

Austintown Board of Education

September 17, 2024

Work Session 4:00PM
Regular Session 5:00PM

Dr. Ritchie Legacy Room Central Office
Austintown Middle School Cafeteria

700 S. Raccoon Road
800 S. Raccoon Road

Board Members

Mr. Don Sherwood, President
Mr. Fred Marcum, Vice President
Mrs. Kathy Mock, Member
Mr. Harold Porter, Member
Mrs. Kim Smrek, Member

Administration

Timothy Kelty, Superintendent
Blaise Karlovic, Treasurer

Vision and Mission Statement of the Austintown Schools

*The Austintown Local School District is a united community, with a proud legacy and a progressive approach to education.
We provide an inspiring education that strengthens and prepares our students for unlimited future opportunities.*

1. **CALL TO ORDER** Time: _____
Mrs. Mock, P/A; Mr. Marcum, P/A; Mr. Porter, P/A; Mr. Sherwood, P/A; Mrs. Smrek, P/A
2. **WORK SESSION**
 - Vouchers- DS
 - OSBA Capital Conference Student Achievement Fair- KM
 - Story Trail Update- KM
 - Gas Easement- BK
3. **EXECUTIVE SESSION** for the purpose of discussion with regard to:
____ Employment, appointment, dismissal, discipline, promotion, demotion, compensation of a public employee
____ Investigation of charges or complaints against a public employee, official, licensee, or student
____ To confer with an attorney for the board of education concerning disputes involving the board that are the subject of pending or imminent court action.
____ To prepare or conduct negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment.
____ To consider legal matters required to be kept confidential by federal law or regulations or state statutes
____ To discuss details relative to the security arrangements and emergency response protocols for the Board of Education

Motion to recess for Executive Session made by _____ at ____:____ AM/PM Seconded by _____
4. **RECALL TO ORDER** Returned to Regular Session _____ at ____:____ AM/PM
Pledge of Allegiance and Vision/Mission Statement Read by: _____
5. **AGENDA APPROVAL**
Upon the recommendation of the Treasurer, approve the agenda for the 9/17/2024 Board of Education Regular Session.
Motioned by _____; Seconded by _____;
Vote: Mr. Marcum, Y/N; Mrs. Mock, Y/N; Mr. Porter, Y/N; Mr. Sherwood, Y/N; Mrs. Smrek, Y/N

6. **PUBLIC COMMENTS-** Speakers limited to no more than 3 minutes per speaker; 30 minutes total-BDDH:KD

7. **PRINCIPAL REPORT-** Andrew Scarmack, AMS Principal

8. **STUDENT RECOGNITION-** Austintown Girls 12U Softball Team

9. **TREASURER'S CONSENT ITEMS**

Upon the recommendation of the Treasurer, approve the following items A-C by consent action:

A. MINUTES

- a. Regular Session held on 8/12/2024

B. FINANCIAL REPORTS

- a. August, 2025 Monthly Financial/Expenditure Activity Report
- b. August, 2025 Month End Forecast Report
- c. Purchase Orders over \$15,000 and transfers for the month as submitted
- d. Fiscal Year 2025 Permanent Appropriation Measure and Certificate of Estimated Resources

C. DONATIONS

- a. \$595 banner to Fitch Softball from Robert Senn for the State Championship
- b. \$1000 to Fitch Drama Club from The Youngstown Foundation
- c. \$322.50 in the form of new speaker set to Fitch Choir from Ken Jakubec

Motioned by _____; Seconded by _____;

Vote: Mr. Marcum, Y/N; Mrs. Mock, Y/N; Mr. Porter, Y/N; Mr. Sherwood, Y/N; Mrs. Smrek, Y/N

10. **SUPERINTENDENT'S CONSENT ITEMS**

Upon the recommendation of the Superintendent, approve the following items A-Q by consent action:

A. PERSONNEL

1. Resignations

- a. Jacob Reid, AEA Teacher effective start of the 2024-2025 school year, career change
- b. Robert Lape, AEA Supplemental AMS Girls Track Coach effective 24-25 school year
- c. Maureen Miller, Special Education Tutor effective 24-25 school year, personal
- d. Michelle Hartman, OAPSE Paraprofessional effective 8/13/2024, job change
- e. Heather Scott, OAPSE Paraprofessional effective 8/23/2024, personal
- f. Breanna Sharpe, OAPSE Paraprofessional effective 8/27/2024, job change
- g. Janet Bernard, OAPSE Food Service effective 8/22/2024, personal
- h. Hannah Meech, OAPSE Food Service effective 8/21/2024, job change
- i. Alexandra Schultz, OAPSE Sweeper Cleaner effective 8/26/2024, job change

2. OAPSE Appointments

- a. Stacy Judge, Rehire: Paraprofessional assigned to Lunch/Recess at AES; 9-month; 5.75-hours per day replacing Debra Koperdak effective 9/4/2024
- b. Julie Eldridge, Food service worker at AIS; 3-hour position replacing Hannah Meech effective 9/3/2024
- c. William Bryant -Sweeper Cleaner at AMS 5.75 hours replacing Tim Luman effective 9/3/2024
- d. April Dahl, Special Education Paraprofessional at AIS; 9-month;5.75-hours per day new position effective 9/5/2024
- e. Martia Phifer, Transportation Bus Aide; 9-month, 3.5-hours per day effective 8/27/2024

- f. Eileen Mealy, Transportation Bus Driver; 9-month, 3.5-hours per day
- g. Stephanie Rimedio, Transportation Bus Driver; 9-month, 3.5-hours per day

3. OAPSE Transfers

- a. Rebecca Feicht, Paraprofessional assigned to the office at AMS replacing Bobbi Simons
- b. Debra Koperdak, Paraprofessional assigned to lunch/recess at AIS
- c. Tracy Staula, Paraprofessional assigned to the office at AIS replacing Rebecca Feicht
- d. Tabitha Chaney, Special Education Paraprofessional at AES replacing Kerry Lanterman
- e. Kaylea Carkido, Sweeper Cleaner at FHS; 9-month, 7-hours per day replacing Alexandria Schultz

4. AEA Appointments

- a. Bailey Doran, (K-12) Intervention Specialist assigned to AES ED Classroom for the 2024-2025 school year; Youngstown State University, Bachelor of Science in Education; 0-years teaching experience, Bachelor Column-Step-0, effective 2024-2025 school year.

5. Approve Megan Rust for 20 additional days 8/1/2024 to 6/30/2025

6. Rescind Melissa DelBoccio, General Education/Intervention Tutor (K-2) position

B. NON-BARGAINING UNIT PERSONNEL

- a. Isabella Kelyt, General Education/Intervention Tutor (K-2); 5.75 hours per day at the rate of \$25 per hour not to exceed 28.75 hours per week
- b. Kristen O'Neill, Student Support Specialist for H.O.P.E Program; 7-hours per day at \$25 per hour
- c. Karma Minkewicz, K-2 Tutor; 5.75 hours per day at the rate of \$25 per hour not to exceed 28.75 hours per week

Falcon Fives Pre-Kindergarten Program

- a. Rachel Mrazik, PreK Teacher limited 1-year contract at \$24,000
- b. Kristina Fusillo, PreK Teacher limited 1-year contract at \$24,000
- c. Michelle Burns, PreK Aide at the rate of \$12 per hour; 5.75-hours per day not to exceed 28.75 per week
- d. Ashley Byrd, PreK Aide at the rate of \$12 per hour; 5.75-hours per day not to exceed 28.75 per week
- e. Pamela Markulin, PreK Aide at the rate of \$12 per hour; 5.75-hours per day not to exceed 28.75 per week
- f. Donnajean Redeker, PreK Aide at the rate of \$12 per hour; 5.75-hours per day not to exceed 28.75 per week

H.O.P.E. Tutors at the rate of \$20 per hour; 5.75 hours per day not to exceed 28.75 hours per week

- a. Judith Hopper
- b. Kenneth Mills
- c. Theresa Miller
- d. Angela Rozzo, effective 8/20/24 to 8/29/2024

C. TITLE I GRANT FUNDED NON-BARGAINING PERSONNEL FOR THE 2024-2025 SCHOOL YEAR

Attendance Coordinators at the rate of \$16.50 per hour; limited to 165-days at 5.75 hours per day

- a. Tonya Blackann, FHS
- b. Charlotte Good, AES/AIS
- c. Barbara Tomic, AMS

PBIS Aide for Student Success at the rate of \$16.50 per hour limited to 165-days

- a. Michael Polder, AIS at 7-hours per day

- b. Angela Rozzo, FHS at 5.75-hours per day, effective 9/3/2024

Title I Aides at the rate of \$16.50 per hour; limited to 165-days at 5.75 hours per day

- a. Isabella Cashioi, AIS
- b. Dina Giambattista, AIS
- c. Riley Hostetler, AIS
- d. Kristi McGivern, AIS
- e. Megan Yarabenez, AIS

Title I Tutors at the rate of \$25 per hour; limited to 171-days at 5.75 hours per day

- a. Katherine Buonavolonta, AES
- b. Amanda Kennedy, AES
- c. Rae Jeanne Mollica, AES

D. LEAVE OF ABSENCE

- a. Renee Griswold - Intermittent FMLA - effective 9/5/2024
- b. Samantha Marscio, AEA teacher- unpaid five (5) days; October 2, 2024 through October 8, 2024
- c. Jolene Mang, AEA two (2) unpaid days 10/8/2024 and 10/9/2024
- d. Nicole Spencer, OAPSE Paraprofessional three (3) unpaid days 10/23/2024, 10/24/2024 and 10/25/2024
- e. Rebecca Feicht, OAPSE Paraprofessional one (1) unpaid day 8/30/2024

E. ACADEMIC & OTHER SUPPLEMENTALS-2024-2025 SCHOOL YEAR- AEA MEMBERS

The asterisk () denotes longevity percentage / two (**) denotes maximum longevity percentage*

FITCH

- | | |
|------------------------|--|
| a. Valarie Baiss | Academic Challenge Team Advisor - 3.5%** |
| b. Gretchen Joyce | Advisor -American Sign Language - 2% |
| c. Madeleine Clendenin | Advisor -French Club - 2% |
| d. Kira Neef | Advisor -German Club - 2% |
| e. Lisa Costello | Advisor -Spanish Club - 2% |
| f. Melissa Janis | Advisor -Art Club - 2% |
| g. Jeremy McClaine | Band Director - 22%* |
| h. Caleb Baldwin | Band Assistant Director - 11% |
| i. Candace Carney | Class Advisor -Freshman - 4%** |
| j. Rebecca Caruso | Class Advisor -Sophomore - 4%** |
| k. Julie Williams | Class Advisor -Junior - 11%** |
| l. Cara Carroll | Class Advisor -Senior - 9%* |
| m. Leslie Busico | Student Community Relations - 5%* |
| n. William Klein | Dramatics - 13% |
| o. Marissa Platton | Dramatics Assistant - 6% |
| p. Steven Ward | Educators Rising - 5% |
| q. Seth Steiner | Spirit Store Advisor - 4% |
| r. Krista McConnahey | Future Business Leaders - 4% |
| s. Tina Kubacki | Interact Club Advisor - 5%** |
| t. Jared Hubicsak | Link Crew - 3%** |
| u. Cynthia McCutcheon | Link Crew - 2% |
| v. Sean Fouse | Link Crew - 2% |
| w. William Fleming | Mock Trial Advisor - 4% |
| x. Marla Morton | National Honor Society Advisor - 8% |

y. Jeremy McClaine	Co-Orchestra Director (5-12) - 8%*
z. John Martin	Co-Orchestra Director (5-12) - 7%
aa. April King	RDE Advisor Gr. 9 - 6%**
bb. Valarie Baiss	RDE Advisor Gr. 10 - 6%**
cc. Heather Carcelli	RDE Advisor Gr. 11 - 5%
dd. Jennifer Leugers	RDE Advisor Gr. 12 - 6%**
ee. Theresa Dutton	Speech and Debate Head -16%*
ff. Steven Ward	Talon Newspaper Advisor - 10%*
gg. Allison Jones	Ticket Manager - 14%
hh. Megan Klein	Vocal Music Assistant - 8%
ii. William Klein	Vocal Music Director - 21%**

AMS

a. John Martin	Band Director - 9%
b. Ronald Johnson	Drama Advisor - 6%**
c. Michelle Porter	RDE - Gr. 6 - 5%
d. Jolene Ross	RDE - Gr. 7 - 6%**
e. Michelle Best	RDE - Gr. 8 - 6%**
f. Kimberly Freisen	Student Council/Builders Club - 3%
g. Megan Keown	Vocal Music Advisor - 9%*
h. Michelle Best	Web - 3%**
i. Ann Marie Martin-Gatchel	Web - 3%**
j. Penny Callahan	Web - 2%
k. Jessica Tomic	Yearbook - 4%

DISTRICT

a. Jason Freudenberg	District Ski Club - 9%*
b. Gina Cardillo	District Falcon Media Coordinator - 15%**
c. Kimberly Freisen	District Lead Mentor Teacher (Rep) - 15%**

F. ACADEMIC & OTHER SUPPLEMENTALS-2024-2025 SCHOOL YEAR- NON- AEA MEMBERS**FITCH**

a. Jennifer Cooley	Band Line/Woodwind Advisor -2%
b. William Gonda	Band Percussion Advisor -3%
c. Jason Long	Speech and Debate Coach -10%
d. Angel Owens	Spirit Club Advisor - 5%

G. ATHLETIC SUPPLEMENTAL POSITIONS (2024-2025 SY)- AEA MEMBERS

The asterisk () denotes longevity percentage / two (**) denotes maximum longevity percentage*

FITCH

a. Brian Beany	Basketball Head Varsity Boys - 29%**
b. John Hudson	Basketball Freshman Boys - 16%**
c. Daniel Horacek	Basketball Head Varsity Girls - 24%
d. John Burd	Wrestling Head - 26%**
e. Joseph Paris	Baseball Head - 23%**
f. Daniel Corbett	Baseball Assistant - 12%*
g. Frank Pugliese	Baseball Assistant - 12%*
h. John Drummond	Baseball Assistant - 11%
i. Steven Ward	Softball Head - 23%**

j. Jerry Bruff	Softball Assistant - 16%**
k. Nicole Fiddler	Softball Assistant - 12%*
l. Seth Stiner	Track Head Boys - 23%**
m. Michael Dahmen	Track Head Girls - 19%*
n. Nicole Steiner	Track Assistant Boys - 11%
o. Kira Neef	Track Assistant Girls - 11%

AMS

a. John Burd	*Football Head Coach - 15%** (correction from April)
b. Brian Forgac	Wrestling-Head (Blue) - 15%**
c. Brad Clyde	Track Head Boys (Blue) - 13%*
d. Brian Forgac	Track Head Boys (Red) - 15%**
e. Brian Beany	Track Head Girls (Blue) - 15%**
f. Kenneth Kilpatrick	Track Assistant Boys (Blue) - 10%*
g. John Hudson	Track Assistant Girls (Red) - 12%*

H. ATHLETIC SUPPLEMENTAL POSITIONS (2024-2025 SY)- NON-AEA MEMBERS**FITCH**

- a. Davanzo Tate, Football Defensive Assistant - 10%

I. AEA TEACHER LEADER SUPPLEMENTALS 2024-2025 SCHOOL YEAR

One asterisk (*) denotes longevity percentage / two asterisks (**) denotes maximum longevity percentage

a. Kristina Warga	Grade K ELA/Social Studies - 3.5%
b. Christine Pezzuolo	Grade K Math/Science - 4.5%*
c. Megan Monaco	Grade 1 ELA/Social Studies - 3.5%
d. Carli Cramer	Grade 1 Math/Science - 4.5%*
e. Tami Franklin	Grade 2 ELA/Social Studies - 4.5%*
f. Kristin Havaich	Grade 2 Math/Science - 4.5%*
g. Anitra James	Grades K-2 Intervention Specialist - 6%*
h. Alexander Miller	Grade 4 ELA/Social Studies - 3.5%
i. Jodi Baylor	Grade 4 Math/Science - 4.5%*
j. Jessica Emery	Grade 5 ELA/Social Studies - 4.5%*
k. Alicia Burnfield	Grade 5 Math/Science - 4.5%*
l. Stephen Krispinsky	Grades 3-5 Intervention Specialist - 6%*
m. Michelle Best	Grades 6-8 ELA - 6%*
n. Carlo Trafficante	Grades 6-8 Math - 6%*
o. Adrienne Hetmanski	Grades 6-8 Science - 6%*
p. Ronald Johnson	Grades 6-8 Social Studies - 6%*
q. Kari Knight	Grades 6-8 Intervention Specialist - 6%*
r. Heather Carcelli	Grades 9-12 ELA - 6%*
s. Jared Hubicsak	Grades 9-12 Math - 5%
t. Cara Carroll	Grades 9-12 Social Studies - 5%
u. Melissa Richards	Grades 9-12 Intervention Specialist - 5%
v. Kelly Mills	Grades K-12 Guidance - 6%*
w. Krista McConnahey	Grades K-12 Comp Tech/Industrial Tech - 5%
x. Diane Devine	Grades K-12 Performing Arts/Art - 5%
y. Lisa Costello	Grades K-12 World Language - 6%*

J. AEA LATERAL ADVANCEMENT FOR SALARY SCHEDULE

AEA salary advancement in accordance with the AEA CBA 9.0421

a.	Jody Bartlett	M15 to M30
b.	Catherine Brancaccio	M to M15
c.	Heather Braunstein	M to M15
d.	Joseph Buonavolonta	B15 to M
e.	Kristin Calderon	M15 to M30
f.	Victoria Chiera	M to M15
g.	Julia Colarich	M15 to M30
h.	Katie Corbett	B to B15
i.	Carli Cramer	M15 to M30
j.	Angela Denari	M15 to M30
k.	Amy Diefenderfer	M to M15
l.	Nicole Esau	B15 to M15
m.	Lisa Fabry	B to B15
n.	Paul Farbman	B to B15
o.	William Fleming	B to B15
p.	Bonnie Gonda	M15 to M30
q.	Brittney Inglis	M15 to M30
r.	Allison Jones	M30 to PH.D
s.	Amanda Krygowski	M15 to M30
t.	Alexis Kuhns	M to M30
u.	Robert Liddell	B to M
v.	Stacy Marciano	M15 to M30
w.	Ryan McKeown	B15 to M
x.	Tiffany Mraz	B to B15
y.	Marina Ohlin	B to B15
z.	Anjelika Postlethwait	M15 to M30
aa.	Kristen Provenzale	M15 to M30
bb.	Melissa Richards	M to M15
cc.	Adam Rivello	B to B15
dd.	Jacqueline Rutledge	B to M
ee.	Brittany Telshaw	M15 to M30
ff.	Amy Tibolla	M15 to M30
gg.	Gina Velichko	M to M15
hh.	Kaitlyn White	B to B15
ii.	Lauren Wolfgang	B15 to M

K. ATHLETIC- EVENT STAFF

- a. April Ferguson
- b. Margaret Bennett
- c. Margaret Gannon
- d. Vicki Gleydura
- e. Ellen Kosa
- f. Brenda Wensyel
- g. Barbara Gonda
- h. Tori Thorne
- i. Nathaniel Armstrong
- j. Rebecca Feicht

L. ATHLETIC VOLUNTEERS

- a. Nathaniel Armstrong, Football
- b. John Galbraith, Football
- c. Robert Jones, Football

M. NON-TEACHING SUBSTITUTES

Custodial

- a. Mary Hahn
- b. Michael Pemberton
- c. Patricia Thompson
- d. Alexis Wokocha
- e. Kevin Schmidt
- f. Jaden Karr

Food Service

- a. Angela Fossesca
- b. Linda Kurfus
- c. Gina Anderson
- d. Tammie Conroy
- e. Jodi McBride
- f. Pamela Ventimiglia
- g. Deborah Hagerty
- h. Janice Pitzer

Paraprofessionals

- a. Thomas Cucaro
- b. Janis Jarvis
- c. Hannah Meech
- d. Heather Scott
- e. Carmella Yakell
- f. Pamela Ventimiglia

N. STIPENDS FOR 2024-2025

- a. William Vallas, Athletics -Football Equipment Manager \$1,500.00
- b. Meghan Thomas, District EL Teacher \$1,000.00
- c. Katie Emler, Falcon Fives Pre-K Director Duties \$2,000.00
- d. Gina Cardillo, Falcon Media General Manager \$3,498.00
- e. Faith Marscio, Speech & Debate Assistant Coach \$1,425.00
- f. Brooke May, Speech & Debate Assistant Coach \$1,425.00
- g. Sarah Potkanowicz, Speech & Debate Assistant Coach \$1,425.00

O. FALCON CARE SUPPLEMENTAL FOR 2024-2025 SCHOOL YEAR

- a. Stacy Banko
- b. Katie Emler
- c. Kristina Fusillo
- d. Mirjana Jelic
- e. Rachel Mrazik
- f. Krista Moltchan

- g. Tracie Odom
- h. Anjelika Postlethwait
- i. Andrea Reed
- j. Dorothy Reppy
- k. Brittany Telshaw
- l. Meghan Thomas
- m. Robin Vickers

P. STUDENT CAMPS

- a. What: Fitch Baseball Youth Camp
When: Sunday, September 22, 2024 12-3 pm
Where: Fitch Baseball Field
Cost: \$45
Contact: Brian McGahagan, Boosters
brianmcgahagan@gmail.com

Q. STUDENT TRIPS

- a. Who: Softball
What: Grand Strand Softball Classic
Where: Myrtle Beach, South Carolina
When: Saturday, April 19 - Friday, April 25
Transportation: Parents driving (transportation waiver will be signed)
Hotel: Avista Resort 300 N. Ocean Boulevard, North Myrtle Beach, SC
(Phone Number 1-855-710-4941)
Expenses: Fund Raised or self funded
Chaperones: Steve Ward, Nicole Fiddler, Jerry Bruff, Becki Spalding, Bob Jones, Rich Raymer
Contact: Steve Ward 330-507-0596

- b. Who: Junior Class of 2026
When: Friday 12/13/24 - Sunday 12/15/24
Where: New York City
Transportation: Baron's Bus
Cost: Self Pay by participants
Chaperones: Julie Williams
Purpose: Fundraiser for Prom - this trip will be open to the public to attend. All participants must sign waivers provided by BOE. Anyone under the age of 17 must be accompanied by a parent or guardian. Profits from the trip will go to the Class of 2026 account to help raise money to host Prom 2025.
Contact: Julie Williams (jwilliams@austintownschoools.org)

Motioned by _____; Seconded by _____;

Vote: Mr. Marcum, Y/N; Mrs. Mock, Y/N; Mr. Porter, Y/N; Mr. Sherwood, Y/N; Mrs. Smrek, Y/N

11. 2024-2025 DISTRICT PROFESSIONAL COMMITTEES

Administrators and members receive \$20.00 per hour for attending meetings after work hours.

AES Kelly Mills Anitra James Megan Monaco Tami Franklin Cathy Dorbish	AIS Joya Villani Alex Miller Jeff Rhodes Alicia Burnfield Jodi Baylor Robin Vickers	AMS Carlo Trafficante Michelle Best Kari Knight Andrew Scarmack	FITCH Jared Hubicsak Diane Devine Krista McConnahey Heather Carcelli Mark D'Eramo Lisa Costello Sal Maiorana	DISTRICT William Young Kerri Gries Angela Kopp Tim Kelty Kathy Dina Janet Polish
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Motioned by _____; Seconded by _____;
Vote: Mr. Marcum, Y/N; Mrs. Mock, Y/N; Mr. Porter, Y/N; Mr. Sherwood, Y/N; Mrs. Smrek, Y/N

12. 2024-2025 LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE (LPDC)

The committee will meet a minimum of three (3) times per year but no more than six (6) times per year; \$500 yearly stipend rate or yearly professional development contract hours.

District Chairperson: Janet Polish

Administrative Members AES-Tim Pappagallo AIS- Robin Vickers AMS- Joanie Jones FITCH- Jeff Swavel	AEA Members AES-Tami Franklin AIS- Jessie Geiser AMS- Kim Freisen FITCH: Theresa Dutton	AEA President Designee Stephen DiBacco
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Motioned by _____; Seconded by _____;
Vote: Mr. Marcum, Y/N; Mrs. Mock, Y/N; Mr. Porter, Y/N; Mr. Sherwood, Y/N; Mrs. Smrek, Y/N

13. AGREEMENT AMENDMENT

Upon the recommendation of the Superintendent, approve the following contractual agreement:

Pursuant to the Ohio Revised Code Sections 3313.845, the Governing Board of the Educational Service Center of Eastern Ohio ("ESC") and the Board of Education of the Austintown Local School District ("District"), agree to the the amended contractual items as presented.

Motioned by _____; Seconded by _____;
Vote: Mr. Marcum, Y/N; Mrs. Mock, Y/N; Mr. Porter, Y/N; Mr. Sherwood, Y/N; Mrs. Smrek, Y/N

14. AGREEMENT

Upon the recommendation of the Superintendent, approve the following contractual agreement:

This CONTRACT ("contract") is made by and among Austintown Local School District ("School District") and Legacy Visiting Health Services , an Ohio Corporation, ("Legacy Health Services").

Recitals

- I. Legacy Visiting Health Services is currently providing in-home nursing services for the benefit of a Student.
- II. The Student and Student's parents desire to have the Student participate in educational programs to be provided by the School District ("the "Program") at Austintown Local Schools in Austintown, Ohio (the "School")

- III. The Student’s physician has provided the Student’s plan of treatment that the Student is to have a nursing professional (“Nurse”) accompany the Student as the Student is transported to and from the School and while the Student attends and participates in the Programs.
- IV. Legacy Visiting Health Services is willing to provide a Nurse to accompany the Student to and from School while Student is attending and participating in the Programs, and the School District is willing to pay Legacy Visiting Health Services to do so.

The parties hereto thereby agree to the following as presented.

Motioned by _____; Seconded by _____;
Vote: Mr. Marcum, Y/N; Mrs. Mock, Y/N; Mr. Porter, Y/N; Mr. Sherwood, Y/N; Mrs. Smrek, Y/N

15. RESOLUTION

Upon the recommendation of the Superintendent, approve the following resolution:

WHEREAS: The Board of Education, in order to reduce costs and at the same time maintain the highest possible educational standards, and

WHEREAS: If the proposed ESP – Employee Severance Plan which has been presented to the Board of Education is implemented, it can substantially increase retirements or resignations in a manner which reduces salary costs for the district, therefore

BE IT RESOLVED: That the proposed ESP – Employee Severance Plan™ is hereby adopted by the Austintown Local School District Board of Education on the condition that they include any revisions suggested by the Board’s legal counsel. Further, that EPC - Educators Preferred Corporation be recognized as the Agent and Consultant of Record to implement the Plan as described in the Letter of Agreement between EPC and Austintown Local School District.

BE IT FURTHER RESOLVED: That the Superintendent and the Superintendent’s designees have the authority to sign any documents relating to the severance plan, including any documents relating to the Group Administration Contract / Terminal Funding Agreement / Group Annuity.

BE IT FURTHER RESOLVED: That the Board of Education shall make employer contributions into 403(b) accounts for participants in the ESP – Employee Severance Plan. Such contributions shall not cause any employee to exceed the contribution limits of Section 415(c) of the Internal Revenue Code as applicable to 403(b) plans. It is the intention of the Board of Education that this 403(b) Plan will conform with all federal and state statutory and regulatory requirements applicable to 403(b) plans, except that the program shall not be subject to the requirements of Title I of ERISA because as a governmental employer Austintown Local Schools is exempted from such requirements.

The Board of Education authorizes the Superintendent and his Designees to act on behalf of the Board of Education with respect to this Plan and take any and all actions necessary or desirable to implement, maintain, and administer the Plan.

Motioned by _____; Seconded by _____;
Vote: Mr. Marcum, Y/N; Mrs. Mock, Y/N; Mr. Porter, Y/N; Mr. Sherwood, Y/N; Mrs. Smrek, Y/N

16. RESOLUTION

Upon the recommendation of the Superintendent, approve the following resolution regarding the employment of Substitute Teachers:

WHEREAS, the Austintown Local School District Board of Education (“Board of Education”) anticipates that the District may experience difficulty obtaining substitute teachers; and

WHEREAS, pursuant to authority granted in Section 4 of Senate Bill 1, which was enacted by the 134th General Assembly and became effective as an emergency measure on October 28, 2021, the Board of Education was authorized to establish its own education requirements for individuals to serve as substitute teachers in the District during the 2021-2022, 2022-2023, and 2023-2024 school years; and

WHEREAS, the General Assembly has permanently extended this authority through the enactment of House Bill 33 which is codified in R.C. §3319.102; and

WHEREAS, the Board of Education desires to adopt education requirements for substitute teachers in accordance with the law as a measure to help ensure the availability of a sufficient number of substitute teachers.

NOW, THEREFORE, be it resolved by the Austintown Local School District Board of Education as follows:

SECTION I

Beginning in the 2024-2025 school year, the Board of Education authorizes the employment of substitute teachers who do not hold post-secondary degrees, as is otherwise required pursuant to Ohio law and regulations, including Ohio Revised Code 3301.071, 3319.102, 3319.226, 3319.30, 3319.36, and Chapters 3314 and 3326 Ohio Administrative Code Section 3301-23-44, and/or Board Policy 3120.04 - Employment of Substitutes. To be eligible to serve as a substitute in the District, the Board requires that the employee have a high school diploma or equivalent diploma, to fulfill the educational requirement.

In addition to fulfilling the educational requirements adopted by the Board of Education, an individual must be of good moral character and must have completed all required criminal background checks, as well as obtained a valid, temporary, non-bachelor’s degree substitute teaching license issued by the Ohio Department of Education and Workforce to serve as a substitute teacher in the District.

SECTION II

It is found and determined that all formal action of this Board concerning or related to the adoption of this Resolution was adopted in an open meeting of this Board, and all deliberations of this Board and any of its committees that resulted in such formal actions were adopted in meetings open to the public, in compliance with all applicable requirements of the Ohio Revised Code.

Motioned by _____; Seconded by _____;

Vote: Mr. Marcum, Y/N; Mrs. Mock, Y/N; Mr. Porter, Y/N; Mr. Sherwood, Y/N; Mrs. Smrek, Y/N

17. MEMORANDUM OF UNDERSTANDING

Upon the recommendation of the Superintendent, approve the following Memorandum of Understanding by and between the Austintown Local School District (“Board”) and the Austintown Education Association, OEA/NEA:

1. The Employee Severance Plan (hereinafter “ESP” or “Plan”) is available to full and part-time employees represented by the Austintown Education Association who will have fifteen (15) or more years of service with Austintown Local Schools (hereinafter “the District”) as of June 30, 2025 or will be eligible for full or reduced

benefits under the State Teachers Retirement System (Hereinafter "STRS") as of June 30, 2025. The Board and the Association agree that participation in the Plan shall be strictly voluntary. The Plan is not available to any other employees, including substitutes, temporary or contracted employees, those who have been laid off, terminated, or those who have previously retired and returned to Austintown Local Schools. The ESP is not a fringe benefit nor a condition or terms of employment.

2. Retirement by the employee at the state level is not required.

3. Those actively working employees who meet the Employee Severance Plan (ESP) eligibility requirements can elect to resign or retire effective June 30, 2025 from school district employment during the one-time window period of enrollment (see Section 7). Employees electing the ESP™ shall receive 100% of his/her 2024-2025 base salary, not to exceed \$55,000, plus applicable contractual severance pay, the total of which is divided into 60 equal monthly payments. Those employees who are less than full-time shall receive a prorated benefit based on his/her FTE.

The Severance Pay description may be found in Article 9 Section 9.06 of the collective bargaining agreement for the Austintown Education Association. Those retiring June 30, 2025, and not electing the ESP will receive just the applicable contractual severance pay per the contractual provisions. There is no option to elect the ESP and receive the contractual severance pay as a lump sum. Please refer to benefit details below.

Participants shall receive payment of the total ESP™ benefit over 5 years, divided into 60 equal monthly payments made to an annuity contract or custodial account that is designed to meet the tax-qualification requirements of Internal Revenue Code ("IRC") Section 403(b) (a "TSA") (a "Post Employment 403(b) account"). A Participant shall designate the Post Employment 403(b) account provider that is to receive the contribution; provided, however, that any such provider must be on the approved list of providers that is in effect at that time of the employee's resignation from employment or retirement; and the Board shall continue to have authority to approve or disapprove any of the providers. The participant can access the funds each month, within the parameters of the terms of his/her selected providers account agreement and applicable law. ESP™ benefits begin to be deposited into a 403(b) Contract on a date between October 15 and October 30 following the employee's Exit Date and will be paid on or about the 15th of each month thereafter until all payments are completed. There is NO option for participants to elect cash rather than Post Employment 403(b) deposits. The deposits into the Eligible Employee's Post Employment 403(b) account are considered employer discretionary contributions only, and not employee contributions, transfers or rollovers. Please refer tax questions to your personal advisor.

There can be no exceptions or options, including no future deferral of Plan benefits nor acceleration of Plan benefits, to alter the formulas, calculations, or method of Plan benefit payments, or timing or number of payments, as explained herein. There is no option of the Eligible Employee participating in the Plan to elect any other payout schedule for applicable sick/personal leave other than what is described herein.

4. A bargaining unit member who receives the ESP shall not be eligible for Unemployment Compensation Benefits.

5. In the event of death prior to the final scheduled payment, benefits will continue to be paid to the designated beneficiary, or to the estate of the deceased if no beneficiary is named or alive at the time of a participant's death in accordance with the attached ESP Documents.

6. The employee shall sign the Indication of Interest Form, the Employee Severance Plan Agreement and a Release and Waiver of Claims Agreement and deliver them to Educators Preferred Corporation on or before

November 15, 2024 in order to elect the Plan.

7. Employees shall be provided a period of at least of forty-five (45) days (September 30,2024 through November 15, 2024) from receipt of the Employee Severance Plan documents to consider its terms and conditions and shall be advised of their right to consult an attorney.

8. Further, after the employee has executed the Indication of Interest Form, the Employee Severance Plan Agreement and the Release and Waiver of Claims Agreement, he/she shall have seven (7) days, November 15, 2024 through November 22, 2024 to revoke his/her acceptance of same. It is understood that the severance agreement does not become enforceable until the expiration of the revocation period.

9. The foregoing shall establish neither precedent nor past practice with respect to any further matter.

10. The Board and the Association agree that the implementation of the Plan shall not obligate the Board to offer the Plan or any other retirement incentive in a subsequent school year, that the Plan shall be governed solely by the terms and conditions set forth herein, and that the Memorandum shall not be incorporated into the Negotiated Agreement or otherwise affect the terms and conditions thereunder except as specifically noted in the Plan.

Motioned by _____; Seconded by _____;

Vote: Mr. Marcum, Y/N; Mrs. Mock, Y/N; Mr. Porter, Y/N; Mr. Sherwood, Y/N; Mrs. Smrek, Y/N

18. PUBLIC MEETING FOR OCTOBER, 2024

Work Session: Date: _____ Location: _____ beginning at _____ AM/PM

Regular Session: Date: _____ Location: _____ beginning at _____ AM/PM

Motioned by _____; Seconded by _____;

Vote: Mr. Marcum, Y/N; Mrs. Mock, Y/N; Mr. Porter, Y/N; Mr. Sherwood, Y/N; Mrs. Smrek, Y/N

19. TREASURER COMMENTS

20. SUPERINTENDENT COMMENTS

21. BOARD COMMENTS

22. ADJOURNMENT

Motioned by _____; Seconded by _____; Time: _____: _____ AM/PM

Vote: Mr. Marcum, Y/N; Mrs. Mock, Y/N; Mr. Porter, Y/N; Mr. Sherwood, Y/N; Mrs. Smrek, Y/N