1, 2024, and shall remain in effect for the 2024-2025 contract year only:
 - a. Establish an Attendance Committee for the 2024-2025 contract year for the purpose of exploring and providing recommendations to improve staff attendance, including discussion of attendance incentives such as, by way of example only, payment to bargaining unit members for unused personal leave;
 - b. Amend Article 28, Salary Schedules, to increase the base salary for the 2024-2025 contract year by one and three-quarters percent (1.75%) to \$42,184;
 - c. Amend Article 28, Salary Schedules, to include the Clark-Shawnee Local Schools Professional Compensation Plan 2024-2025 which shall utilize the base salary for the 2024-2025 year of \$42,184, and the salary index from the Clark-Shawnee Local Schools Professional Compensation Plan 2023-2024 with the following modifications:
 - i. Step 20 shall be changed to Step 17;
 - ii. Add Step 22 with the following index:
 1. Class I B.A. Degree - 1.636,
 2. Class II B.A. +10 Appv. Sem. Hours - 1.726,
 3. Class III B.A. + 20 OR 150 Appv. Sem. Hours - 1.776,
 4. Class IV M.A. Degree - 1.92;
 5. Class V M.A. +15 Appv. Grad. Sem. Hours - 1.99; and
 6. Class VI +30 Appv. Grad. Sem. Hours - 2.09.
 - iii. Step 32 shall be changed to Step 30;
 - d. Amend Article 32, Severance Pay, Section 1., Use of Sick Leave For Severance Pay, Part 1, to increase the maximum accumulated sick leave available for payout upon retirement from two-hundred sixty-five (265) days to two-hundred seventy (270) days;

- e. Amend Article 29, Salary Schedules Extra Duty Compensation Plan, to include the following new positions in the Extended Time Compensation section:
 - i. Elementary Yearbook Advisor – The elementary yearbook advisor (1) supplemental contract position will be compensated at a rate of pay of five-hundred dollars (\$500). The elementary yearbook advisor supplemental contract is not subject to experience indexes;
 - ii. Middle School Yearbook Advisor – The middle school yearbook advisor (1) supplemental contract position will be compensated at a rate of pay of five-hundred dollars (\$500). The middle school yearbook advisor supplemental contract is not subject to experience indexes;
 - f. Amend Article 29, Salary Schedules Extra Duty Compensation Plan, Music Elementary School Concerts and Rehearsal in the Extended Time Compensation section as follows:
 - i. Music, Elementary (Vocal, Band, & String) Concerts and Rehearsals – The music, elementary (vocal, band, & string) concerts and rehearsals (limited to 3) supplemental contract position(s) will be compensated at a rate of pay of five-hundred dollars (\$500). The music, elementary (vocal, band, & string) concerts and rehearsals supplemental contract positions are not subject to experience indexes;
2. This Memorandum of Understanding (“MOU”) will be attached to and incorporated into the Contractual Agreements upon ratification of the parties, and this MOU will be filed accordingly with SERB;
 3. This Memorandum of Understanding does not establish any precedent or past practice between the Parties, and merely reflects the tentative agreement reached by the Parties through good faith negotiations pursuant to Article 49 of the Contractual Agreements;
 4. All other provisions of the Contractual Agreements shall remain in full force and effect except as modified by this Memorandum of Understanding for the 2024-2025 contract year only;

5. This Memorandum of Understanding sets forth the entire understanding and agreement between the parties as pertaining to the matters set forth herein. This Memorandum of Understanding does not alter any provision or right under the Contractual Agreements, in effect July 1, 2022 - June 30, 2025, except as expressly set forth herein.

IN WITNESS WHEREOF this Memorandum of Understanding is entered into voluntarily by its parties on this the 10th day of June, 2024 ("Effective Date").

CLARK-SHAWNEE LOCAL
BOARD OF EDUCATION

CLARK-SHAWNEE LOCAL
EDUCATION ASSOCIATION

DATE:

DATE: