

August 15, 2024

The **Indian Creek Board of Education** met in regular session on August 15, 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 and Dr. John Figel.

READING, APPROVAL, SIGNING OF MINUTES

#53-08-24

Dr. Starkey moved and Dr. Figel seconded the motion to approve the minutes from the July 18, 2024 meeting. **Vote on motion:** Dr. Starkey, yes; Mr. Speece, yes; Mr. Bove, yes; Mr. Cowser, yes; Dr. Figel, yes. **Motion approve 5-0.**

BILLS, FINANCIAL, BANK RECONCILIATION

#54-08-24

Dr. Figel moved and Mr. Bove seconded the motion to approve the bills, financial report and bank reconciliation for the month of July 2024. **Vote on motion:** Mr. Cowser, yes; Mr. Bove, yes; Mr. Speece, yes; Dr. Figel, yes; Dr. Starkey, yes. **Motion approved 5-0.**

INTRODUCTIONS AND RECOGNITION OF GUESTS

Recognition of Indian Creek High School 2024 Baseball Team

President Starkey read the following commendation and the Board recognized the 2024 ICHS Baseball players that were in attendance:

The Board of Education of the Indian Creek School District is pleased to recognize the ICHS Varsity Baseball Team for their achievements over the 2024 Baseball season and ultimately reaching the Ohio State Baseball Tournament Final Four. Your 2024 tournament run brought so much excitement to our Indian Creek Community!

The Board believes that the purpose of education is to develop the whole person. For this reason, activities that involve students beyond the classroom are an essential element of education. These activities foster the values that result from interaction and united effort and form a logical extension of the school program.

You have represented Indian Creek High School in an exemplary manner and we are confident that your experiences and lessons learned along the way will serve you well throughout your life. Thank you for your dedication to your sport and to Indian Creek High School.

We wish you well in your future athletic and scholastic endeavors.

I.C.E.A. – No representative present.

O.A.P.S.E. – No representative present.

Principal/Administrative Council – ICMS Principal, Dr. Holly Minch-Hick discussed the following:

- Pool party – she thanked the Village of Mingo Junction for donating the use of the pool for the students
- Leader in Me Program update
- Open house

Food Service Director, Nicole Marshall, provided an update on the Community Eligibility Program for free breakfast and lunches for all students.

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The Board thanked Ms. Marshall for doing an outstanding job with the refreshments provided at the new employee reception.

Dale Poole, Mingo Junction resident, discussed his concerns about having a health facility located on the Mingo campus and feels that it should not be built on school property.

COMMUNICATIONS - Dr. Chappelle read a letter from the Tri State Community Band thanking the District for their support and use of the high school band room to practice for the last two years and noted that they will be relocating to a different location for travel convenience of its members.

EXECUTIVE SESSION

#55-08-24

Dr. Starkey moved and Mr. Bove seconded the motion to go into executive session as 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)
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** as listed above.

Vote on motion: Dr. Figel, yes; Mr. Speece, yes; Mr. Bove, yes; Mr. Cowser, yes; Dr. Starkey, yes.
Motion approved 5-0. Time: 6:28 P.M.

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Executive session ended at 7:26 P.M. and the meeting resumed.

OLD BUSINESS

#56-08-24

Dr. Starkey moved and Mr. Bove seconded the motion to approve the following Superintendent's recommendation to approve the following correction:

Trevor Francis will be Assistant Girls Soccer Coach rather than Assistant Boys Soccer Coach

Vote on motion: Mr. Bove, yes; Dr. Starkey, yes; Dr. Figel, yes; Mr. Cowser, yes; Mr. Speece, yes.
Motion approved 5-0.

ACCEPT ADDENDA

#57-08-24

Dr. Starkey moved and Mr. Cowser seconded the motion to accept an addendum to include items K and L under New Business and an addendum to include items L through Q under Personnel. **Vote on motion:** Mr. Speece, yes; Dr. Figel, yes; Mr. Cowser, yes; Mr. Bove, yes; Dr. Starkey, yes.

Motion approved 5-0.

NEW BUSINESS

APPROVAL OF ITEMS A THROUGH L

#58-08-24

Dr. Starkey moved and Mr. Bove seconded the motion to approve items A through L under New Business:

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
Southeast Security	\$3,561.75	CCTV Maintenance & Inspection Agreement FY25
Pepple & Waggoner	\$13,488.32	Legal services for District
Dragonfly Athletics LLC	\$32,500.00	Athletic officials
Applewood Centers, Inc.	\$5,380.38	Special education services
Milestone Benefits, Inc.	\$5,473.40	ACA Tracking and filing services and software
Pro-Vision, Inc.	\$9,022.90	Cameras for buses
Renaissance Learning, Inc.	\$16,117.04	Accelerated Reader Program
Nutrition, Inc.	\$14,742.22	May / June CACFP and After Care food service
Vasco	\$3,200.00	Football field maintenance
MGT of America Consulting, LLC	\$226,050.00	Step-by-Step Professional Development services (<i>paid with Title I and Title II A</i>)
95 Percent Group, LLC	\$9,272.80	Phonics curriculum for grades K-2
IST Ohio, Inc.	\$102,576.00	FANUC robotic equipment (<i>CTE Grant</i>)
United Equipment Service Plus	\$8,342.25	Annual bleacher / gym equipment inspections
Jefferson County 911	\$8,775.00	Radio system usage June 2024 through May 2024

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B. Athletic Rates

The Treasurer recommends the Board approve the 2024-25 admission rates to athletic events as submitted by the athletic director.

C. Agreement – Step by Step Learning, LLC

The Superintendent recommends the Board enter into an agreement with Step-by-Step Learning LLC for professional development for the 2024-25 school year and approve as a single-source purchase with federal grant funds.

D. Alternative School Agreement

The Superintendent recommends the board enter into an agreement with Jefferson County Educational Service Center to provide alternative school services to designated students during the 2024-25 school year.

E. Substitute Support Staff Compensation

The Superintendent and Treasurer recommend the Board annually establish support staff substitute rates and recommend the following rates for the 2024-25 school year:

Substitute bus drivers – driving rate of \$15.00 per hour

All other classified substitutes, including summer help, at minimum wage

F. Resolution – Jefferson County ESC

The Superintendent recommends that the Board adopt a resolution authorizing the Jefferson County Educational Service Center as the hiring agency for the District for those certified/licensed substitute employees that are not utilized through the Ohio Substitute Teacher Services and to obtain the required criminal background checks.

G. Approval of Bus Routes

The Superintendent recommends the Board approve the 2024-25 bus routes and bus stops, and any subsequent adjustment as needed throughout the school year.

H. MOU – OAPSE

The Superintendent recommends the Board enter into a memorandum of understanding between the Board of Education and the Ohio Association of Public-School Employees Local #460 whereas the Family Medical Specialist classification pay scale will be equal to the secretary classification scale beginning July 1, 2024. The MOU shall go into effect upon ratification by both parties.

I. Bus Purchase

The Superintendent recommends the purchase of two new school buses from Hill International, prices as determined by the 2024 OMERESA Consortium Cooperative School Bus Purchasing Program and Bus Bid Sheets.

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J. Agreement – Trinity Health System School of Nursing

The Superintendent recommends the Board approve entering into an agreement with the Trinity Health System School of Nursing to provide nursing students clinical learning experiences through the period August 2024 through December 2024.

K. MOU – Jefferson County Board of DD

The Superintendent recommends the Board approve this MOU with the Jefferson County Board of DD that will lend physical therapy equipment to Indian Creek to support physical therapy outcomes.

L. Updated Board Policy GDAJ

The Superintendent recommends creating an updated Paraprofessional Job Description GDAJ by combining existing job descriptions GDAJ, GDAJB & its Addendum, GDAJD, GDAJE, Preschool Classroom Aide, and the Autism Information Sheet. This updated Job Description will replace and remove all previous Job Descriptions for this classification.

Vote on motion: Dr. Starkey, yes; Mr. Bove, yes; Mr. Speece, yes; Dr. Figel, yes; Mr. Cowser, yes.
Motion approved 5-0.

OTHER MATTERS

PERSONNEL

APPROVAL OF ITEMS A THROUGH Q

#59-08-24

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

A. Employment – Classified Substitutes

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

Carley Barnes, Cafeteria, Custodian, Secretary, and Paraprofessional (pending receipt of valid Educational Aide Permit with ESEA designation and successful completion of all pre-employment documents and checks.)

Kassandra Bauer, Cafeteria, Secretary, and Paraprofessional (pending receipt of valid Educational Aide Permit with ESEA designation and successful completion of all pre-employment documents and checks.)

Kay Fenske, Cafeteria and Secretary, pending receipt of all pre-employment documents and checks.
Michele Moscufo, Cafeteria and Secretary, pending receipt of all pre-employment documents and checks.

Danielle Osz, Secretary and Paraprofessional (pending receipt of valid Educational Aide Permit with ESEA designation and successful completion of all pre-employment documents and checks.)

Jessica Rees, Cafeteria, pending receipt of all pre-employment documents and checks.

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B. Resignation – Classified

The Superintendent recommends the Board accept the resignation of Ashley Huber from the position of Cook/Cashier at CCE for personal reasons, effective end of day August 13, 2024. Miss Huber would like to remain on the classified substitute list for Cook/Cashier and Paraprofessional.

C. Employment – Classified

The Superintendent recommends the Board approve the employment of Katie Stewart as Family Medical Specialist (LPN), Districtwide, 7.0 hours per day, 5 days per week, 35 hours weekly, 186 days per year, and approve her Probationary Contract, effective August 20, 2024, pending receipt of all pre-employment documents and checks.

D. Employment – Certified

The Superintendent recommends the Board approve the employment of Christopher Hoover, ICMS Social Studies 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. Hoover obtaining or showing proof of valid Ohio licensure, the required background checks and drug testing.

E. Resignation – Classified – Personal Service Contract

The Superintendent recommends the Board approve the resignation of Jenna Yates, ICMS Assistant cheer coach, for the 2024-25 school year, for personal reasons.

F. Resignation – Certified

The Superintendent recommends the Board accept the resignation of Alisa Wolfrom, ICMS ELA 6th Grade teacher, effective the 2024-25 school year, for personal reasons.

G. Resignation – Classified- Personal Service Contract

The Superintendent recommends the Board accept the resignation of Tera Parrish, ICMS 8th Grade Girls Basketball Coach, effective for the 2024-25 school year, for personal reasons.

H. Resignation – Certified – Supplemental Contract

The Superintendent recommends the Board accept the resignation of Brad Long, ICMS Building Tech supplemental, effective for the 2024-25 school year.

I. Employment – Supplemental Personal Service Contracts

WHEREAS this Board has posted the following extra-duty position(s) as being available to employees of the District who hold teaching certificates/licenses, and no such employee meeting all of the Board's qualifications has applied for, been offered, and accepted said position, and

WHEREAS this Board then advertised said position as being available to certificated/licensed and/or non-certificated/non-licensed individuals not employed by this District.

BE IT FURTHER RESOLVED that the following certificated/licensed and/or non-certificated/licensed individuals be employed in the identified position(s) for the 2024-25 school year.

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Joe Pulver	ICMS 7 th Grade Boys Football Coach (1/2 position)
Deneen Mitchell	ICMS Assistant Cheer Coach
Doug Karas	½ Football Equipment Manager

J. 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.

ICMS Media Club	Jonathan Hoover
ICHS Yearbook	Taylor Scott
ICHS Junior Class	Johnna Provenzano
ICHS Assistant Softball Coach	Taylor Scott
	Amber Scott
ICMS 8 th Grade Girls Basketball Coach	Bethany Davis
ICHS Building Tech	Bob Zinsmeister
ICHS Business Professionals of America	Johnna Provenzano
CCE After Care Coordinator	Camryn Bado
ICHS Fed Challenge	Julie Robinson

K. Volunteer

The Superintendent recommends the Board approve the following individual as a volunteer for the fall sports program:

Kenneth Feist – Golf
Tera Parrish – Girls Varsity Basketball

L. Employment – Certified

The Superintendent recommends the Board approve the employment of Michelle Emery, ICMS ELA 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. Emery obtaining or showing proof of valid Ohio licensure, the required background checks and drug testing.

M. Employment – Supplemental Personal Service Contracts

WHEREAS this Board has posted the following extra-duty position(s) as being available to employees of the District who hold teaching certificates/licenses, and no such employee meeting all of the Board’s qualifications has applied for, been offered, and accepted said position, and

WHEREAS this Board then advertised said position as being available to certificated/licensed and/or non-certificated/non-licensed individuals not employed by this District.

BE IT FURTHER RESOLVED that the following certificated/licensed and/or non-certificated/licensed individuals be employed in the identified position(s) for the 2024-25 school year.

ICHS Assistant Softball Coach	Gary Bracone
	John Kuczykowski

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N. Removal from Classified Substitute List

The Superintendent recommends the Board remove the following individuals from being included the classified sub list:
Michele Moscufo, Cafeteria and Secretary

Jessica Rees

O. Employment – Classified Substitute List

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:

Rachael Hawk, Bus Driver (pending successful completion of Bus Driver Training/On Board Instruction, Pre-Service Certificate, Bus Driver Test, and all pre-employment documents and checks.)

P. Employment – Classified

The Superintendent recommends the Board approve the employment of Michele Moscufo as Cook/Cashier, CCE, 4.5 hours per day, 5 days per week, 22.5 hours weekly, 186 days per year, and approve her Probationary Contract, effective August 20, 2024.

Q. Employment – Classified

The Superintendent recommends the Board approve the employment of Jessica Rees as Cook/Cashier, CCE, 2.5 hours per day, 5 days per week, 12.5 hours weekly, 186 days per year, and approve her Probationary Contract, effective August 20, 2024.

Vote on motion: Mr. Speece, yes; Dr. Starkey, yes; Mr. Cowser, yes; Dr. Figel, yes; Mr. Bove, yes.
Motion approved 5-0.

REPORT OF BOARD LIAISONS

- a. Student Achievement – Mr. Bove and Mr. Speece commended the following:
- Cheerleaders for doing an outstanding performance at the Jefferson County Fair Cheerleading Competition
 - All that participated in the Meet the Team
 - ICHS student Alayna Starr for being named the Jefferson County Fair Queen
- b. Legislative – Dr. Ted Starkey – No report.

REPORT OF BOARD ADVISORY COMMITTEES

Fall Sports – Dr. Figel and Mr. Bove noted that there will be an Athletic Board meeting on August 22nd at 5:30 at ICHS.

REPORT OF TREASURER/CFO – Mrs. Todoroff discussed the following:

- Commercial Paper and Bankers Acceptance Report
- Auditor of State Fraud training
- Capital Conference

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

- Mingo campus paving update
- ICHS Career Readiness interior renovation project
- Stadium project update
- Softball scoreboard update
- Resurfacing of track

REPORT OF SUPERINTENDENT - Dr. Chappellear discussed the following:

- Cell phone policy requirement by June 30, 2025
- Start of 2024-2025 school year
- ICHS "Creek Squad" students providing tech support across the District
- Career Tech Equipment grant that enabled purchase of FANUC robot arm
- Workforce Development credentials in robotics and computer repair
- STEM activities at ICMS
- Staggard start times for PK-4th grades to allow for screening and testing

ADJOURNMENT

#60-08-24

Dr. Starkey moved to adjourn. Mr. Speece seconded. All Yes. Time: 7:48 P.M.

ATTEST:

Board President

Treasurer