

September 26, 2024

The Clark-Shawnee Local Board of Education met in a regular session on September 26, 2024, at Clark-Shawnee Local Administrative Offices located at 3680 Selma Road, Springfield, Ohio, 45502. The meeting was called to order at 6:30 p.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
Mr. Adam Billet, Assistant Superintendent

All stood and recited the Pledge of Allegiance.

ACCEPTANCE OF THE AGENDA (2024-1447)

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

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

REQUESTS AND CONCERNS OF THE GENERAL PUBLIC

Jeff Hughes Religious Affiliation

ROUND TABLE

C.T.C. Update

Mr. Ben Galbreath provided an update to the Board of Education regarding the activities of the Springfield-Clark Career Technology Center.

Assistant Superintendent Update

Mr. Adam Billet, Assistant Superintendent, provided an update to the Board of Education regarding the following topics: [Reference Exhibit A].

- Building and Facilities Updates
- State Report Card

Superintendent Update

Mr. Brian Kuhn, Superintendent, provided an update to the Board of Education on the following topics.

- Pepple and Waggoner Legal Seminar attended by Mr. Kuhn, Mr. Faulkner, and Mr. Billet.
- Homecoming Activities at Clark-Shawnee.
- District Safety in light of Springfield City Schools' recent events and Clark-Shawnee Friday Night Lights.
- Updates on TIF and CEDA proceedings. Mr. Kuhn recently met with a City Commissioner and presented at the Clark County Retired Teachers Association. The board granted Mr. Kuhn permission to attend the upcoming CEDA meeting on behalf of the district.
- District's Stand Up to Cancer.

ACCEPTANCE OF CONSENT CALENDAR – FINANCIAL (2024 - 1448)

Dr. Page moved to approve the following:

- A. Signing of the Minutes of the Previous Meeting**
- B. Treasurer's Report and Condition of the Funds**
- C. Monthly Bills and Allowance of those that are in order**
- D. Adopt Permanent Appropriations at the Fund Level**

Mrs. Garrett Seconded the motion.

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

ACCEPTANCE OF CONSENT CALENDAR – PERSONNEL (2024-1449)

Mrs. Pierce moved to approve the following:

Resignation

Certified Staff

To accept Ms. Carolyn Collins, Teacher, letter of resignation for the purpose of retirement effective June 1, 2025.

To accept Mrs. Brenda Vinson, Teacher, letter of resignation for the purpose of retirement effective August 31, 2025.

Employment

Support Staff

To employ Ms Courtney Allen as Aide for the 2024-2025 school year, effective August 26, 2024 [Current Assignment: Shawnee Elementary].

To employ Mr. Mike Beedy as Grounds for the 2024-2025 school year effective August 1, 2024 paid at Maintenance, Step 10.

To employ Mr. Darren Kaiser as Authorized Driver for the 2024-2025 school year paid at Step 0 of Bus Driver Salary Schedule.

To employ Ms Haley Pequignot as Aide for the 2024-2025 school year, effective August 20, 2024. [Current Assignment: Shawnee Elementary]

To employ Mrs. Daria Sutton as Aide for the 2024-2025 school year, effective September 6, 2024. [Current Assignment: Shawnee Elementary].

Certified

To employ Mrs. Kate Johnson as Intervention Specialist-Extended School Year Services for the 2023-2024 school year continued into the 2024-2025 school year.

Additional Duty - Certified

To employ Mrs. Sherry Akers as After School Detention Monitor for the 2024-2025 school year.

To employ Mrs. Sherry Akers as Middle School Student Council Co-Supervisor for the 2024-2025 school year.

To employ Ms Sarah Carter as Middle School Student Council Co-Supervisor for the 2024-2025 school year.

To employ Mrs. Stephanie Cummings as Mentor/Two or More for the 2024-2025 school year.

To employ Mrs. Alicia Anstine as Grade Level Lead, Kindergarten for the 2024-2025 school year.

To employ Ms Jane Hanson as Grade Level Lead, Fourth Grade, for the 2024-2025 school year.

To employ Mrs Amy Haerr as Grade Level Lead, Sixth Grade for the 2024-2025 school year.

To employ Ms Amy Hibbs as After School Detention Monitor for the 2024-2025 school year.

To employ Mrs. Ashley Hill as Music, Elementary School Concerts and Rehearsals for the 2024-2025 school year.

To employ Mrs. Megan Jacobs as Music, Elementary School Concerts and Rehearsals for the 2024-2025 school year.

To employ Mrs Amanda Johnson as Grade Level Lead, Specials for the 2024-2025 school year.

To employ Mrs. Nyah Pierce as Flag Corp Advisor for the 2024-2025 school year.

To employ Ms Wendy Shaffer as Grade Level Lead, Second Grade for the 2024-2025 school year.

To employ Mr. Michael Shaw as Mentor/Two or More for the 2024-2025 school year.

To employ Ms Sarah Smith as Music, HS Instrumental Head for the 2024-2025 School year.

To employ Mrs. Molly Stitzel as Grade Level Lead, Third Grade for the 2024-2025 school year.

To employ Mrs. Molly Stitzel as Resident Educator Year Three Coordinator for the 2024-2025 school year.

To employ Mrs. Elizabeth Stokes as Grade Level Lead, Special Education for the 2024-2025 school year.

To employ Ms Mya Violet as Grade Level Lead, First Grade for the 2024-2025 school year.

To employ Mrs. Allison Williams as Grade Level Lead, Fifth Grade for the 2024-2025 school year.

Additional Duty - Support Staff

To employ Ms. Gina Beckel as a Preschool Bus Driver for the 2024-2025 school year.

To employ Ms. Peggy Bowers as a Preschool Bus Driver for the 2024-2025 school year.

To employ Ms. Merita Holmes as a Preschool Bus Driver for the 2024-2025 school year effective September 8, 2024.

To employ Ms. Amy Howard as internal substitute bus driver at employee's current bus driver step for the 2024-2025 school year at the employee's tracking step 22 and paid step 20 for the 2024-2025 school year

To employ Ms. Drema Jones as a Preschool Bus Aide for the 2024-2025 school year paid at her Bus Driver rate.

To employ Mrs. Janice Lyons as Preschool Bus Driver for the 2024-2025 school year.

To employ Mr. Jon Lyons as Preschool Bus Driver for the 2024-2025 school year effective September 8, 2024.

To employ Mrs. Deb Sexton as Preschool Bus Driver for the 2024-2025 school year.

To employ Ms Sherry Wiskirchen as After School Detention Monitor for the 2024-2025 school year.

Substitutes—Long-Term Substitute Teachers

To employ Mr. Eli Wicker as a long-term substitute teacher effective September 20, 2024 at Class I, Step 0. [Current Assignment: Shawnee MS]

Substitute Support Staff

To approve Ms. Ashley Randall as Substitute Bus Driver for the 2024-2025 school year.

To approve Ms Haley Silvers as Support Staff Substitute for the 2024-2025 school year.

Volunteers

To employ Mr. Mickael Ray as Marching Band Volunteer for the 2024-2025 school year.

Contract Amendments

To amend the bus driver, preschool bus driver, and bus aide contracted route times for the 2024-2025 school year effective September 8, 2024. [Reference Exhibit B]

Non-Paid Leave Request

To approve Mrs. Katelyn Andres' request for a non-paid leave of absence beginning on September 4, 2024 through the end of the 2024-2025 contract year pursuant to Article 8 of the CSLEA Negotiated Agreement.

To approve Mrs. Jodie Noffke request to extend her non-paid medical leave through October 15, 2024.

To approve Mr. Steven Williams request for non-paid leave on May 22, 2025.

Rescind Employment– Additional Duty (Support Staff)

To rescind the employment of Mr. Justin Bejarano-Cruz as Soccer, Boys Assistant Coach for the 2024-2025 school year as approved during the August 8, 2024 regular board meeting.

Dr. Page seconded the motion.

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

CONTRACT AMENDMENT (2024-1450)

Mrs. Garrett moved to approve the following:

To amend the contract of Naomi Smith, Bus Driver, from 5.5 hours per day to 5.75 hours per day.

Mrs. Pierce seconded the motion.

Ayes: Pierce, Galbreath, Garrett, Page.

Abstain: DeHart.

ACCEPTANCE OF CONSENT CALENDAR – MISCELLANEOUS (2024-1451)

Mr. DeHart moved to approve the following:

Engagement of Legal Services–Burleson Law Offices, LLC

To approve Mr. Brian Kuhn, Superintendent, recommendation to engage Burleson Law Offices, LLC for legal services to the District.

Approval of Board Policy Update

To approve Mr. Brian Kuhn, Superintendent, recommendation of changes to board policy 5223. [Reference Exhibit C].

Mr. Kuhn answered the questions of the board members about this policy and LifeWise operations.

Designation of Public Records Officer

To designate Mr. Tom Faulkner, Treasurer, as the Board's Designee to receive the required training related to public records.

Permission to Contract with SuperEval for Central Office Evaluation Platform

To approve Mr. Brian Kuhn, Superintendent, request to contract with SuperEval for the central office evaluation platform through June 30, 2025.

Permission to Contract with Direct Mechanical for HVAC Services

To approve Mr. Brian Kuhn, Superintendent, request to contract with Direct Mechanical for HVAC services from October 1, 2024 - September 30, 2025.

Resolution Authorizing Negotiations of School Compensation Agreements and Related Terms Regarding Proposed Tax Incentive Districts

WHEREAS, the Commission of the City of Springfield, Ohio, intends to pass certain Tax Increment Financing Ordinances ("TIF Ordinances") pertaining to certain tax incentive districts associated with residential developments planned by Premier Property Sales, Ltd., and DDC Management LLC, respectively, and each such development located within the boundaries of the Clark-Shawnee Local School District; and

WHEREAS, the TIF Ordinances will declare the aforementioned tax incentive districts to be a public purpose and exempt from real property tax for a period of up to thirty (30) years and providing for service payments in lieu of taxes; and

WHEREAS, each of the developers, Premier Property Sales, Ltd., and DDC Management LLC, respectively, will enter into a tax increment financing infrastructure agreement ("TIF Agreement") with the City of Springfield Ohio which will authorize the payment of the costs of certain public infrastructure improvements and of scheduled debt service charges related to the planned developments; and

WHEREAS, developers Premier Property Sales, Ltd., and DDC Management LLC have each proposed certain terms of a school compensation agreement with the Clark-Shawnee Local School District Board of Education ("Board") pertaining to the proposed tax incentive districts; and

WHEREAS, the Board is open to engaging in negotiation of the terms of such school compensation agreements with each such developer in accordance with applicable provisions of Ohio law;

NOW, THEREFORE, BE IT RESOLVED by the Clark-Shawnee Local School District Board of Education ("Board"):

Section 1. The Board hereby acts to authorize the Superintendent and Treasurer to engage in good faith negotiation of the terms of a school compensation agreement with developer Premier Property Sales, Ltd., and with DDC Management LLC, respectively, and as related to the aforementioned TIF Ordinances pertaining to the tax incentive districts identified in the TIF Ordinances and located within the boundaries of the Clark-Shawnee Local School District.

Section 2. The Board hereby declares its intent to approve school compensation agreements with developer Premier Property Sales, Ltd., and with DDC Management LLC, respectively, on terms as negotiated in good faith by the Superintendent and Treasurer, and subsequently presented to the Board for formal public action.

Section 3. The Board further authorizes the Superintendent, and Treasurer to take all other such actions as are necessary to accomplish the terms set forth in this Resolution, including but not limited to preparation of necessary documentation and submission of same to the appropriate entity.

Section 4. It is hereby found and determined that all formal actions of this Board concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Board, and that all deliberations of this Board and any of its committees that resulted in such formal action were in meetings open to the public or in executive session as permitted by Ohio law.

Section 5. This Resolution shall take effect and be in force from and after the earliest period allowed by law.

Dr. Page seconded the motion.

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

EXECUTIVE SESSION - (2024-1452)

Mr. Galbreath moved to go into Executive Session pursuant to ORC 121.22(G)(1) for the purpose of of considering the discipline of a public employee at 7:49 pm.

Mrs. Garrett Seconded the motion.

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

Mr. Galbreath declared the board out of Executive Session at 7:57 pm.

RESOLUTION TO IMPOSE A SUSPENSION WITHOUT PAY FOR TEACHING EMPLOYEE MR. BRYAN SZEKACS (2024-1453)

Mr. DeHart moved to approve the following:

WHEREAS, the Clark-Shawnee Local School District Board of Education ("Board") employs Bryan Szekacs ("Szekacs") under a continuing teaching contract pursuant to Ohio Revised Code Section 3319.11; and

WHEREAS, the Board is party to a collective bargaining agreement with the Clark-Shawnee Local Education Association ("CSLEA"), effective July 1, 2022 through June 30, 2025 [entitled and referred to herein as "Contractual Agreement"]; and

WHEREAS, pursuant to Article 1 of the Contractual Agreement, CSLEA represents all full time and regular part-time teachers employed by the Board; and

WHEREAS, Article 34 of the Contractual Agreement provides for the progressive discipline process for teachers employed by the Board; and

WHEREAS, Article 34 of the Contractual Agreement provides that the Superintendent may suspend a teacher without pay for up to five (5) contract days depending upon the nature and magnitude of the conduct bringing about the discipline; and

WHEREAS, Section 3319.16 of the Ohio Revised Code, which governs the termination and suspension of teaching employees, provides that a board of education may suspend a teaching employee for good and just cause, if the character of the charges warrants such action; and

WHEREAS, the Superintendent has determined, based upon internal investigation, that Szekacs has engaged in conduct that violates Board Policy 3362, as set forth in the notice of intent issued by the Superintendent to Szekacs on September 17, 2024; and

WHEREAS, based upon the results of said internal investigation, the Superintendent is recommending that the Board impose a disciplinary suspension without pay for a period of two (2) work days, to be served on September 27, 2024, and September 30, 2024, based upon the conduct set forth in the notice of intent issued by the Superintendent to Szekacs on September 17, 2024; and

WHEREAS, in the notice of intent issued by the Superintendent to Szekacs on September 17, 2024, Szekacs was officially advised of his right to a due process hearing before the Board at the Board's regular public meeting on September 26, 2024, regarding the Superintendent's recommendation that the Board impose a disciplinary suspension without pay, prior to the Board taking official public action regarding the Superintendent's recommendation; and

WHEREAS, Szekacs did not appear for the due process hearing before the Board, held in executive session of the Board, at the Board's regular public meeting on September 26, 2024; and

WHEREAS, the Board has fully considered all matters presented to and before the Board regarding the grounds for the Superintendent's recommendation to impose a

disciplinary suspension without pay for a period of two (2) work days, to be served on September 27, 2024, and September 30, 2024, and the Board takes official public action on the Superintendent's recommendation as follows;

NOW, THEREFORE BE IT RESOLVED, that the Clark-Shawnee Local School District Board of Education ("Board") hereby acts to approve the Superintendent's recommendation to place teaching employee Bryan Szekacs on disciplinary suspension without pay for a period of two (2) work days, to be served on September 27, 2024, and September 30, 2024, based upon the grounds set forth in the notice of intent issued by the Superintendent to Szekacs on September 17, 2024, which the Board finds, upon its review and consideration of the Superintendent's recommendation, constitutes good and just cause for such action under Article 34 of the Contractual Agreement, and pursuant to Ohio Revised Code Section 3319.16;

BE IT FURTHER RESOLVED, that the Clark-Shawnee Local School District Board of Education hereby directs its Treasurer to issue official written notice of same forthwith, along with a copy of said Resolution, to Bryan Szekacs, and further hereby directs its Superintendent and Treasurer to faithfully execute the terms this Resolution as stated herein, including copies of this action to be placed in the personnel file for Bryan Szekacs as maintained by the Board.

Mrs. Garrett seconded the motion.

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

ADDITIONAL ITEMS FOR BOARD DISCUSSIONS AND/OR ACTION

Discussion on District Finances and a possible levy attempt in the Spring of 2025.

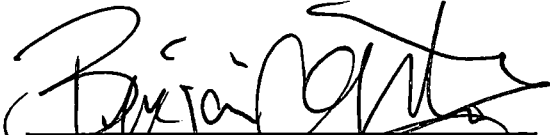
Discussion about dates and attendance at OSBA Capital Conference. All Board members, Mr. Kuhn, Mr. Faulkner, and Mr. Billet plan to attend on November 11, 2024.

ADJOURNMENT

Mr. DeHart moved to adjourn the meeting at 8:40 pm.

Mrs. Pierce Seconded the motion.

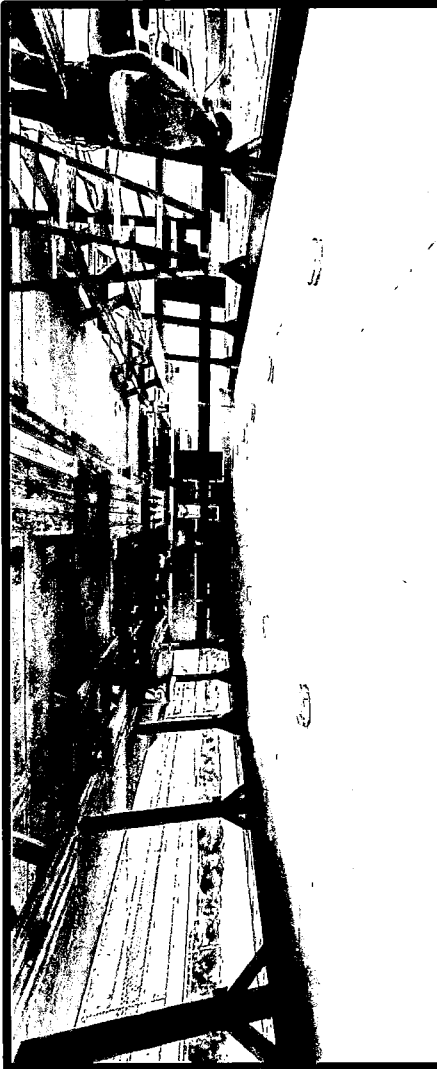
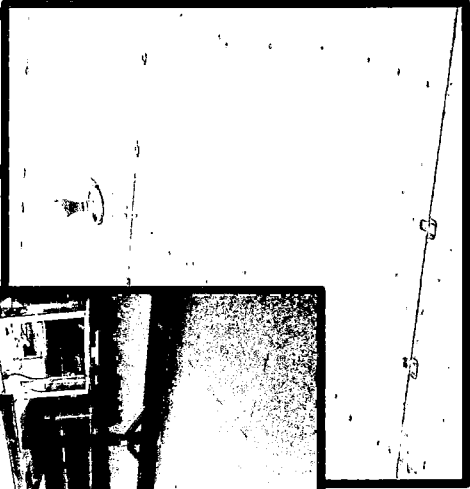
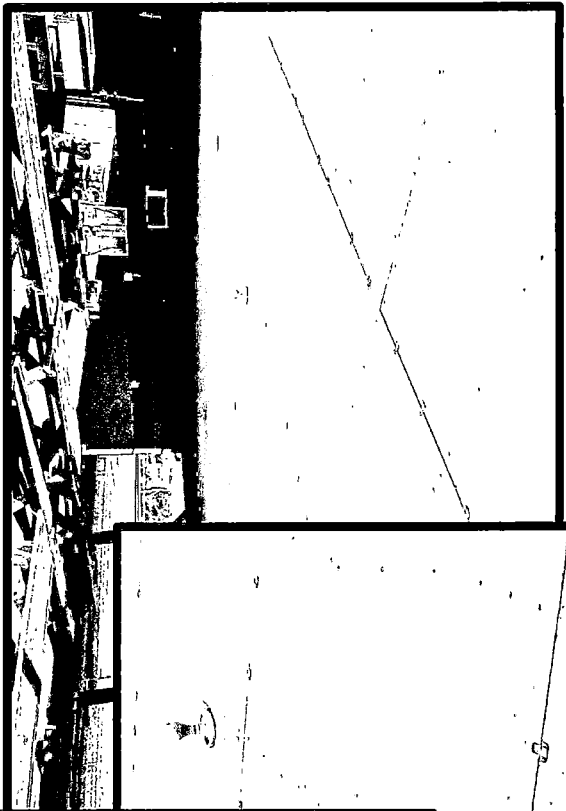
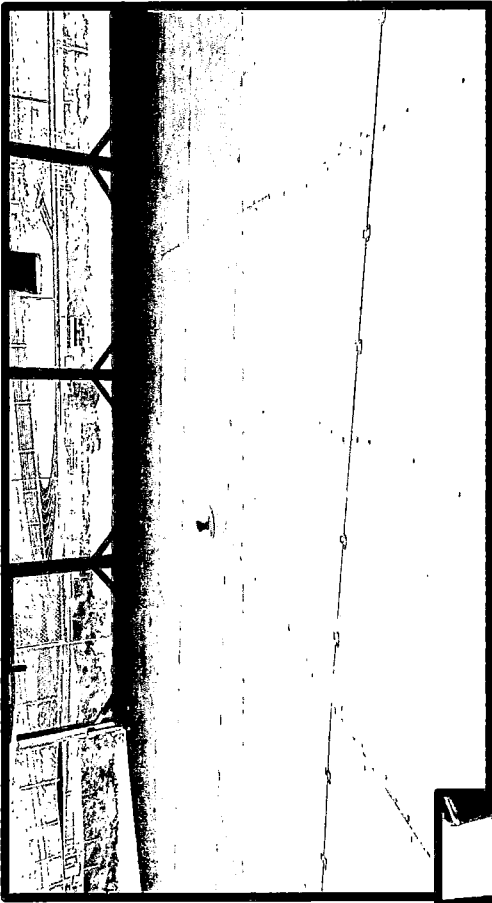
Ayes: Page, Pierce, DeHart, Galbreath, Garrett.

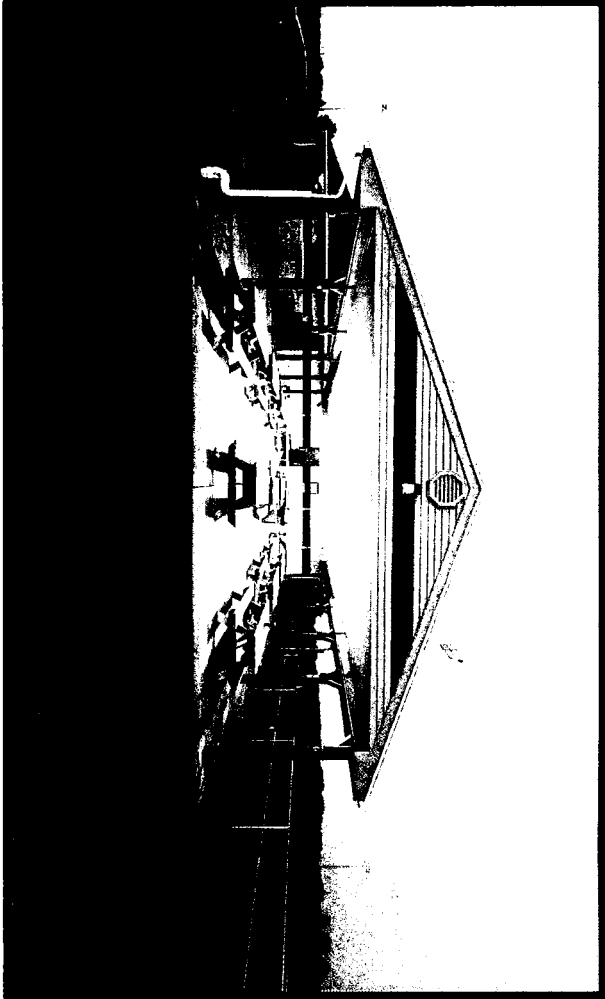
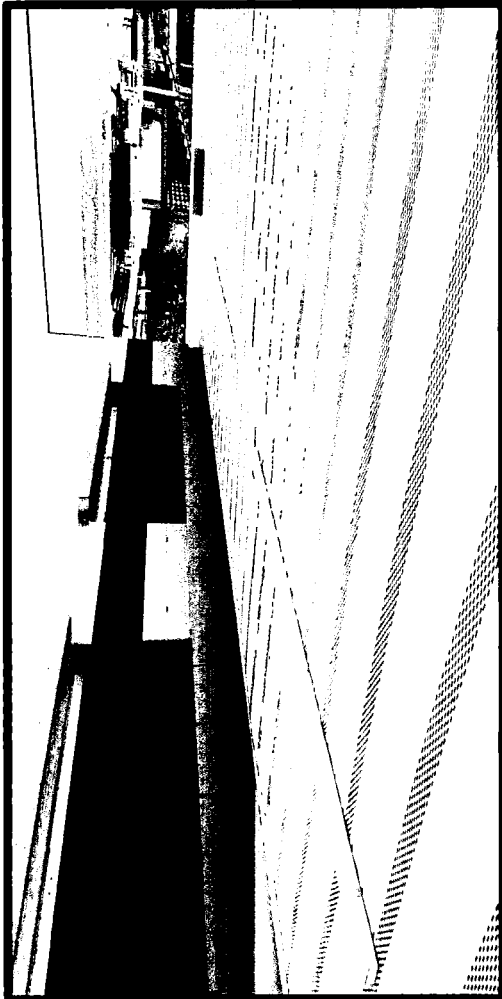
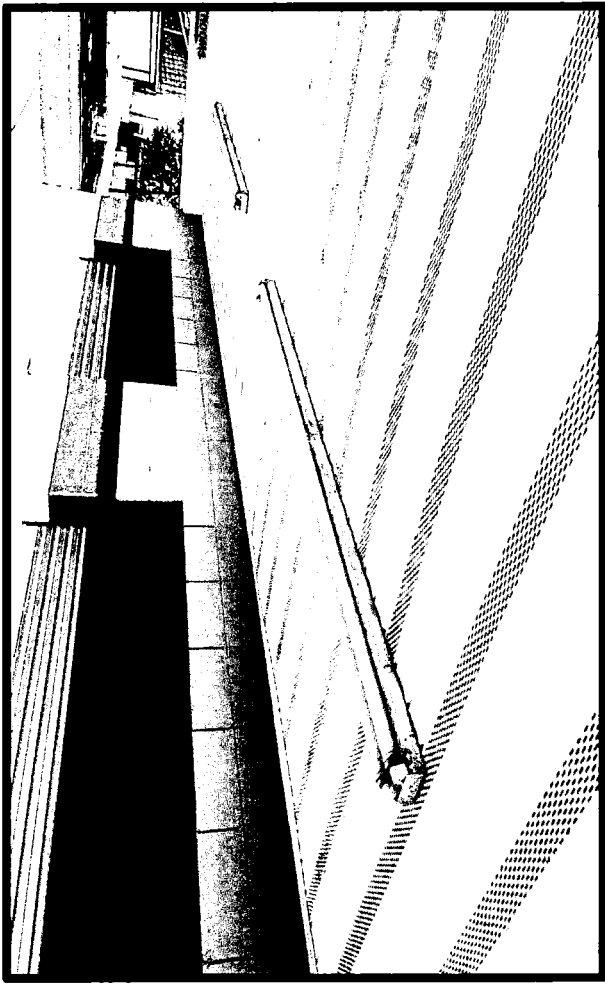
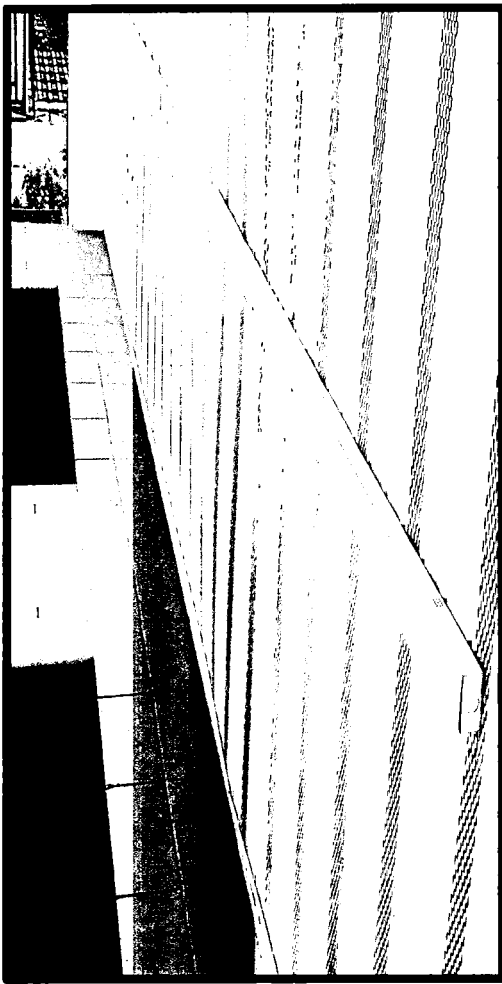


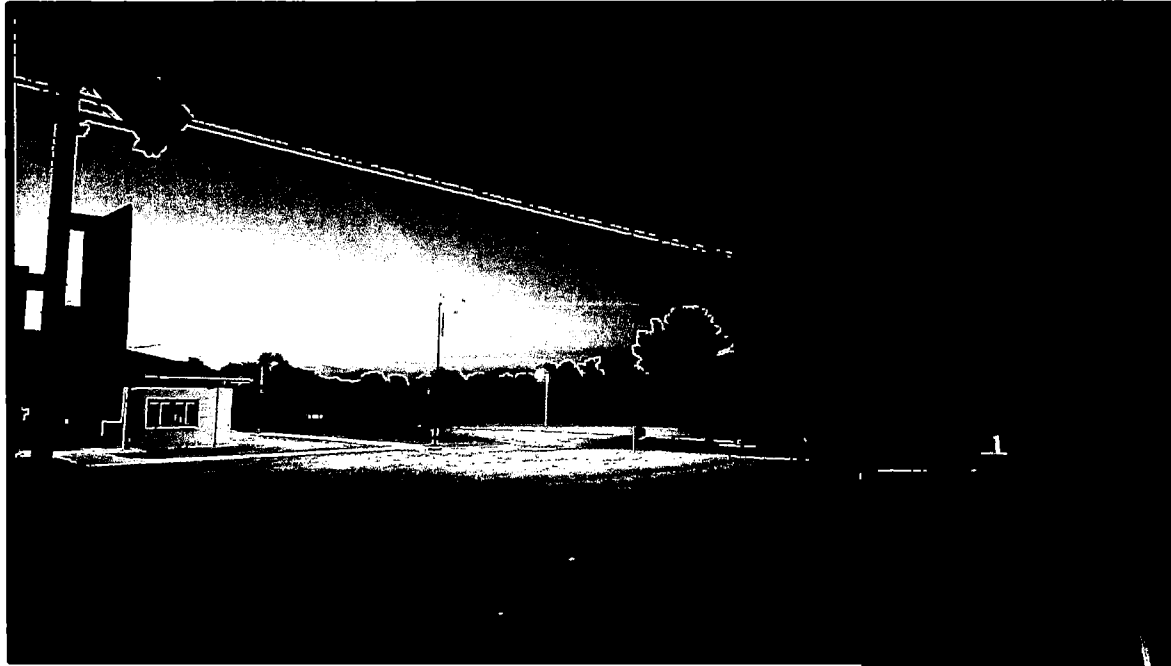
President



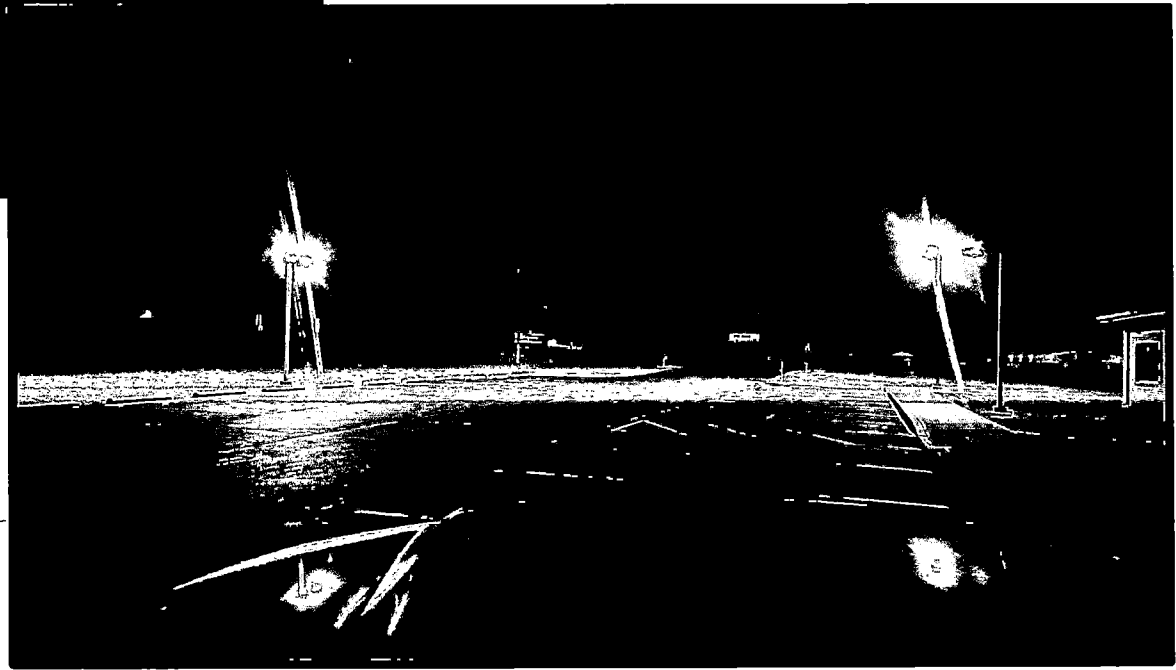
Treasurer

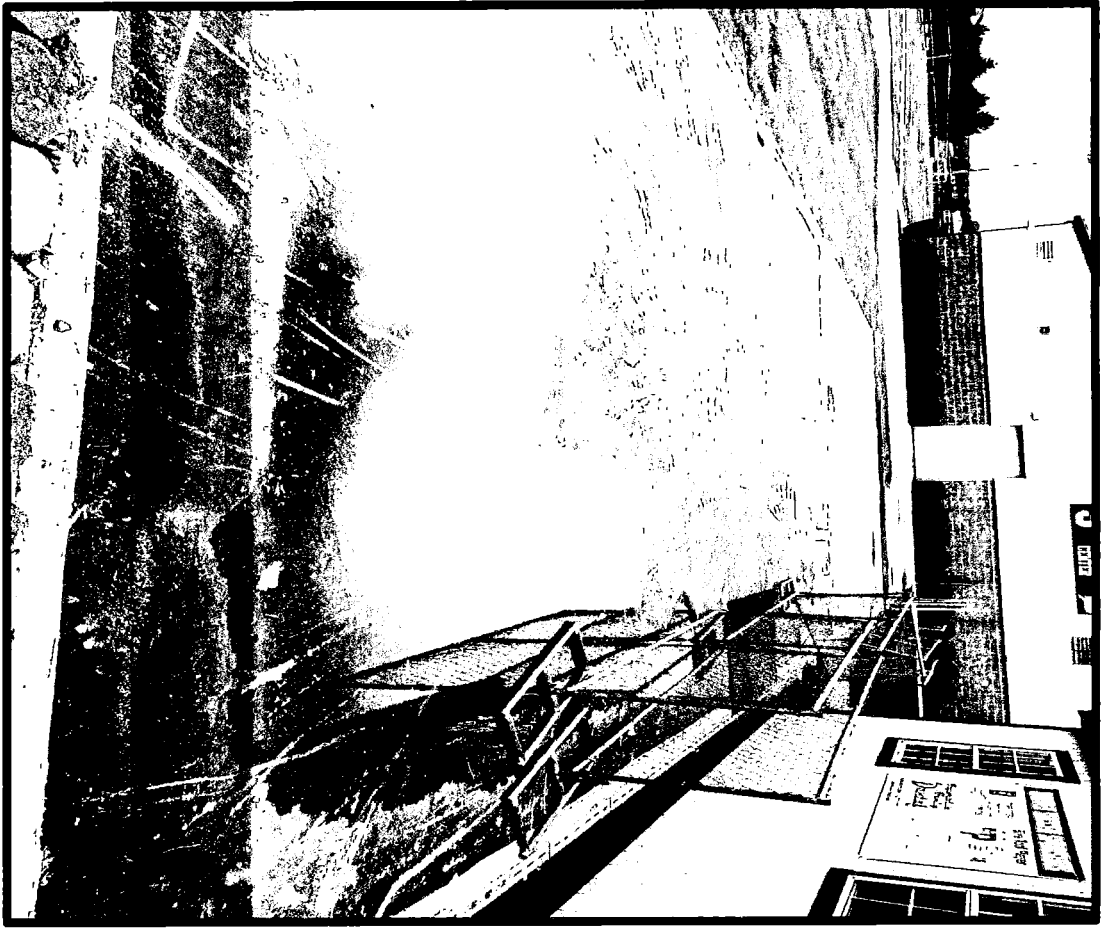


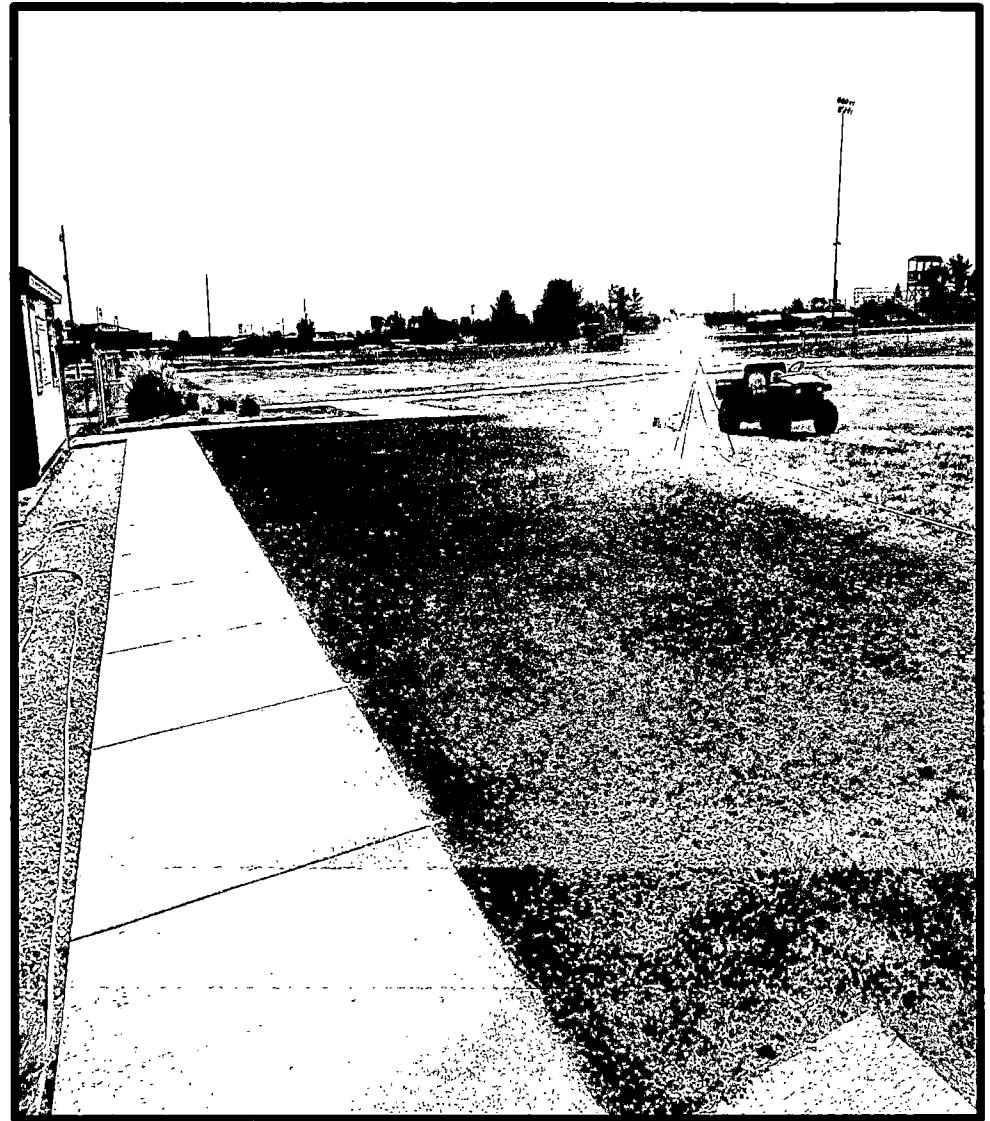


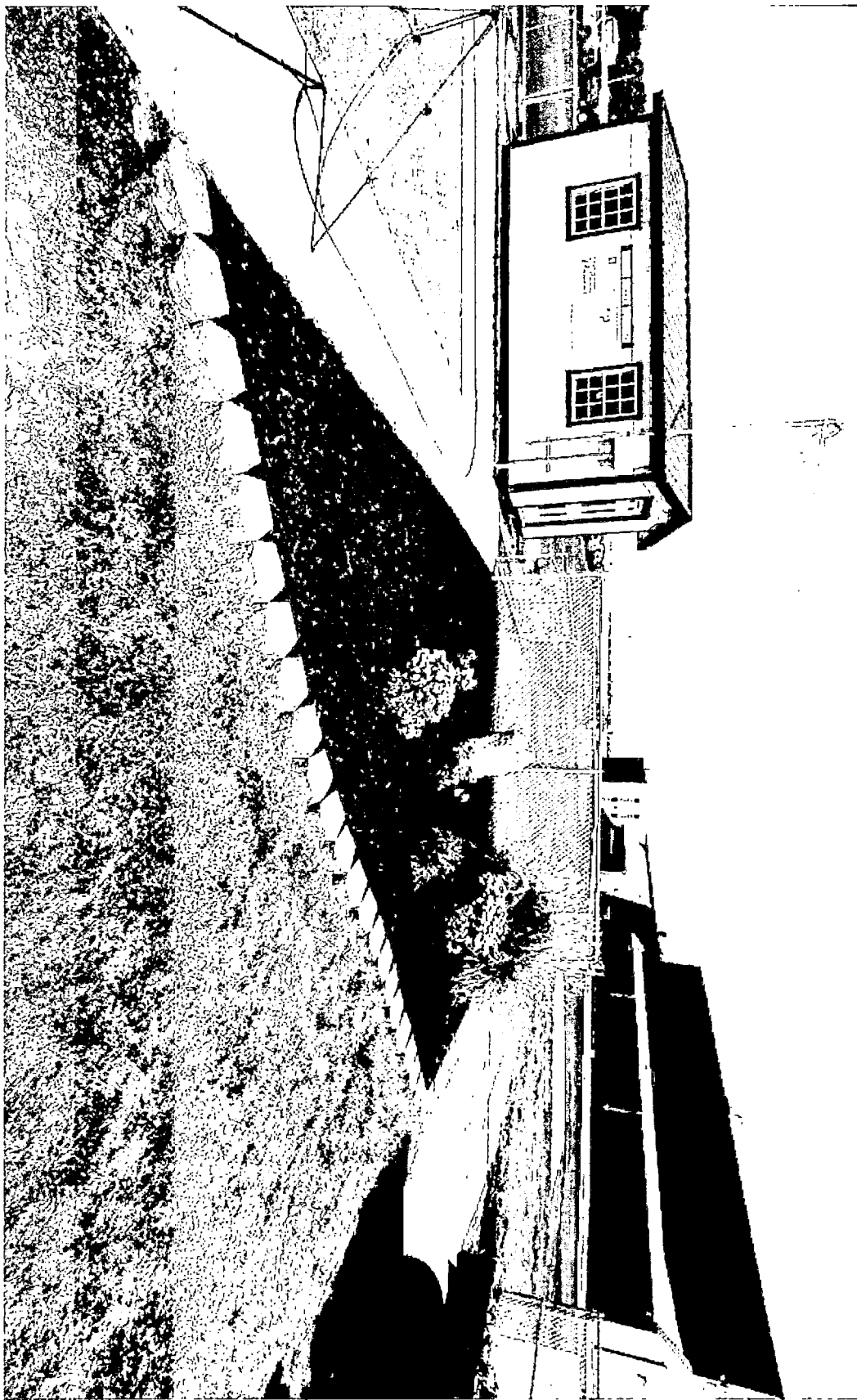


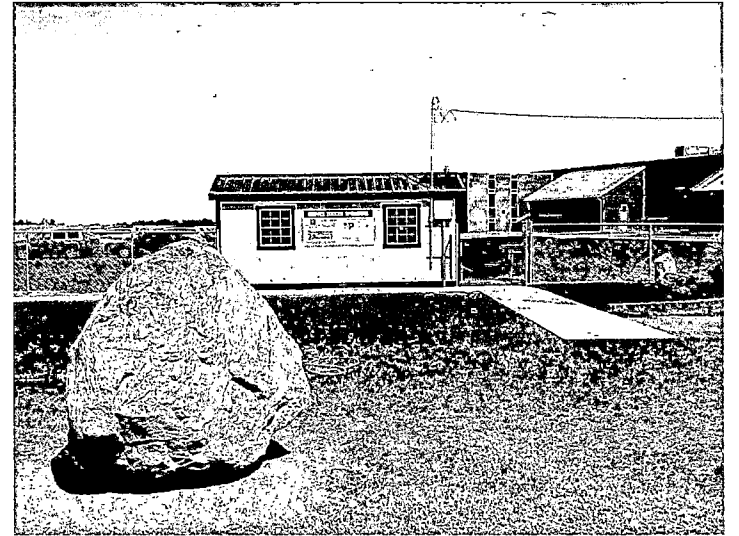
Board Office Lighting





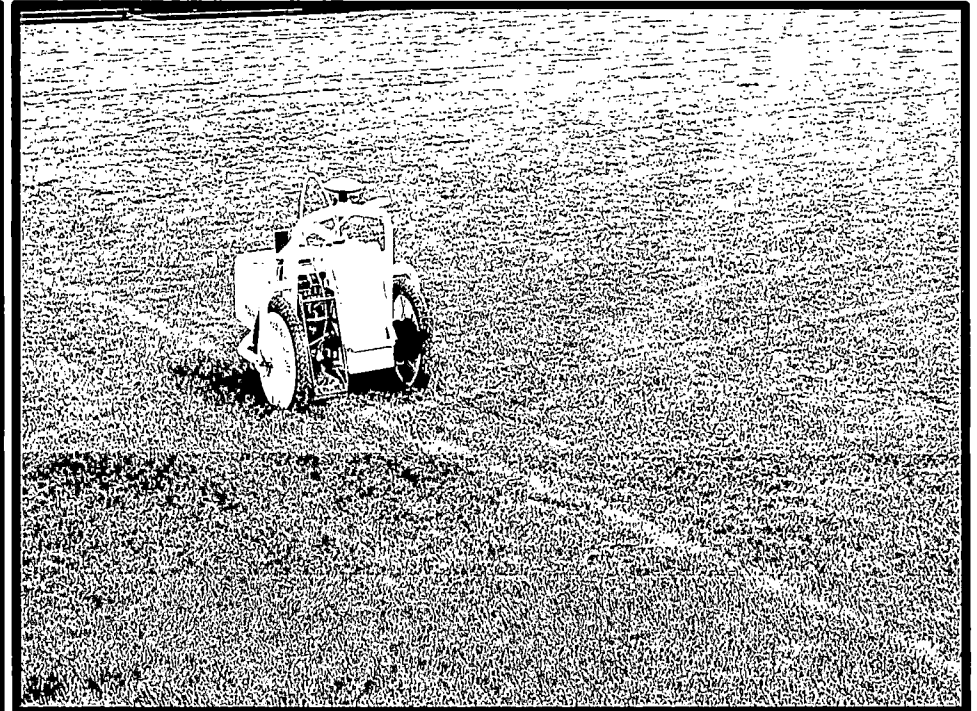
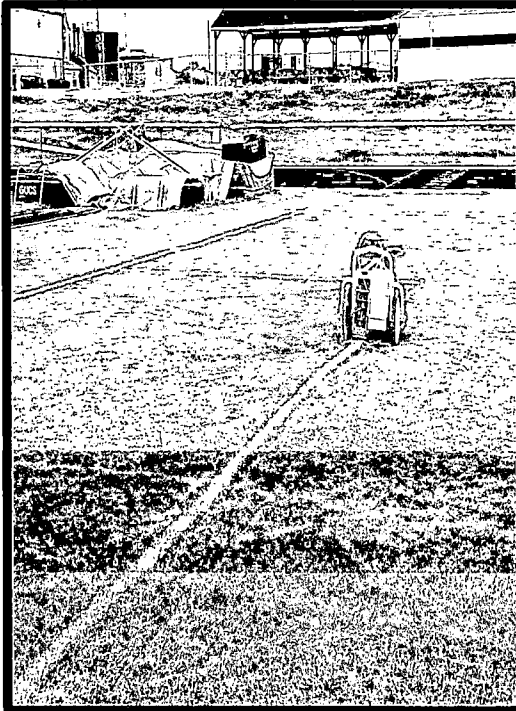
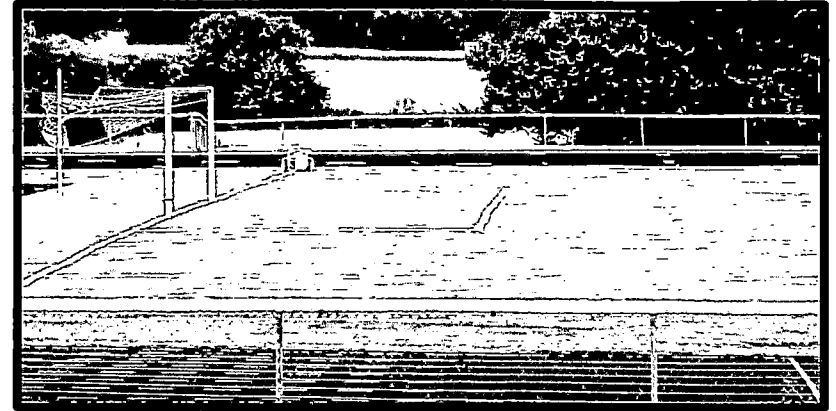






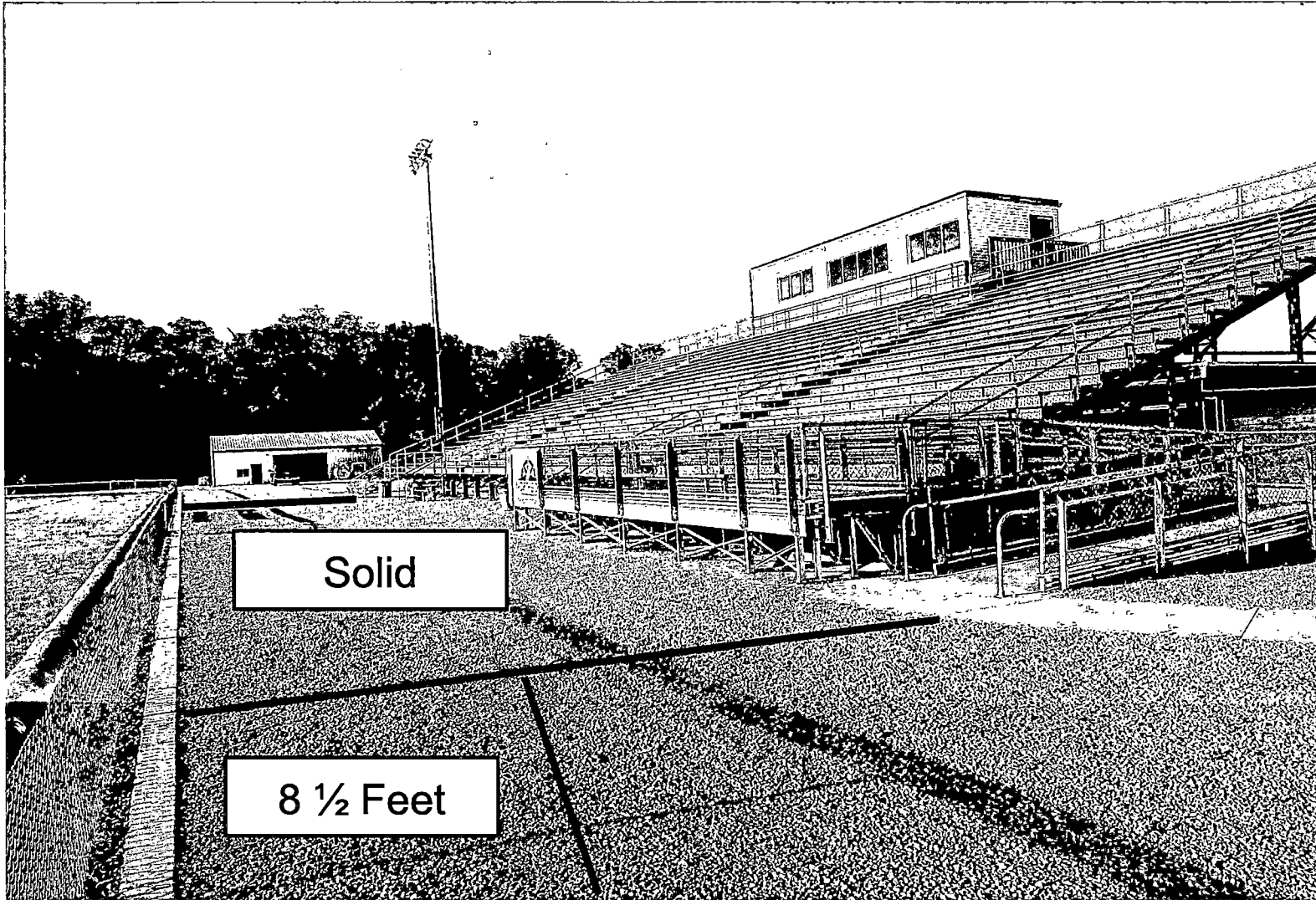
Save Time and \$\$

- What took 4 hours now takes less than 40 min
- 50% less paint used(Cost Savings)
- 100% Accuracy -Perfect lines every time
- Only need 1 person (Compared to 3-4)



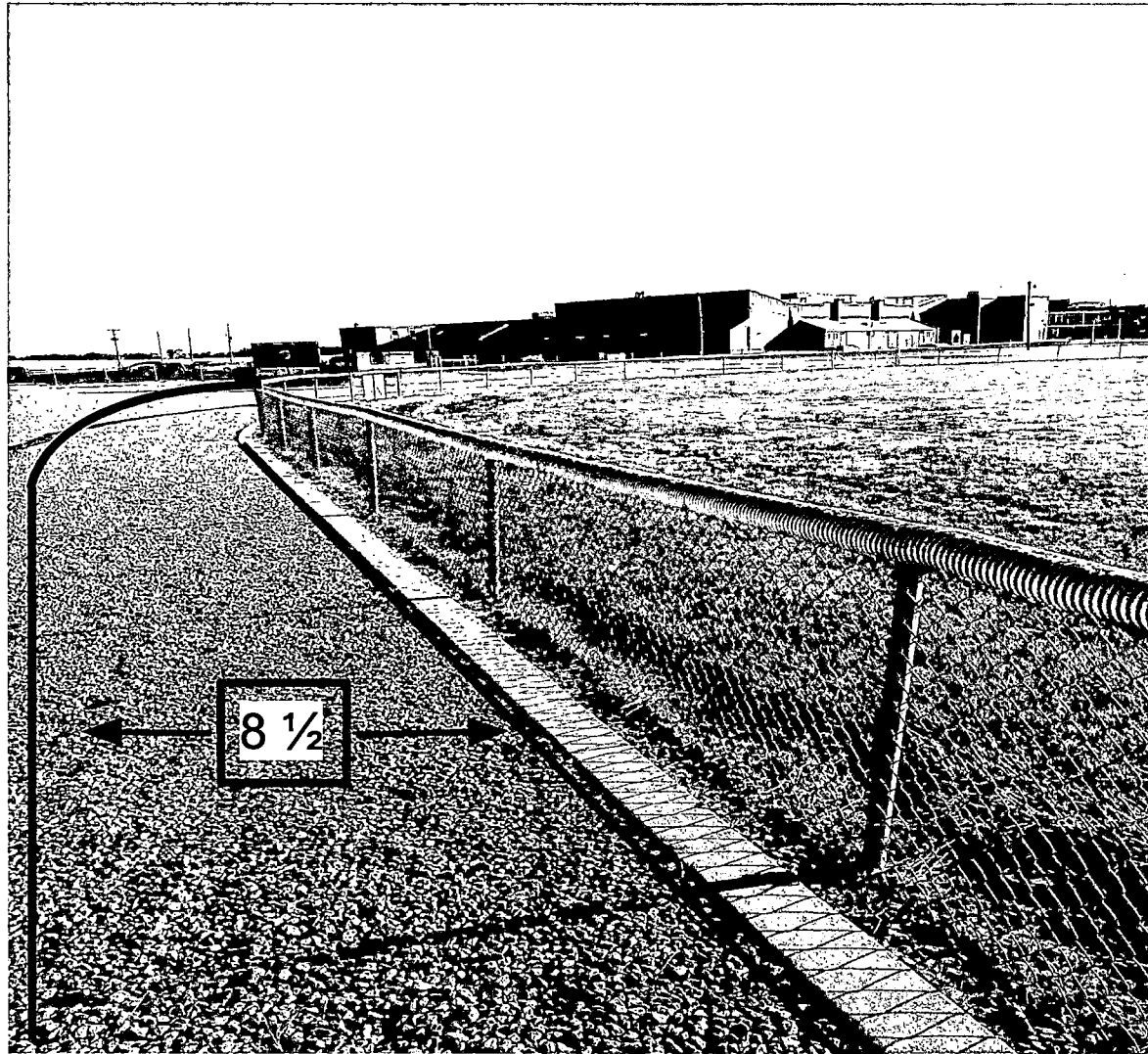
Upcoming improvements Clark Shawnee





Solid

8 1/2 Feet



District Grade Card Update

October Board Meeting

- Overall Rating
- Progress
- Achievement
- Gap Closing
- Graduation Rates
- Curriculum Update
- Early Literacy



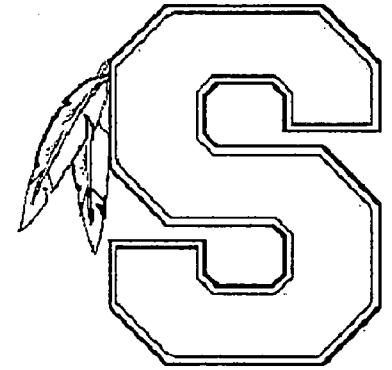
Tested Area	Indicator % Needed	NELSD	Clark-Shawnee	Greenon	Northwestern	Southeastern	Springfield	Tecumseh	GISA	State Avg	County Avg	% compared to		
												State Average	County Average	
												County Rank		
3rd ELA	80%	67%	61%	74%	52%	62%				61%	63%	4 of 5	3% BELOW	2% BELOW
4th ELA	80%	65%	61%	58%	54%	60%				64%	69%	2 of 5	3% BELOW	1% ABOVE
5th ELA	80%	74%	59%	70%	71%	71%				71%	69%	5 of 5	12% BELOW	10% BELOW
6th ELA	80%	54%	53%	55%	58%	70%				55%	58%	5 of 5	2% BELOW	5% BELOW
7th ELA	80%	63%	63%	68%	59%	79%				62%	66%	5 of 5	1% ABOVE	3% BELOW
8th ELA	80%	54%	53%	45%	49%	50%				49%	50%	2 of 5	4% ABOVE	3% ABOVE
ELA 2	80%	57%	71%	63%	64%	71%				57%	89%	1 of 5	14% ABOVE	6% ABOVE
ELA Indicators Met														
3rd Math	80%	62%	73%	62%	51%	50%				62%	61%	1 of 5	11% ABOVE	13% ABOVE
4th Math	80%	73%	73%	65%	71%	72%				67%	71%	1 of 5	6% ABOVE	2% ABOVE
5th Math	80%	59%	64%	58%	66%	60%				58%	67%	2 of 5	6% ABOVE	3% ABOVE
6th Math	80%	45%	67%	62%	47%	48%				50%	54%	1 of 5	17% ABOVE	13% ABOVE
7th Math	80%	57%	58%	58%	31%	66%				49%	54%	2 of 5	9% ABOVE	4% ABOVE
8th Math	80%	44%	69%	30%	53%	67%				46%	53%	1 of 5	23% ABOVE	16% ABOVE
Algebra / Int Math 1	80%	48%	65%	56%	64%	53%				45%	57%	1 of 5	16% ABOVE	8% ABOVE
Geometry / Int Math 2	80%	26%	55%	53%	48%	76%				41%	52%	2 of 5	14% ABOVE	3% ABOVE
Math Indicators Met														
5th Science	80%	64%	61%	72%	70%	72%				64%	69%	5 of 5	3% BELOW	7% BELOW
8th Science	80%	72%	72%	54%	62%	55%				62%	63%	1 of 5	10% ABOVE	9% ABOVE
Biology	80%	45%	71%	76%	69%	74%				60%	67%	3 of 5	11% ABOVE	4% ABOVE
Sci Indicators Met														
American History	80%	67%	74%	60%	70%	68%				66%	69%	1 of 5	8% ABOVE	6% ABOVE
American Government	80%	74%	83%	66%	63%	77%				67%	73%	1 of 5	16% ABOVE	10% ABOVE
SS Indicators Met		0		0	0	0				0	0			
Academic Indicators Met														

CSL only County School to meet Indicator

Higher on 80% of tested areas

80%

SPRINGFIELD NEWS-SUN
TRUSTED SINCE 1898



School report cards: How Clark, Champaign schools performed in 2023-24

“Clark County’s overall top ratings were 4 stars for Clark-Shawnee, and 3.5 stars for Greenon, Tecumseh and Southeastern. Northeastern and Northwestern each had ratings of 3 stars.”

“This rating indicates that our students exceeded state standards during the 2023-24 school year,” Kuhn said. “This report card reflects the hard work and dedication of our outstanding staff. We continue to strive to meet students’ learning needs each and every day.”

EMPLOYEE ID	LAST	FIRST	JOB_TITLE	PREVIOUS CONTRACT HOURS	2024-2025 AMENDED HOURS	DIFFERENCE
BARG00001	BARGER	REBECCA	BUS DRIVER	6.5	6.25	-0.25
BOWE00001	BOWERS	PEGGY	BUS DRIVER	5.5	5.75	0.25
BURK00004	BURK	RUSSEL RODGER	BUS DRIVER	5.5	5.25	-0.25
COFF00002	BOWSHIER	MARY	BUS DRIVER	6	5.75	-0.25
DENN00002	DENNEY	CONSTANCE	BUS DRIVER	5.75	5.25	-0.5
HOWA00001	HOWARD	AMY	BUS AIDE	6	5.75	-0.25
JACK00009	JACKSON	JAMIE	BUS DRIVER	5.25	5	-0.25
JOHN00014	JOHNSON	ANGELA	BUS AIDE	5.75	5.5	-0.25
JONE00008	JONES	DREMA	BUS DRIVER	5.25	5.5	0.25
LIAS00002	LIAS	ALAN	BUS DRIVER	5.75	5	-0.75
LYON00002	LYONS	JANICE	BUS DRIVER	5.5	5.75	0.25
LYON00003	LYONS	JON	BUS DRIVER	6.25	6	-0.25
PENN00002	BECKEL	GINA	BUS DRIVER	5.25	5.75	0.5
SEXT00003	SEXTON	DEBRA	BUS DRIVER	5.5	5.25	-0.25
SEXT00003	SEXTON	DEBRA	PRESCHOOL ROUTE	1	1.75	0.75
SPIC00001	SPICER	KELSEY	BUS DRIVER	6	5.5	-0.5
STOR00002	STORTS	SHERRY	BUS DRIVER	5.5	5.25	-0.25

Book Policy Manual
Section Policies Recommended for the BOE (Released Time For Religious Instruction)
Title RELEASED TIME FOR RELIGIOUS INSTRUCTION
Code po5223
Status
Adopted December 13, 2022

5223 - RELEASED TIME FOR RELIGIOUS INSTRUCTION

The Board of Education desires to cooperate with those parents who wish to provide for religious instruction for their children but also recognizes its responsibility to enforce the attendance requirements of the State.

Students may be provided "released time" from school to attend a course in religious instruction conducted by a private entity off District property, for not more than one (1) day per week, provided that the following requirements are met, such students will not be considered absent when the:

- A. student's parent or guardian gives consent in writing;
- B. sponsoring entity maintains attendance records and makes them available to the District;
- C. sponsoring entity provides and assumes liability for the student; and
- D. student assumes responsibility for any missed school work.

Transportation of students to and from Released Time instruction is the complete responsibility of the sponsoring entity, the parent, guardian, and/or student. The Board of Education, its members, and employees are immune from liability for any injuries arising from transportation to and from Released Time instruction. Further, no Board funds will be expended for, and no District personnel shall be involved in the provision of religious instruction.

Students shall not be excused from a core curriculum subject course to attend Released Time instruction.

The Superintendent, in their sole discretion, may temporarily suspend Release Time for Religious Instruction if a private entity fails to adhere to the provisions of this or any other policy of the Board.

Staff members shall not promote or discourage participation in release time programs for any religious instructional program.

Nothing herein shall constitute an endorsement of religion or infringe upon an individual's First Amendment rights.

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