

MINUTES

TUESDAY, NOVEMBER 19, 2024

REGULAR SESSION

7:00 P.M.

Business Meeting

This meeting is a meeting of the Board in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in the agenda.

1. CALL TO ORDER:

The Allen East Board of Education was called to order at 7:00 P.M. by President, Sara Jones

2. ROLL CALL: Recited

Emerick X Hershberger X Jones X Miller X Werling absent

3. PLEDGE OF ALLEGIANCE:

4. HEARING OF THE PUBLIC: NOT TO EXCEED THIRTY (30) MINUTES – THREE (3) MINUTES PER INDIVIDUAL COMMENT – PER BOARD POLICY O.R.C. 3313.20.

5. ACCEPTANCE OF AGENDA: (#1124-2236)

Steve Emerick moved and Kyle Miller seconded.

Discussion:

Emerick X Hershberger X Jones X Miller X Werling absent

6. APPROVAL OF MINUTES: (#_____)

The "Record of Proceedings" of the minutes from October 15, 2024 regular session meeting has been distributed by the treasurer and read:

Kyle Miller moved and Steve Emerick seconded.

Discussion:

Hershberger X Jones X Miller X Werling absent Emerick X

7. TREASURER CONSENT AGENDA: (#1124-2237)

"Be it resolved by the Board of Education of the Allen East Local School District, a majority of its membership therein concurring, with the recommendation from the Treasurer, that the following items be approved."

A. MONTHLY BILLS: Reports: Checks

B. FINANCIAL REPORT: Reports: Appropriation Summary, Cash Reconciliation, Cash Summary Report, Outstanding Checks, Revenue Summary, and Spending Plan Summary

C. INVESTMENTS: See "Investment Report"

D. **FIVE YEAR FORECAST:** The treasurer recommends the Allen East Board of Education approve the Five-Year Forecast for the period FY2025-2029 as hereinafter reproduced: (as attached). 2

E. **CHANGE IN APPROPRIATIONS:**

	<u>FROM</u>	<u>TO</u>
499 Misc. State Grants	\$257,648.00	\$270,841.00

F. **AMENDED APPROPRIATIONS & AMENDED CERTIFICATE TO ALLEN COUNTY AUDITOR:**

The treasurer requests to file an Amended Certificate of Estimated Resources and Amended Appropriations for the school year 2024-2025 as attached.

G. **DONATIONS:**

• Adam Reed - Lunchroom Donation for Negative Lunch Balances	\$250.00
• Allen County Pork Producers with Troy & Sara Jones for FFA	\$750.00
• Brian Viola – for eSports	\$20.00
• Debbie & Mark Mosher - Lunchroom Donation for Negative Lunch Balances	\$20.00
• Lima Eagles – to Gatekeepers	\$1,000.00
• Miscellaneous Donations in Memory of Mike Emerick for FFA	\$2,970.00
• Missy Carter to Baseball team	\$200.00
• Moms & Dads Club – for Athletic Department	\$3,035.50
• Moms & Dads Club – for Baseball	\$760.00
• Moms & Dads Club – for Gaga Pit	\$800.00
• Moms & Dads Club – for Golf	\$4,600.00
• Moms & Dads Club – for Junior Class Trip Meal	\$513.56
• Moms & Dads Club – for PBIS Incentives	\$330.00
• Moms & Dads Club – for SADD iPad	\$500.00
• Moms & Dads Club – for Volleyball	\$1,232.00
• Rick & Cindy Conrad - Lunchroom Donation for Negative Lunch Balances	\$20.00
• Steve black – for SADD	\$50.00
• Steve Black, Rob Kayser & Families - Lunchroom Donation for Negative Lunch Balances	\$3,427.62
• Tyler Webb - Lunchroom Donation for Negative Lunch Balances	\$20.00

Brian Hershberger moved and Kyle Miller seconded.

Discussion:

Jones X Miller X Werling absent Emerick X Hershberger X

8. **REPORTS:**

Mr. Rentschler – Superintendent's Report

9. **PURCHASES: (#1124-2238)**

The superintendent recommends the Allen East Board of Education approve the following:

• HUDL – Sports subscription	\$9,400.00
• Drivable Vertical Mast Lift	\$18,700.00
• Miami Industrial Trucks – Electric Pallet Jack	\$6,224.00
• VEX Robotics – CTE Workcells and supplies	\$29,596.38
• IST - Stratasys Manufacturing 3D printer	\$24,377.00
• IST - Fanuc Robot	\$50,500.00
• IST - VRTEX 360 Compact Virtual Welder	\$31,950.00
• IST - VRTEX 360 Virtual Welder	\$61,000.00
• Johnson Fundraising – Cookie Dough	\$7,527.00

Kyle Miller moved and Steve Emerick seconded.

Discussion:

10. ANNUAL ADOPTION CONSENT AGENDA: (#1124-2239)

“Be it resolved by the Board of Education of the Allen East Local School District, a majority of its membership therein concurring, with the recommendation from the Superintendent, that the following items be approved.”

- A. Approve the overnight trip to Columbus, Ohio for January 2-3, 2025 for 9 FFA Students
- B. Approve an overnight trip January 18-19, 2025 at Embassy Suites in Dublin, Ohio for the FFA Leadership Conference for 8 students.
- C. Approve an overnight trip for the 8th & 9th grade students from May 10-13, 2026 to Washington, D.C.
- D. Approve the five-year scoreboard advertising agreement with Citizens National Bank for the scoreboard located within the High School Gym.
- E. Approve the following **adult** cafeteria prices for 2024-2025 effective immediately (*amended from July 16, 2024 meeting*):
Adult Breakfast Prices now \$2.25 raised to \$2.50.
Adult Lunch Prices now \$4.25 raised to \$5.00.
- F. Approve the following social media account to be used for Allen East school purposes
 - Allen East Choir on Facebook, Instagram, and TikTok – Ms. Gabby Baker
<https://www.facebook.com/profile.php?id=61568716389498>
<https://www.instagram.com/alleneastchoirs/>
<https://www.tiktok.com/@alleneastchoirs>

Brian Hershberger moved and Kyle Miller seconded.

Discussion:

Werling absent Emerick X Hershberger X Jones X Miller X

11. SCOREBAORD ADVERTISING AGREEMENTS: (# 1124-2240)

“Be it resolved by the Board of Education of the Allen East Local School District, a majority of its membership therein concurring, with the recommendation from the Superintendent, that the following items be approved.”

- A. Approve the three-year scoreboard advertising agreement with OIO for scoreboard located within Mustang Stadium.
- B. Approve the five-year scoreboard advertising agreement with R.D. Jones Excavating, Inc. for scoreboard located within the High School gym.

Kyle Miller moved and Steve Emerick seconded.

Discussion:

Emerick X Hershberger X Jones abstain Miller X Werling absent

12. ATHLETIC TICKET PRICES: (#1124-2241)

The superintendent recommends the Allen East Board of Education approve the following **revised** ticket prices for the remainder of the 2024-2025 school year:

HS Varsity Boys Basketball Only

Adult \$8 Student \$7

Reserved seat for Family Pass, Employee Pass, or Mustang Senior pass/per person \$10

HS - Girls Basketball, & Wrestling

Adult \$6 Student \$4

JV, Freshman, Junior High (All Sports)

Adult \$4 Student \$3

All Sports/Levels Included Passes

Family Pass \$275

1 Adult Pass \$125

1 Student Pass \$50

1 Adult Pass - Reserved Seat Football or Boys Basketball \$135

Mustang Senior Pass - obtain in office Free

Employee Pass - obtain in office Free

*Tickets will be sold at the gate as well as online for Varsity Football & Boys Basketball.

**All Volleyball, Girls/Boys Soccer, Girls Basketball, Wrestling, JV, Freshmen & All JH Sports will be cash at the door only.

***Everyone must have a ticket/pass. No charge for Spring events, unless Track Invite or OHSAA Tournament.

Explanation of Passes:

Family Pass - For immediate family, children 1st grade through college students supported by their parents up to age 22. This pass is good for all regular season home athletic events.

Mustang Senior Pass - MUST RESIDE IN ALLEN EAST SCHOOL DISTRICT. This pass can be obtained with a Drivers License at age 62. With this pass, you can get into all AE athletic events free. If you currently have a card, please stop in and have it updated with the new card.

Brian Hershberger moved and Kyle Miller seconded.

Discussion:

Hershberger X Jones X Miller X Werling absent Emerick X

13. RECOGNITION OF 7TH & 8TH GRADE GIRLS WRESTLING CLUB (# 1124-2242)

Be it resolved that the Allen East Board of Education formally recognizes 7th and 8th-grade girls' wrestling as an official club within the district's athletic offerings, thereby providing a structured, supportive environment for students to participate, train, and compete in wrestling.

Brian Hershberger moved and Kyle Miller seconded.

Discussion:

Jones X Miller X Werling absent Emerick X Hershberger X

14. EXECUTIVE SESSION: (#1124-2243)

Pursuant to Ohio Revised Code Section 121.22 (G), the superintendent recommends that the Allen East Board of Education move that the Board adjourn to executive session for the following reason(s):

- a. To consider the appointment ____, employment X dismissal ____, discipline ____, promotion ____, demotion ____, or compensation X of a public employee or official; (check one or more of the purposes for which the executive session is to be held);
- b. Investigation of charges or complaints against a public employee, official, licensee or student requests a public meeting; except that consideration of the discipline of an Allen East Board member for conduct related to the performance of his/her duties or his/her removal from office shall not be held in executive session;
- c. To consider the purchase of property for public purposes or sale other disposition of unneeded, obsolete, unfit-for-use property at competitive bidding, if premature disclosure of information would give an unfair competitive or bargaining advantage to a person whose personal, private interest is adverse to the general public interest;

- d. Conference with the Board’s attorney concerning disputes involving the Board that are the subject of pending or imminent court action;
- e. Preparing for, conducting, or reviewing negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment;
- f. Matters required to be kept confidential by Federal law or regulations or State statutes;
- g. Details relative to the security arrangements and emergency response protocols for the District where disclosure of the matters discussed could reasonably be expected to jeopardize the security of the District.
- h. 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 to negotiations with other political subdivisions respecting requests for economic development assistance, provided that both of the following conditions apply:
 - 1. the information is directly related to a request for economic development assistance that is to be provided or administered under one of the statutes referenced in R.C. 121.22(G)(8)(1), or that involves public infrastructure improvements or the extension of utility services that are directly related to an economic development project, and
 - 2. an unanimous quorum of the Board or its subcommittee determines, by a roll call vote, that the executive session is necessary to protect the interests of the applicant or the possible investment or expenditure of public funds to be made in connection with the economic development project.

* Collective bargaining meetings and Audit conferences are exempt from ORC 121.22

Kyle Miller moved and Steve Emerick seconded.

Discussion:

Miller Werling absent Emerick Hershberger Jones

Adjourned 7:37 pm

Reconvened 10:11 pm

15. SUPERINTENDENT CONSENT AGENDA: (#1124-2244)

The superintendent recommends the Allen East Board of Education hire the following candidates contingent upon BCII clearance, FBI clearance, and all proper ODE licenses and/or certifications:

A. CERTIFIED:

1. RESIGNATIONS:

2. EMPLOYMENT - REGULAR:

3. EMPLOYMENT - SUPPLEMENTAL:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY</u>	<u>TERM</u>
Calista Altenburger	Mentor	as per salary schedule	2024-2025
Laura Ayers	After-School Monitor	as per salary schedule	2024-2025
Stephanie Foster	After-School Monitor	as per salary schedule	2024-2025
Hannah Johnson	After-School Monitor	as per salary schedule	2024-2025
Summer McCloskey	After-School Monitor	as per salary schedule	2024-2025
Abigail Stallkamp	After-School Monitor	as per salary schedule	2024-2025

4. EMPLOYMENT - SUBSTITUTE:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY</u>	<u>TERM</u>
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5. STAFF ADVANCES:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY</u>	<u>YEAR</u>
Branden Nickles	Teacher	BA to 150hrs	2024-2025
Stephanie Hunter	Teacher	MA+15 to MA+30	2024-2025
Natalie Winegardner	Teacher	BA to 150hrs	2024-2025

B. CLASSIFIED:

1. RESIGNATIONS:

- Russell Bender, Head Boys Soccer Coach – Effective 11/11/2024
- Sally Hauenstein, Reading Tutor – Effective immediately
- Joy McDorman, Jr High Assistant Track Coach – Effective 11/7/2024
- Ann Reese, Head Secretary – Effective December 31, 2024
- Emma Sloan, 7th Grade Volley Ball Coach – Effective immediately
- Vincent Vickers, Assistant Football Coach – Effective immediately
- Steve Roeder, HS Girls Soccer Coach – Effective immediately

2. EMPLOYMENT - REGULAR:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY</u>	<u>TERM</u>
Kara Rickle	Special Education Aide	0 @ \$16.00/hr	2024-2025
Jaelyn Schultz	Special Education Aide	0 @ \$16.00/hr	2024-2025

3. EMPLOYMENT - SUPPLEMENTAL:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY</u>	<u>TERM</u>
Kevin Bacon	Basketball Coach, 8 th Grade Boys	0 @ 7%	2024-2025
Gwen Montgomery	Basketball Coach, JV Girls	3 @ 10%	2024-2025
Sierra Neu	Basketball Coach, 8 th Grade Girls	0 @ 7%	2024-2025
Darrin Seger	Basketball Coach, Asst. HS Boys	0 @ 10%	2024-2025
Richard Waughtel	Wrestling Coach, JH	2 @ 7%	2024-2025

4. EMPLOYMENT - SUBSTITUTE:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY</u>	<u>TERM</u>
Sherry Arnold	Substitute Custodian	as per salary schedule	2024-2025
Taylor Nickles	Substitute Custodian	as per salary schedule	2024-2025
CeCelia Reese	Substitute Custodian	as per salary schedule	2024-2025
Anne Winegardner	Substitute Custodian	as per salary schedule	2024-2025

5. RECOGNITION OF VOLUNTEER ASSISTANTS:

- James Wireman – Wrestling
- James Larrison – Wrestling
- Garrett Neth - Wrestling

Brian Hershberger moved and Steve Emerick seconded.

Discussion:

Werling absent Emerick X Hershberger X Jones X Miller X

16. SUPERINTENDENT CONSENT AGENDA: (#1124-2245)

The superintendent recommends the Allen East Board of Education hire the following candidates contingent upon BCII clearance, FBI clearance, and all proper ODE licenses and/or certifications:

RECOGNITION OF VOLUNTEER ASSISTANTS:

- Trevor Jones – HS Boys Basketball

Brian Hershberger moved and Steve Emerick seconded.

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Discussion:

Emerick Hershberger Jones abstain Miller Werling absent

17. STEP III GRIEVANCE: STEVE RICHARDSON & THE ALLEN EAST EDUCATION ASSOCIATION: TEACHER BASED TEAMS MEETING DURING PLANNING PERIOD (# 1124-2246)

The Allen East Education Association request the elementary school principal cease and desist violating the collective bargaining agreement and/or Board Policy as it applies to the portions of the contract listed above; reimburse all bargaining unit members at their per diem rate of pay for all lost planning time; and such other relief that shall be granted as an arbitrator/judge shall deem appropriate.

After consideration from the hearing held in executive session, Brian Hershberger moved that grievance be (approved / denied). Steve Emerick seconded the motion.

Discussion:

Hershberger Jones Miller Werling absent Emerick

18. STEP III GRIEVANCE: DAVID PRYER & THE ALLEN EAST EDUCATION ASSOCIATION: (# 1124-2247)

The grievant and the Allen East Education Association request the Superintendent publicly apologize to Mr. David Pryer; we request the Board of Education immediately begin investigating these allegations of bullying and harassment by the Superintendent; cease and desist violating the collective bargaining agreement and/or Board Policy as it applies to the portions of the contract and Board Policy listed above; and such other relief that shall be granted as an arbitrator/judge shall deem appropriate

After consideration from the hearing held in executive session, Kyle Miller moved that grievance be (approved / denied). Steve Emerick seconded the motion.

Discussion:

Jones Miller Werling absent Emerick Hershberger

19. STEP III GRIEVANCE: THE ALLEN EAST EDUCATION ASSOCIATION: GRIEVANCE CONFIDENTIALITY (# 1124-2248)

The Allen East Education Association requests the Superintendent and Board of Education cease and desist violating the collective bargaining agreement and/or Board Policy as it applies to the portions of the contract and Board Policy listed above; publicly apologize to the grievant and the Association for violating the contract; publicly apologize to the Association for interfering with union business and intimidating our members; redaction from all Board minutes all grievances and names of all bargaining unit members brought before the Board; immediately commence a full investigation into the Superintendent's intimidation and interference with the union by employing a third party investigator mutually accepted by the parties; reimburse the Ohio Education Association for all attorney fees the union spent on our attorney for this issue; and such other relief that shall be granted as an arbitrator/judge shall deem appropriate.

After consideration from the hearing held in executive session, Steve Emerick moved that grievance be (approved / denied). Brian Hershberger seconded the motion.

Discussion:

Miller Werling absent Emerick Hershberger Jones

20. STEP III GRIEVANCE: THE ALLEN EAST EDUCATION ASSOCIATION: GRIEVANCE HEARING DATES (# 1124-2249)

The Allen East Education Association requests the Superintendent cease and desist violating the collective bargaining agreement and/or Board Policy as it applies to the portions of the contract and Board Policy listed

above; publicly apologize to the Association for continuing to violate the collective bargaining agreement; publicly apologize to the Association for interfering with union business and intimidating our members; immediately commence a full investigation into the Superintendent's intimidation and interference with the union by employing a third party investigator mutually accepted by the parties; reimburse the Ohio Education Association for all attorney fees the union spent on our attorney for this issue; and such other relief that shall be granted as an arbitrator/judge shall deem appropriate.

After consideration from the hearing held in executive session, Kyle Miller moved that grievance be (approved / ~~denied~~), Steve Emerick seconded the motion.

Discussion:

Werling absent Emerick X Hershberger X Jones X Miller X

21. STEP III GRIEVANCE: THE ALLEN EAST EDUCATION ASSOCIATION: OCTOBER 22, 2024 GRIEVANCE HEARING (# 1124-2250)

The Allen East Education Association requests the Superintendent cease and desist violating the collective bargaining agreement and/or Board Policy as it applies to the portions of the contract and Board Policy listed above; publicly apologize to the Association for continuing to violate the collective bargaining agreement; publicly apologize to the Association for intimidating and retaliating against our members; immediately commence a full investigation into the Superintendent and Treasurer's intimidation, bullying, harassment, and interference with the union by employing a third party investigator mutually accepted by the parties; reimburse the Ohio Education Association for all attorney fees the union spent on our attorney for this issue; and such other relief that shall be granted as an arbitrator/judge shall deem appropriate.

After consideration from the hearing held in executive session, Steve Emerick moved that grievance be (approved / ~~denied~~), Brian Hershberger seconded the motion.

Discussion:

Emerick X Hershberger X Jones X Miller X Werling absent

22. STEP III GRIEVANCE: THE ALLEN EAST EDUCATION ASSOCIATION: COMMUNICATING WITH MEMBER REGARDING LACK OF REPRESENTATION (# 1124-2251)

The Allen East Education Association requests the Superintendent cease and desist violating the collective bargaining agreement and/or Board Policy as it applies to the portions of the contract and Board Policy listed above; publicly apologize to the Association for violating the contract; publicly apologize to the Association for interfering with union business and intimidating our members; immediately commence a full investigation into the Superintendent's intimidation and interference with the union by employing a third party investigator mutually accepted by the parties; reimburse the Ohio Education Association for all attorney fees the union spent on our attorney for this issue; and such other relief that shall be granted as an arbitrator/judge shall deem appropriate. After consideration from the hearing held in executive session, Kyle Miller moved that grievance be (approved / ~~denied~~), Steve Emerick seconded the motion.

Discussion:

Hershberger X Jones X Miller X Werling absent Emerick X

23. STEP III GRIEVANCE: THE ALLEN EAST EDUCATION ASSOCIATION: COMMUNICATING WITH MEMBER REGARDING GRIEVANCE (# 1124-2252)

The Allen East Education Association requests the Superintendent cease and desist violating the collective bargaining agreement and/or Board Policy as it applies to the portions of the contract and Board Policy listed above; publicly apologize to the Association for violating the contract; publicly apologize to the Association for interfering with union business and intimidating our members; immediately commence a full investigation into the Superintendent's intimidation and interference with the union by employing a third party investigator mutually accepted by the parties; reimburse the Ohio Education Association for all attorney fees the union spent on our attorney for this issue; and such other relief that shall be granted as an arbitrator/judge shall deem appropriate.

After consideration from the hearing held in executive session, Brian Hershberger moved that grievance be (approved / denied). Kyle Miller seconded the motion.

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Discussion:

Jones X Miller X Werling absent Emerick X Hershberger X

24. REVISED ADMINISTRATIVE SALARY SCHEDULES (# 1124-2253)

The superintendent recommends the Allen East Board of Education approve the following revised salary schedules effective July 1, 2024:

- High School Principal & Special Education Director
- Elementary & Middle School Principal
- Assistant Treasurer & EMIS Coordinator
- Board Secretary
- Technology Manager
- Technology Integration Specialist
- Technology Technician
- Maintenance Supervisor
- Transportation Supervisor
- Lunchroom Supervisor
- Athletic Director

Steve Emerick moved and Kyle Miller seconded.

Discussion:

Miller X Werling absent Emerick X Hershberger X Jones X

25. AMENDED ADMINISTRATIVE CONTRACTS (# 1124-2254)

The superintendent recommends the Allen East Board of Education approve the amended employment contracts:

- Amspoker, Jeff - High School Principal
- Burden, Heather - Lunchroom Supervisor
- Fetter, Amanda - Special Education Director
- Flugga, Tiffani - Elementary Principal
- Freed, John - Technology Integration Specialist
- Horn, Devin - Technology Technician
- Hunsaker, James - Transportation Supervisor
- King, Jr., Allan - Athletic Director
- Miller, Eric - Technology Manager
- Rettig, Nicole - Middle School Principal
- Shulaw, Steve - Maintenance Supervisor
- Stark, Ashley - EMIS Coordinator
- Whitley, Darlene - Assistant Treasurer

Steve Emerick moved and Kyle Miller seconded.

Discussion:

Brian Hershberger moved to amend the original motion to include the addition of amended employment contracts for Mel Rentschler, Superintendent, and Andrea Snyder, Treasurer. Kyle Miller seconded the amendment.

Discussion:

Vote to amend the motion:

Werling absent Emerick X Hershberger X Jones X Miller X

Vote on the amended motion:

Werling absent Emerick X Hershberger X Jones X Miller X

26. AMENDED ADMINISTRATIVE CONTRACTS (# 1124-2255)

The superintendent recommends the Allen East Board of Education approve the amended employment contracts:

- Ackerman, Shannon - Board Secretary

Steve Emerick moved and Kyle Miller seconded.

Discussion:

Emerick X Hershberger X Jones abstain Miller X Werling absent

27. UNPAID LEAVE OF ABSENCE: (#1124-2256)

The superintendent recommends the Allen East Board of Education approve one day of unpaid leave of absence for Kelsey Rowe for a family vacation on Friday, April 4, 2025.

Brian Hershberger moved and Kyle Miller seconded.

Discussion:

Hershberger X Jones X Miller X Werling absent Emerick X

28. QUESTIONS/DISCUSSION:

29. ADJOURNMENT: There being no further business, the meeting adjourned at 10:16P.M.