



OCTOBER 2, 2024 CSD BOD WORK SESSION MEETING MINUTES

10/02/2024 [07:00 PM-08:00 PM] @ Alice Schafer Annex gym

OCTOBER 2, 2024 CSD BOD WORK SESSION MINUTES

1. Call to Order

Minutes

Mrs. Luckock opened the meeting at 7:00 pm.

Board members present-

Mr. Burnham, Mr. Horne, Mrs. Luckock, Mr. Klink, Mr. McQuiston, Mr. Nader, Mr. Schaef and Mr. Williamson.

Absent was Mr. Hall.

Administrators present-

Mr. Sperry, Dr. Jardina, Ms. Dressel, Ms. Krankota, Mr. Kelly, Mr. Welcheck, Mrs. Sada, Mr. Parks, Mr. Vannoy and Mr. Hans.

1.a. Moment of Silence

1.b. Salute the Flag Ceremony

2. VISITOR RECOGNITION

1. Visitor Recognition *

*Per Policy 903 – Public Participation in Board Meetings

All visitors who are recognized during the Visitor Recognition are allotted a maximum of five (5) minutes to address matters of their concern, unless otherwise determined by the Board President. Visitor recognition is to be limited to thirty (30) minutes unless otherwise decided by the Board.

Minutes

No one approached the podium.

3. Discussion Items

3.a. Nutrition Report... Katie Baldwin/Regional Director

Minutes

Ms. Baldwin and Mrs. Blood from Nutrition, Inc. provided an update on the past months nutrition.

Ms. Baldwin noted Nutrition is finding ways to partner with local farmers and producers. This month they have partnered with a beef farm in Happy Valley who is shipping fresh ground beef that will be featured in December. The smash burger along with new pork recipes coming as well.

Events this month include this Friday a Toy Story theme at the elementary level. Next Wednesday is apple crunch day with apples from Hades Orchard. The 22nd they will be at CAMS doing an action station loaded with breakfast bowl items. And then on the 31st back to the elementary with tasty bites of the year....Smores!!!

Conneaut is off to a great start, meal participation is exceeding expectations along with made to order at CASH one day a week where the line is up to 100 students. This is similar to Subway where they pick out the meat, cheese, bread, veggies and go down the line for fruits and vegetables.

Mr. Schaefer asked if they have had good responses at all the levels. Yes she noted, even with consolidation and the shift of 5th to elementary they have adjusted quickly. Having extra students now in one middle school has not slowed the lines down.

Mr. Schaefer then asked about her comment of local producers but Happy Valley is not really local so what kind of requirements are there for those local producers/growers to be involved. Ms. Baldwin responded that Happy Valley is a collaboration with the Pennsylvania Beef Council but are using Lawrence School District and Crawford Central partnering with Dunns Family Farm. They are part of the National Beef Council and are supplying beef for Crawford Central. But if there is a farm here please send her information and hook up with Nicole who is with the Beef Council, it is a great partnership.

3.b. Curriculum Updates and PAYS Report... Dr. Jardina

Minutes

Dr. Jardina summarized the 100 page PAYS Survey data from 2023, reminding the board this is 6th, 8th, 10th and 12th graders. This is a no charge survey, anonymous and no charge. Voluntary questions that can be skipped and the data is looked at to review and address reasons, not symptoms. Two teams of students and administrators went to the local PAYS leadership meeting last week to review the data of which, Ms. Campbell can share more details (she is absent tonight) with the board later this year.

3.c. Service Personnel Substitute Pay... Mr. Klink

Minutes

Mr. Klink discussed the substitute aides problem and absences not getting filled. The thought is raising the pay from \$12.50 to \$15 would be a total difference over the past two years of \$13,000. If this gets substitute aides in the classroom that is a solid investment to the District with less disruption. \$15/hour would put us at the top with Girard not to mention we are working on bringing our district up as a premium district. Our lowest hourly rate for employees is \$17.22 so we are not touching that for our regular employees. He asked for thoughts.

Mrs. Luckock appreciated seeing the comparisons to other districts, with the backup passed around to the board. Maybe an in between step such as \$13.50 but Mr. Burnham thought most places are hiring \$13.50 to \$15 so that is not out of the realm of possibility. Northwestern is paying \$14 and they are usually tight with their budget. \$14 would be fair and a jump from where we are.

Mr. Klink and Mr. Horne both agreed and if it puts people in to fill the absences and the need.

Mr. Sperry suggested \$14/hour and come back in February to see the results.

Mrs. Luckock asked Ms. Dressel when we hire an aide isn't there a state level requirement or a test? Ms. Dressel responded, yes 2 years of college or they take a test at the IU to make them highly qualified. The state requires the "highly qualified" indication. She felt though the way postings are listed with the 2 year college requirements keeps people from applying. They can take the test and don't need the 2 years of college credits. But we can't get people in the door for the \$17.11/hour positions, last time we had 2 applicants so we set up the interviews and they both were no shows and we are getting to the point of "are they even hireable?" We don't know what else to do, we feel the starting pay is good at \$17.11/hour and doesn't feel raising the pay would help. But does like Mr. Sperry's idea to see if it helps. We can't get people to show up.

Mrs. Luckock asked if substitute aides needed the "highly qualified" status and Ms. Dressel said no just clearances within so many months. Mrs. Dressel added we still don't have all of our openings filled for regular positions let alone substitutes. Mrs. Luckock asked the success rate for those who did take the test at the IU. Ms. Dressel said all have passed, two had to take it twice and one of them had some tutoring from one of our Math teachers and then passed. If they don't pass it the first time they can go back and take it again. It is very successful.

Mr. Hans piggy backed on Ms. Dressel, he has had this conversation countless times, posting the way it is listed we lose applicants. If there is a way to communicate more clearly for the right candidate that is an option, we might get a better quality applicant and more to apply. He doesn't know what our obligations are to post for that but the title does scare people away.

Mrs. Luckock asked the board for a consensus on putting this on next weeks voting meeting to consider increasing our substitute rate to \$14.hour.

Mr. Williamson asked what the impact was in the classroom. Ms. Dressel stated we end up pulling aides from other classrooms to cover the more critical students needs. We have to make sure this happens and it does leave other programs short but we look at our legal obligations with signed IEPs to make sure they are covered. At the end of the day students get impacted.

Mr. Burnham asked how many are we needing which Dr. Jardina offered to log into the absence program and get that information.

Mr. Schaef wanted to verify that we are talking about the substitutes that come in for an employee/instructional aide that calls off. Mr. Sperry said yes. Mr. Schaef then noted, so the recommendation is to go from \$12.50 to \$14 but I would suggest there is a limited number of people out there to fill sub positions anyway in this day and age. He really thinks that this rate is still going to be below a lot of jobs out there that are going for \$20/hour or less or more and not sure this will solve the problem by increasing a dollar and a half. If you want to attract people in this day and age we have to pay more. Mrs. Luckock responded that maybe a substitute that follows us and the other districts around us may see this and entice them to come our way. She does like Mr. Sperry's suggestion to try and see in a few months. Mr. Schaef thought our pull is from our own district and looking at some others pay rates it makes more sense to go to locations near your home rather than drive out of the district you live in. Mr. Sperry said this matches Northwestern so may attract them.

3.d. Superintendent's Report...Mr. Sperry

Minutes

Mr. Sperry read his report.

3.e. PSBA Updates...Mr. Williamson

Minutes

Mr. Williamson did not have an updated but on another note he attended the Ag Fair at the Fairgrounds and felt it was a fantastic program.

3.f. Agenda Review...Mrs. Luckock

Minutes

Mrs. Luckock noted the Board met in executive session on September 24, 2024 with the Realtor to discuss the listing for the Conneaut Valley Middle School.

Mr. Burnham reminded everyone to be cautious and safe with this fall season which brings more people likely to be out with their chainsaws cutting wood.


This work session meeting adjourned at 7:48 pm.

4. ADJOURNMENT

5. EXECUTIVE SESSION

EXECUTIVE SESSION - to review and discuss agency business which, if conducted in public, might lead to disclosure of information protected by law, specifically to discuss personnel matters.


Dorothy Luckock, Board President


Christine Krankota, Board Secretary