



**Agenda for Regular Governing Board Meeting
October 15, 2024, commencing at 2:00 P.M.**

1) CALL TO ORDER:

The Governing Board of the Greater Ohio Virtual School met in a regular business session at the Warren County ESC Board Room in Lebanon on the 15th day of October 2024 and was called to order at 2:00 p.m.

PRESENT: Mr. Tom Isaacs, Mr. Randy Gebhardt, Mr. Larry Hook

Absent: Mr. Pat Dubbs, Dr. Mike Sander

Also In Attendance: Scott Wilson, Warren County ESC, Katie Brown, Warren County ESC and Kelly Brown, Charter School Specialists

PLEDGE OF ALLEGIANCE

2) VISITOR(S) TO BOARD:

- A. No requests for public comments to discuss non-agenda items.
 - B. Public comments on agenda items.
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3) TREASURER'S REPORT: The Treasurer recommends approval of the following items:

- A. The minutes of the September 17th, 2024, Regular Board Meeting were approved as presented.
 - B. The treasurer's Financial Reports were approved as presented.
 - 1) Cash Summary Report (September 2024)
 - 2) Cash Flow Statement (September 2024)
 - 3) Final Appropriations (September 2024)
 - 4) Disbursement Summary Report (September 2024)
 - C. The monthly Financial Report was approved as presented.
 - D. The recommendation to approve Lebanon Citizens National Bank as official depository for the Greater Ohio Virtual School for the period beginning February 1, 2025, through February 1, 2030 was approved as presented.
 - E. The ODE Community School Budget was approved as presented.
 - 1) Community School Annual Budget
 - 2) Assumptions for the Fiscal Year 2025
 - F. The approval to transfer funds in the amount of \$0.02 from account 001-0000 General Fund to account 572-9924 Title I FY24 was approved as presented.
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4) EXECUTIVE DIRECTOR'S REPORT: The Executive Director recommends approval of the following items:

- A. The enrollment/graduate/documented hours Update was approved as presented.
- B. The 2023-2024 GOVS Annual Report was approved as presented.

- C. The update of School Improvement Plan/One Plan was approved as presented.
- D. The legislative update was approved as presented.
- E. The updated 2024-2025 Graduates were approved as presented.
- F. The employment Contract Modification was approved as presented.
- G. The Greater Ohio Virtual School Maternity Policy was approved as presented.
- H. The GOVS/Warren County Educational Service center Fiscal Agent Agreement effective on July 1, 2025, and shall run through June 30, 2028 was approved as presented.

I. LAST J. NAME	FIRST NAME	DEPARTMENT	DAYS / HOURS	SALARY	LOCATION	EMPLOYMENT TYPE	START DATE
McGregor	Mindy	Administrative Assistant	Hourly	\$28.54	Virtual	Modification	10/14/2024

Mr. Lenney reported that there are now 621 students enrolled and documented ours are 4,000 ahead of last year.

5) SPONSORSHIP REPRESENTATIVE DISCUSSION AND UPDATES:

Kelly Brown from Charter School Specialist reviewed the Sponsor Connection and reviewed upcoming deadlines.

6) OTHER BUSINESS:

1) (2024-022) RECOMMENDATION TO APPROVE AGENDA IN ONE MOTION

The motion was made by Mr. Isaacs and seconded Mr. Gebhardt to approve the agenda items as presented in one motion.

VOTE: Mr. Hook, Mr. Isaacs, Mr. Gebhardt

NAY: None

MOTION CARRIED


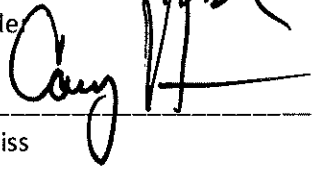
2) (2024-023) ADJOURNMENT

The motion was made by Mr. Isaacs and seconded Mr. Gebhardt to adjourn the meeting at 2:16 p.m.

VOTE: Mr. Hook, Mr. Isaacs, Mr. Gebhardt

NAY: None

MOTION CARRIED

Signature: 
Dr. Mike Sande
Attest: 
Mr. Cary Furniss

AGENDA ITEM 3B 1-4
BOARD ACTION NEEDED
TREASURER

The Treasurer recommends that the Governing Board approves the following Financial Reports:

- 1) Cash Flow Statement (August 2024)
- 2) Final Appropriations (August 2024)
- 3) Cash Summary Report (August 2024)
- 4) Disbursement Summary Report (August 2024)

As of September 30, 2024

Difference from Beginning Cash

Greater Ohio Virtual School
CASHSUM

FUND-SCC	Description	Initial Cash	MTD Received	FYTD Received	MTD Expended	FYTD Expended	Fund Balance	Encumbrance	Unencumbered Balance
001-0000	GREATER OHIO VIRTUAL SCHOOL	\$ 3,406,858.19	\$ 291,515.50	\$ 902,302.78	\$ 433,496.62	\$ 1,003,543.82	\$ 3,305,617.15	\$ 1,602,594.41	\$ 1,703,022.74
001-9002	TERMINATION BENEFITS FUND	20,139.97	0.00	0.00	0.00	20,139.97	0.00	0.00	0.00
507-9624	ARP HOMELESS TARGETED SUPPORT FY24	0.00	0.00	9,160.84	0.00	9,160.84	0.00	839.16	(839.16)
516-9924	IDEA-B FY24	(18,258.39)	11,036.80	46,234.55	0.00	27,976.16	0.00	0.00	0.00
516-9925	IDEA-B FY25	0.00	0.00	0.00	17,418.26	22,216.79	(22,216.79)	0.00	(22,216.79)
536-9925	Title I Non COMPETITIVE FY25	0.00	0.00	0.00	11,818.18	23,636.36	(23,636.36)	106,363.64	(130,000.00)
551-9924	LIMITED ENGLISH PROFICIENCY	5.03	0.00	0.00	5.03	5.03	0.00	0.00	0.00
572-9024	EOEC Non Competitive FY24	(1,445.45)	0.00	1,445.45	0.00	0.00	0.00	0.00	0.00
572-9025	EOEC Non Competitive FY25	0.00	0.00	0.00	5,409.09	10,818.18	(10,818.18)	48,681.82	(59,500.00)
572-9924	TITLE I FY24	(6,484.64)	6,051.60	18,652.12	208.48	12,167.50	(0.02)	0.00	(0.02)
572-9925	TITLE I FY25	0.00	0.00	0.00	7,250.26	7,250.26	(7,250.26)	0.00	(7,250.26)
584-9024	STRONGER CONNECTIONS GRANT	(5,000.00)	0.00	5,000.00	0.00	0.00	0.00	0.00	0.00
584-9924	TITLE IV-A FY24	0.00	852.16	3,130.50	829.26	3,130.50	0.00	0.00	0.00
590-9924	TITLE II FY24	0.00	865.64	2,682.02	680.06	2,682.02	0.00	0.00	0.00
Grand Total		\$ 3,395,814.71	\$ 310,321.70	\$ 988,608.26	\$ 477,115.24	\$ 1,142,727.43	\$ 3,241,695.54	\$ 1,758,479.03	\$ 1,483,216.51

Greater Ohio Virtual School CHKREG

Check Number	Date	Name	Amount	Status	Reconcile Date	Void Date	Reference Number
0	9/26/2024	STATE TEACHERS RETIRE. SYSTEM	\$ 25,376.00	RECONCILED	9/30/2024		13691
0	9/26/2024	UNUM Life	104.50	RECONCILED	9/30/2024		13692
0	9/26/2024	School Employees Ret. System	3,991.30	RECONCILED	9/30/2024		13695
0	9/26/2024	Southwest Ohio EPC	23,618.09	RECONCILED	9/30/2024		13689
0	9/26/2024	Southwest Ohio EPC	1,413.27	RECONCILED	9/30/2024		13693
0	9/26/2024	STATE TEACHERS RET. SYSTEM	2,404.77	RECONCILED	9/30/2024		13694
0	9/26/2024	LEBANON-CITIZENS NATIONAL BANK	2,906.94	RECONCILED	9/30/2024		13690
134023	9/23/2024	AMERICAN FIDELITY	13.88	OUTSTANDING			13682
134028	9/23/2024	US Bank Equipment Finance	1,287.89	OUTSTANDING			13687
134025	9/23/2024	CDW GOVERNMENT	43,650.00	RECONCILED	9/30/2024		13679
134029	9/23/2024	VERIZON WIRELESS	6,510.26	OUTSTANDING			13680
134030	9/23/2024	Works International, Inc.	4,500.00	OUTSTANDING			13686
134022	9/23/2024	Amazon Capital Services	278.88	OUTSTANDING			13681
134026	9/23/2024	Lenney, Shawn	276.63	RECONCILED	9/24/2024		13683
134027	9/23/2024	PLATTENBURG CERTIFIED	4,000.00	OUTSTANDING			13685
134024	9/23/2024	Blaschko Enterprises, Inc.	142.83	OUTSTANDING			13684
0	9/17/2024	MEMO ST ALOYSIUS	7,272.79	RECONCILED	9/30/2024		13678
0	9/17/2024	MEMO COLLEGE CREDIT PLUS	310.39	RECONCILED	9/30/2024		13676
0	9/17/2024	MEMO Ohio Dept of Education	31,964.43	RECONCILED	9/30/2024		13675
0	9/17/2024	MEMO LCNB	106.85	RECONCILED	9/30/2024		13677
0	9/13/2024	MEMO-PNC BANK	2,558.74	RECONCILED	9/30/2024		13674
0	9/13/2024	MEMO-PNC BANK	2,465.59	RECONCILED	9/30/2024		13673
134016	9/12/2024	Finke, Greg	1,627.90	RECONCILED	9/12/2024		13667
134015	9/12/2024	CDW GOVERNMENT	3,074.89	RECONCILED	9/30/2024		13670
134013	9/12/2024	AFPlanServ	1.00	RECONCILED	9/12/2024		13665
134018	9/12/2024	Neola, Inc.	40.00	RECONCILED	9/12/2024		13666
134012	9/12/2024	A Book Company LLC	1,394.73	RECONCILED	9/30/2024		13669
134014	9/12/2024	Amazon Capital Services	2,321.06	RECONCILED	9/30/2024		13668
134019	9/12/2024	PLATTENBURG CERTIFIED	2,400.00	RECONCILED	9/30/2024		13664
134017	9/12/2024	JEFFERSON COUNTY ESC/VLA	2,500.00	RECONCILED	9/12/2024		13671
134021	9/12/2024	WARREN COUNTY ESC	98,741.36	RECONCILED	9/12/2024		13663

Reporting Period: September 2024 (FY 2025)

10/1/24 11:58 AM

**Greater Ohio Virtual School
CHKREG**

Check Number	Date	Name	Amount	Status	Reconcile Date	Void Date	Reference Number
134020	9/12/2024	SOUTHWEST OHIO COMPUTER	\$ 8,410.00	RECONCILED	9/30/2024		13672
Grand Total			\$ 285,664.97				

The Treasurer recommends that the Governing Board approves the following Monthly Financial Report:



Greater Ohio Virtual School

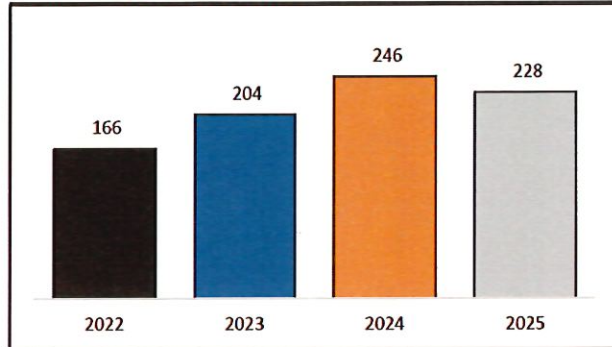
Monthly Financial Report

Fiscal Year 2025 - July to September

Cash Balance Analysis

Monthly cash flow helps explain the timing of revenue and expenditures in the current fiscal year and over several fiscal years. This snapshot is designed to demonstrate three key cash balance indicators - 1) Days of cash on-hand at year end, 2) Cash balance as % of Revenue, 3) Monthly cash balances. The data reflected is as of September 30th for each respective year.

Calendar Days of Cash on Hand



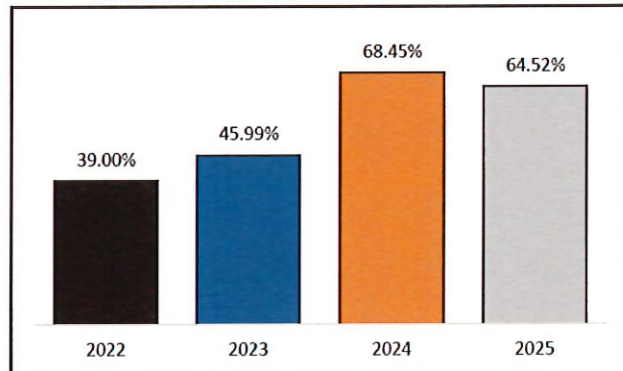
GOVS completed June 2024, with 245 days of operating cash on hand. The graph to the left reflects the cash on hand at September 30th of each year.

Ending Cash Balance at End of the Month

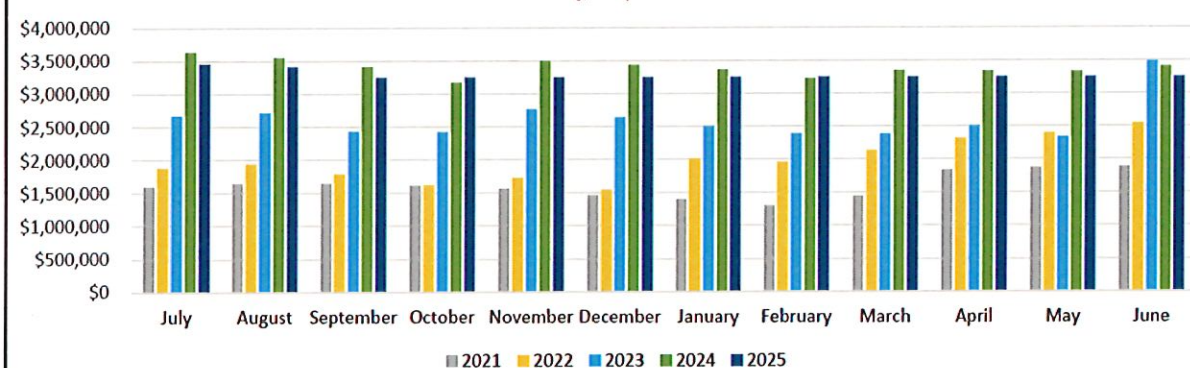
2022	\$1,789,308
2023	\$2,427,141
2024	\$3,404,168
2025	\$3,241,692

Cash balance as a % of revenue can help the organization to understand the amount of revenue change that could be buffered by one-time cash balance reserves.

Cash Balance as % of Revenue



Fiscal Year -- End of Month Cash Balance (\$000)



Cash balances can fluctuate significantly within a fiscal year. The lowest cash balance of \$1,296,240 occurred in February 2021. The highest cash balance position was \$3,887,299 and that occurred at January 31, 2019.

ACTUAL REVENUE RECEIVED THROUGH SEPTEMBER COMPARED TO THE PRIOR YEAR

	Actual Revenue Collections For July to Sept.	Prior Year Revenue For July to Sept.	Actual Compared to Last Year
Local Revenue	(11,714)	(6,753)	▼ (4,961)
Interest	44,614	46,663	▼ (2,049)
State Revenue	862,283	751,625	▲ 110,658
Federal Revenue	80,284	134,373	▼ (54,088)
All Other Revenue	13,141	11,050	▲ 2,091
Total Revenue	988,609	936,958	▲ 51,651

Compared to the same period, total revenue are **\$51,651** Higher than the previous year

Revenues after three (3) months are \$51,651 higher than at the same point last fiscal year. The financials will continue to reflect the transition away from pandemic funding with reductions in Federal Revenue over the course of the fiscal year. Overall, revenue is up 5.5% Year Over Year.

ACTUAL EXPENSES THROUGH SEPTEMBER COMPARED TO THE PRIOR YEAR

	Actual Expenses For July to Sept.	Prior Year Expenditures For July to Sept.	Actual Compared to Last Year
Salaries and Benefits	628,973	497,556	▲ 131,417
Purchased Services	313,074	284,079	▲ 28,995
Supplies	78,459	119,940	▼ (41,481)
Capital	-	5,200	▼ (5,200)
All Other Expenses	122,223	103,562	▲ 18,662
Total Expenditures	1,142,729	1,010,336	▲ 132,393

Compared to the same period, total expenditures are **\$132,393** Higher than the previous year

Expenditures are \$132,393 higher than last year at the same point. The current fiscal year does include a one-time expenditure of severance pay for a retiring staff member that is included in the salary and benefits line item.

FISCAL YEAR 2025 FORECAST TO ACTUAL COMPARISON FOR REVENUE

	Annual Forecast Estimate	Projected Annual Cash Estimate	Actual Compared to Cash Flow
Local Revenue	57,000	34,922	▼ (22,078)
Interest	100,000	152,614	▲ 52,614
State Revenue	4,445,209	4,411,899	▼ (33,310)
Federal Revenue	350,308	341,382	▼ (8,926)
All Other Revenue	2,000	13,141	▲ 11,141
Total Revenue	4,954,517	4,953,959	▼ (558)

Compared to forecast,
revenue cash flows
are
\$(558)

Lower than forecast

Compared to the May Forecast, revenues are \$(558) lower than anticipated. Interest rates are higher than anticipated resulting in more interest revenue. The true up payment for FY 2024 for state aid will occur in November.

FISCAL YEAR 2025 FORECAST TO ACTUAL COMPARISON FOR EXPENSES

	Annual Forecast Estimate	Projected Annual Cash Estimate	Actual Compared to Cash Flow
Salaries and Benefits	2,949,767	2,998,973	▲ 49,206
Purchased Services	1,700,000	1,688,074	▼ (11,926)
Supplies	237,448	213,459	▼ (23,989)
Capital	5,200	5,200	-
All Other Expenses	381,314	394,777	▲ 13,463
Total Expenditures	5,273,729	5,300,483	▲ 26,754

Compared to forecast,
expenditure cash flows
are
\$26,754

Higher than forecast

Spending after three (3) months is higher than forecast by \$26,754. Personnel costs are higher than expected thus far this fiscal year.

AGENDA ITEM 3E 1-2
BOARD ACTION NEEDED
TREASURER

The Treasurer recommends that the Governing Board approves the Annual Community School Budget and Assumptions:

- 1) Community School Annual Budget
- 2) Assumptions for the Fiscal Year 2024

Item No.		Community School Budget Greater Ohio Virtual School Budget for Fiscal Year 2023										County:	Worren
043232													
Function	Item	Instruction 1000	Support Services 2100-2200	Administrative Services 2300-2400	Fiscal/Business Services 2500-2600	Operations & Maintenance 2700	Pupil Transportation 2800	Support/Food Services 2900-3100	Extracurricular Activities 4000	Facilities Construction Services 5000	All Other Expense 6000-7000	Total	
Object	A	B	C	D	E	F	G	H	I	J	K		
Salaries 100	\$ 1,040,546.00	\$ 694,854.00	\$ 520,284.00	\$ -	\$ -	\$ -	\$ -	\$ 25,548.00			\$ -	\$ 2,279,208.00	
Retirement/Fringe Benefits 200	\$ 295,236.00	\$ 230,801.00	\$ 246,082.00	\$ 500.00	\$ -	\$ -	\$ -	\$ 3,096.00			\$ -	\$ 775,425.00	
Purchased Services 300	\$ 507,750.00	\$ 706,520.00	\$ 207,458.00	\$ 150,000.00	\$ 290,290.00	\$ 6,455.00	\$ 190,911.00				\$ -	\$ 2,066,460.00	
Supplies 500	\$ 209,422.00	\$ 10,000.00	\$ 50,794.00	\$ -	\$ 2,500.00			\$ 20,305.00			\$ -	\$ 293,011.00	
Capital Outlay 600	\$ -	\$ -			\$ 1,000.00						\$ -	\$ 1,000.00	
Other 800	\$ 4,000.00	\$ -	\$ 11,900.00	\$ 24,170.00	\$ 20,000.00						\$ 391,069.00	\$ 451,159.00	
Total	\$ -	\$ 2,067,976.00	\$ 1,558,185.00	\$ 1,056,433.00	\$ 174,670.00	\$ 291,790.00	\$ 6,455.00	\$ 239,760.00	\$ -	\$ -	\$ -	\$ 5,794,293.00	
Budget Per Pupil													
Estimated Student Enrollment	700	\$2,391.39	\$2,226.98	\$1,509.15	\$249.53	\$373.99	\$9.22	\$342.54	\$0.00	\$0.00	\$559.70	\$8,220.50	

Assumption for the Fiscal Year 2025											
Expected Enrollment											
Grade	K	1	2	3	4	5	6	7	8	9	10
Students								25	50	100	125
											175
											225
Expected Instructors											
Grade	K	1	2	3	4	5	6	7	8	9	10
Staff								40	40	40	40
											40
Expected Administrative Staff											
Grade	K	1	2	3	4	5	6	7	8	9	10
Staff								3	3	3	3
											3
All Other Expected Staff											
Grade	K	1	2	3	4	5	6	7	8	9	10
Staff								4.5	4.5	4.5	4.5
											4.5

Fiscal Year 2024-2025 Projected Debt						
Description	Beginning Year Balance	Principal Retirement	Interest Expense	Ending Year Balance	Debt/Condition	GOE
STE Bond	\$ 293,657.57	\$ -	\$ -	\$ -	-	-
Line A	\$ -	\$ -	\$ -	\$ -	-	-
Line B	\$ -	\$ -	\$ -	\$ -	-	-
Line of Credit	\$ -	\$ -	\$ -	\$ -	-	-
Notes, Bonds	\$ -	\$ -	\$ -	\$ -	-	-
Capital Lease	\$ -	\$ -	\$ -	\$ -	-	-
Pensions (Year Due 100 days)	\$ -	\$ -	\$ -	\$ -	-	-
Total	\$ 293,657.57	\$ -	\$ -	\$ -	-	-

Expected Purchased Services	
Rent	\$ 226,000.00
Utilities	\$ -
Other Facility Costs	\$ 1,200.00
Insurance	\$ -
Management Fee	\$ 150,000.00
Sponsor Fee	\$ 130,777.00
Audit Fees	\$ -
Contingency	\$ -
Transportation	\$ 0,455.00
Food Service	\$ -
Land	\$ 7,624.00
Marketing	\$ 20,000.00
Consulting	\$ 80,372.00
Salaries and Wages	\$ -
Employee Benefits	\$ -
Special Education Services	\$ 901,623.00
Technology Services	\$ 498,883.00
Food Services	\$ -
Other	\$ 75,000.00
Total	\$ 2,000,490.00



Narrative Summary

Name of sponsor:	St. Ayaculus Orphanage
Name of management company:	Charlton School Specialist
Name of treasurer:	Cary Furnings

Greater Ohio Virtual School

2023-2024 Annual Report

Mission Statement: Greater Ohio Virtual School's mission is to provide students with a highly personal and continuous connection to learning through an online-based education. The school deems that this quality instructional alternative will serve individual needs and prepare the student to transition into their next phase of life, be it entering the workforce, military, or continuing their education.

Location:	<p>Greater Ohio Virtual School 1879 Deerfield Road Lebanon, Ohio 45036 (513) 695-2924</p> 	<p>Teacher/Staff Administrators: 3 Administrative Support: 20 Teachers: 30 Intervention: 20 Properly Licensed Teachers: 100%</p> <p><u>Schoolwide Academic Goals:</u></p> <ol style="list-style-type: none">1. Increased Career Technical Opportunities for students.2. Increased Wraparound Services for students.3. Focus on literacy intervention and support.
School Data	<p>Mr. Shawn E. Lenney, Executive Dir. Mr. Cary Furniss, Treasurer Grade Levels Served: 7-12 Number of Days: 184 School Type: At Risk Conversion School Population: General/At Risk</p>	<p>Enrollment: 725 Economically Disadvantaged: 28% Students with Disabilities: 18.9% Black, Non-Hispanic: 2.7% White, Non-Hispanic: 86.4% Hispanic: 5.3% Multi-Racial: 5.6%</p>
Governing Board:	<p>Mike Sander ~ Board President Larry Hook ~ Board Vice President Randy Gebhardt~ Board Member Patrick Dubbs ~ Board Member Tom Isaacs ~ Board Member</p>	

Educational Philosophy

Greater Ohio Virtual School's educational philosophy can be summarized with the following statements: Deliver instruction to students in a cost-effective manner and in a manner that allows them to earn high school credit at a self-determined pace. We will strive to take students at their current academic levels, build upon that foundation, and increase achievement at developmentally appropriate rates and levels. We will do this with the assistance of technology and appropriately licensed Ohio teachers. Our ultimate goal is to provide applicable skills that will allow students to be lifelong learners and intelligent decision makers. Another important factor woven into the school is the belief that effective education is a cooperative venture between the students, parents/guardians, teachers, and support staff. Furthermore, in many instances, the local public schools, organizations, and social services can provide valuable support. In short, a teaming process will be critical to the success of the program.

Curriculum

We feel we have chosen one of the finest online curriculums that exist, VLA, provided by Jefferson County ESC. VLA is a robust, online educational delivery system. It offers 100 full-year and semester courses for students in grades 7-12. Each course is fully aligned with Ohio's Academic Content Standards. The VLA program consists of four user modules: Student, Teacher, Parent, and Point of Contact (Administrative Liaison). Students may access the curriculum in three ways: a content-only screen, an assessment-only screen, and a split screen showing both content and assessment. The Teacher component is similar to the student component except for the additional features such as answer keys, gradebooks, seat times, and reports. The Parent component is read-only. The Point of Contact component (for school counselors, principals, supervisors, curriculum specialists) allows district personnel to monitor student/teacher seat time progress and receive all VLA-related correspondence. VLA also includes an internal email system, video streaming, audio features, and forum functionality.

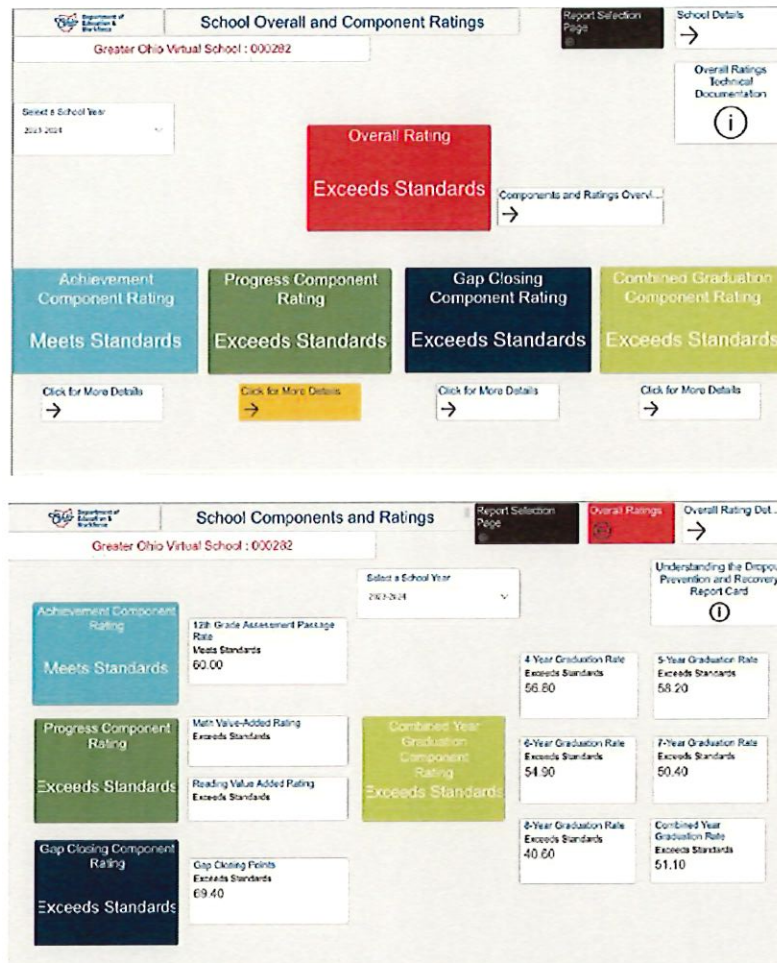
GOVS EXCEED STANDARDS BACK TO BACK!

- Our report card is in, and the results are good! GOVS received the top "Exceeds Standards" rating for the second year in a row! Some reminders below about our report card:
 1. We do not receive the same report card as traditional schools.
 2. We receive a special Dropout Prevention and Recovery School report card with different components and ratings
 3. The ratings for DOPR report cards are Does Not Meet Standards, Meets Standards, and Exceeds Standards
 4. The Components Measured are Achievement, Progress, Gap Closing, and Graduation Rate

5. We are showing major improvement in the Progress Component!

6. Take a look at the increases over the past two years! Amazing improvement!

7. Our "Exceeds Standards" streak in the Graduation Component continues! Every year there has been a DOPR Report Card, GOVS has achieved the rating of "Exceeds Standards" in this component!



GOVS Music Program

The Greater Ohio Virtual School recently started its first-ever music program for students! The GOVS Steel Band Ensemble began rehearsing in February of 2024! The Steel Band Ensemble is a versatile band that plays everything from traditional pan music (Socca, Reggae, Calypso, Latin) to funk, rock, and even classical. A steel band requires students to play music on steelpan instruments. Steel pans are acoustic-tuned percussion instruments recycled from oil drums. The music is easy to learn even if you can't read music. Additionally, all the instruments were provided, and there was no participation cost! On Thursday, May 23rd, Staff and Students from GOVS, The Learning Center, the Transition Living Classroom, and the

Multiple Disabilities Classroom combined for a brief steel band performance to show what they have been learning over the past four months. It was a BLAST!



Pre-Professional Academy

The Greater Ohio Virtual School partnered with the Warren County Education Service Center and Sinclair Community College to pilot a Pre-Professional Academy during the 2023-2024 school year. The pilot extends the STEM Exploration Fair and Pre-engineering Camp pilots in which GOVS students participated in previous years. The program focused on career exploration and readiness and included industry-recognized credentials when possible/appropriate. Sinclair hosted approximately 65 students (10 GOVS students) on Fridays from 9:00 a.m. – 1:00 p.m. in six-week blocks that began on September 1, 2023, and ended on May 17, 2024. The rotations covered the four industry pillars of Warren County – Applied STEM, Healthcare, Travel and Tourism, and Information Technology. Students were able to earn industry-recognized credentials and improved teamwork and employability skills while learning about local career opportunities.



2024 Greater Ohio Virtual School Graduation

On Tuesday, June 4th, 2024, the Greater Ohio Virtual School proudly hosted its 20th graduation ceremony, a testament to our enduring commitment to education. The event, held at Lebanon High School, saw 200 students successfully complete their high school journey and earn their diplomas. This significant achievement was made possible by the dedicated GOVS staff and the additional supports introduced over the past three years, including academic coaches, mental health supports, a resource coordinator, and the GOVS student center. These initiatives have played a crucial role in the increased number of graduates. We extend our heartfelt congratulations to the Class of 2024!

St. Aloysius, as the sponsor of this school, is legally mandated to provide oversight, monitoring, and technical assistance. As part of the monitoring process, the performance of the school is assessed and evaluated on each of the required Ohio School Report Card components. Additionally, St. Aloysius has a regular presence at school board meetings where student performance indicators such as attendance, behavior, and academic achievement are tracked and financial and organizational issues that impact student success are reviewed and discussed. Key to the oversight, monitoring, and technical assistance is St. Aloysius' review of the school's Ohio Improvement Process (OIP) plan development and implementation. As a result of our thorough oversight and monitoring, St. Aloysius has determined that this school is substantially compliant with the rules and regulations governing community schools.

All community school sponsors are required to submit a written report of the evaluation results of the school's academic, financial, and organizational performance, as well as the school's legal compliance with Ohio Revised Code, Ohio Administrative Code, and to the terms of the Community School contract. This report must be made available to parents of students enrolled in the community school by November 30th of each year under ORC 3314.023 (C). An Annual Report regarding the performance of this school and other schools under the sponsorship of St. Aloysius will be posted on our website at www.stalschildren.org/charterschools and www.charterschoolspec.com no later than November 30, 2024. Parents are urged to review this report, in addition to other monitoring and evaluation reports available through the school or the sponsor for a full understanding of the school's performance.

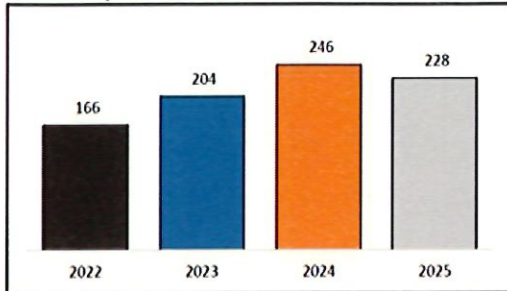


Fiscal Status

Cash Balance Analysis

Monthly cash flow helps explain the timing of revenue and expenditures in the current fiscal year and over several fiscal years. This snapshot is designed to demonstrate three key cash balance indicators - 1) Days of cash on-hand at year end, 2) Cash balance as % of Revenue, 3) Monthly cash balances. The data reflected is as of September 30th for each respective year.

Calendar Days of Cash on Hand



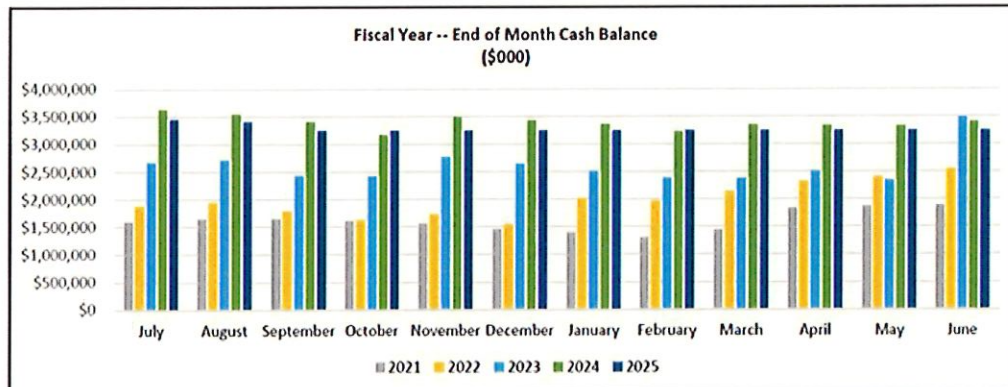
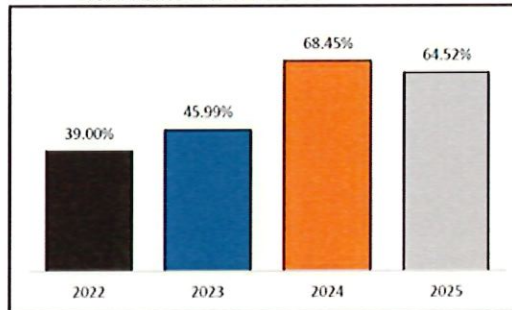
GOVS completed June 2024, with 245 days of operating cash on hand. The graph to the left reflects the cash on hand at September 30th of each year.

Ending Cash Balance at End of the Month

2022	\$1,789,308
2023	\$2,427,141
2024	\$3,404,168
2025	\$3,241,692

Cash balance as a % of revenue can help the organization to understand the amount of revenue change that could be buffered by one-time cash balance reserves.

Cash Balance as % of Revenue



Cash balances can fluctuate significantly within a fiscal year. The lowest cash balance of \$1,296,240 occurred in February 2021. The highest cash balance position was \$3,887,299 and that occurred at January 31, 2019.

ACTUAL REVENUE RECEIVED THROUGH SEPTEMBER COMPARED TO THE PRIOR YEAR

	Actual Revenue Collections For July to Sept.	Prior Year Revenue For July to Sept.	Actual Compared to Last Year
Local Revenue	(11,714)	(6,753)	▼ (4,961)
Interest	44,614	46,663	▼ (2,049)
State Revenue	862,283	751,625	▲ 110,658
Federal Revenue	80,284	134,373	▼ (54,088)
All Other Revenue	13,141	11,050	▲ 2,091
Total Revenue	988,609	936,958	▲ 51,651

Compared to the
same period, total
revenue are
\$51,651
Higher than the
previous year

Revenues after three (3) months are \$51,651 higher than at the same point last fiscal year. The financials will continue to reflect the transition away from pandemic funding with reductions in Federal Revenue over the course of the fiscal year. Overall, revenue is up 5.5% Year Over Year.

ACTUAL EXPENSES THROUGH SEPTEMBER COMPARED TO THE PRIOR YEAR

	Actual Expenses For July to Sept.	Prior Year Expenditures For July to Sept.	Actual Compared to Last Year
Salaries and Benefits	628,973	497,556	▲ 131,417
Purchased Services	313,074	284,079	▲ 28,995
Supplies	78,459	119,940	▼ (41,481)
Capital	-	5,200	▼ (5,200)
All Other Expenses	122,223	103,562	▲ 18,662
Total Expenditures	1,142,729	1,010,336	▲ 132,393

Compared to the same
period, total
expenditures are
\$132,393
Higher than the
previous year

Expenditures are \$132,393 higher than last year at the same point. The current fiscal year does include a one-time expenditure of severance pay for a retiring staff member that is included in the salary and benefits line item.

FISCAL YEAR 2025 FORECAST TO ACTUAL COMPARISON FOR REVENUE

	Annual Forecast Estimate	Projected Annual Cash Estimate	Actual Compared to Cash Flow
Local Revenue	57,000	34,922	▼ (22,078)
Interest	100,000	152,614	▲ 52,614
State Revenue	4,445,209	4,411,899	▼ (33,310)
Federal Revenue	350,308	341,382	▼ (8,926)
All Other Revenue	2,000	13,141	▲ 11,141
Total Revenue	4,954,517	4,953,959	▼ (\$558)

Compared to forecast,
revenue cash flows
are
\$(558)

Lower than forecast

Compared to the May Forecast, revenues are (\$558) lower than anticipated. Interest rates are higher than anticipated resulting in more interest revenue. The true up payment for FY 2024 for state aid will occur in November.

FISCAL YEAR 2025 FORECAST TO ACTUAL COMPARISON FOR EXPENSES

	Annual Forecast Estimate	Projected Annual Cash Estimate	Actual Compared to Cash Flow
Salaries and Benefits	2,919,767	2,998,973	▲ 49,206
Purchased Services	1,700,000	1,688,074	▼ (11,926)
Supplies	237,448	213,459	▼ (23,989)
Capital	5,200	5,200	-
All Other Expenses	381,314	394,777	▲ 13,463
Total Expenditures	5,273,729	5,300,483	▲ 26,754

Compared to forecast,
expenditure cash flows
are
\$26,754

Higher than forecast

Spending after three (3) months is higher than forecast by \$26,754. Personnel costs are higher than expected thus far this fiscal year.





SPONSOR CONNECTION GRADUATION EDITION OCTOBER 2024

Latest News for St. Aloysius Sponsored Schools

Reminders

- 10/23: Register to attend KRA-R Data Manager - Closedown webinar
- 10/25: Spec Ed Expenditure report due to sponsor
- 10/30: Mgmt Co. evaluations due to sponsor
- 10/31: Final deadline - Board approved School Annual reports due to parents/students and sponsor
- 10/31: Final deadline - Board approved Annual Budgets due in epicenter by sponsor
- 11/30: 5 year forecast deadline

24-25 Governing Authority and School Leader Timeline

<https://charterschoolspec.com/wp-content/uploads/2024/06/Governing-Authority-and-School-Leader-Annual-Timeline-24-25.pdf>



Governing Authority Trivia Corner!

Let's Have Some FUN and WIN a prize! Each month we will provide three questions based on what you should know as a governing authority member. Submit your answers using this link <https://forms.office.com/r/Zp10tqU77v> or email your answers to fstov@charterschoolspec.com no later than October 31, 2024. Those individuals that correctly answer all three (3) questions will have their names entered in a drawing for a \$25.00 Amazon gift card. Correct answers and winner's name will be included in next month's Sponsor Connection.

Here are October's three (3) questions:

1. True or False – The Governing Authority is able to have a board meeting anywhere in the United States.
2. Based on the 24-25 Governing Authority and School Leader Timeline provided in the Sponsor Connection, when is the management company /operator evaluation due back to CSS?
3. Is the Sponsor required to attend every board meeting? Yes or No.

Thanks for participating and good luck! Remember to submit your responses no later than October 31.



CSS 2024-2025 Professional Development

Click the link below to access the CSS PD Catalog:

[Professional Development Catalog 2024-2025](#)



Governor DeWine Reminds School Superintendents of Ohio School Safety Center Supports and Services

In the wake of the devastating school shooting in Georgia, Ohio Governor, Mike DeWine sent out a memo September 6, reminding schools of the school safety services that the Ohio School Safety Center (OSSC) can provide to schools at no cost.

To utilize these or other resources or to discuss any specific safety and security needs that you may have at your school, please contact the School Safety Center Executive Director, Emily Torok by phone: 614-357-5134 or email: emmtorok@dps.ohio.gov. To read the memo click this link: [Safety Services for Ohio Schools \(govdelivery.com\)](#)



Attorney General Dave Yost Files Lawsuit Against Columbus School District for Change in Student Transportation

Ohio Attorney General Dave Yost filed a lawsuit against Columbus City Schools. The district is legally obligated to provide transportation for nonpublic school students who live within district boundaries and no more than 30 minutes from the public school to which they would be assigned if they attended. But the district stopped complying with the law just before the 2024-25 academic year started and provided little notice to the parents of the affected schoolchildren.

AG Yost also filed an emergency motion with the Supreme Court on Wednesday, September 25th, claiming that state law requires a district to provide busing after a student challenges a transportation decision and while the challenge is ongoing.

Sources

<https://www.ohioattorneygeneral.gov/Media/News-Releases/September-2024/AG-Yost-Sues-Columbus-School-District-for-Not-Foll>

<https://www.10tv.com/article/news/local/yost-emergency-motion-columbus-city-schools-busing/530-9dc90ce0-9791-451d-b7e3-a9f1bfe7bac7>

2024- 2025 Compliance Process Update

Now that the school year is in full swing, the CSS Compliance Team has turned its attention to the Fall/Winter Review. Each school leader has received their initial email with the details of the process for the year. As you likely are aware, the compliance process started before school with the collection of required documents for the beginning of the year (Opening Assurances), we are now on to the bulk of the evidence and document collection (Fall/Winter Review and On-Site Review), and in the Spring we will collect information regarding requirements that need to wait until closer to the end of the year (Spring Survey).

Please note that there are few changes this year that we have made in hopes of making the compliance process better and less surprising. The most significant change is that we will send updates to each governing authority of any outstanding items that are needed as a part of the compliance process in February, April, and June. The February and April updates are simply to make sure everyone has the same understanding of the items that are still needed. The June communication will be a Corrective Action Plan request that indicates what is still outstanding and will allow for submission of the remaining items to rescind the CAP request. Any items not submitted by the end of June

will need to be addressed in a CAP response approved by the Governing Authority. The goal with this change is to ensure there are no surprises at the end of the year.

In some significant changes to the Ohio Department of Education and Workforce's compliance worksheet, please be aware of the following:

- Schools that use door blocking devices during emergencies will need to ensure their certificate of occupancy reflects the use of such devices. Schools should contact their municipality office that issues these permits to update the certificates if necessary.
- All site-based schools need to have at least one AED in the building and train staff in the use of the device.
- All staff members need to watch the Ohio Auditor of State (AOS) Fraud Reporting Training video. This can be completed as a group, provided a group sign-in sheet is completed.

There are other changes, including the requirement that each school is required to have an Asbestos Management Plan. To review the compliance worksheet and process changes please see the recording, [24-25 Compliance Process Training.mp4](#).

The CSS Compliance Team is looking forward to working with each of you to ensure that all schools are fully compliant with rule and law this year. Please don't hesitate to reach out to your compliance coordinator or Brian Dunbar (bdunbar@charterschoolspec.com) should you have any questions.

LEGAL DEPARTMENT

Management Company Evaluations Due October 30

Governing Authorities are reminded to submit their Management Company Evaluations no later than October 30, 2024. Per Section 3.2 of the sponsorship contract, all governing authorities must evaluate the performance of its management company on an annual basis and submit a report of the evaluation to the Sponsor no later than October 30, of each year. This evaluation should be developed by the governing authority and be specific to the school. If assistance is needed with this, please contact your board counsel. The evaluations for the 2023-2024 school year, are due to the Sponsor by Wednesday, October 30, 2024. Please email the evaluations to Angie Mann at: amann@charterschoolspec.com.



Don't Miss the Workshop on the DOPR Report Card with Steve Short!

Mark your calendars for an insightful workshop led by State Support Team 7 Consultant, Steve Short, as he delves into the details of the DOPR Report Card. This is a great opportunity for educators and administrators alike to deepen their understanding of this essential tool.

Event Details:

- **Date:** Friday, October 25th, 2024
- **Time:** 10:00 am – 2:00 pm
- **Location:** ESCCO Northgate Office, 7207 Northgate Way, Westerville, OH 43082

Why Attend?

This workshop is hosted in collaboration with the ESC of Central Ohio, North Central Ohio ESC, Mid-Ohio ESC, and SST 11. It promises to be a valuable session for all who work with the DOPR Report Card, offering practical insights and the chance to connect with peers across the region. Whether you're looking to stay informed or have specific questions about the report card, this event will help you navigate the complexities of data and reporting with expert guidance from Steve Short. Plus, there's no need to worry about lunch! Complimentary boxed lunches will be provided to all attendees, and coffee will be ready to kick off your morning at 9:30 am.

Please make sure to RSVP by Tuesday, October 1st to reserve your spot. Register at this link: [RSVP Here](#).



Professional Development Opportunity

There is still time to register for the Fall Ohio Association of Administrators of State and Federal Education Programs (OAASFEP) Conference on October 28th-29th at the Hilton Columbus Easton. To get more information and to register go to: <https://oaasfep.org/2024-fall-conference/>

Compliance Highlight 1: Title III

Title III funds must be allocated in three required areas: Parent Engagement, Professional Development and Instruction. You may budget in other areas, but these three areas are required by ESSER. Grant applications that do not have funds allocated in these three areas are returned as not approved. This requirement exists to ensure that students are receiving instruction designed to assist them with acquiring English language proficiency, give general education teachers strategies to assist in instructing students with limited English proficiency, and to engage the parents of these students in the education process.

Compliance Highlight 2: One Plans and Evidence-based Strategies

ESSER requires that all schools receiving federal funds have an improvement plan that includes several components, including evidence-based strategies. The Ohio Department of Education and Workforce created a platform, ED STEPS, to host schools' improvement plans, now called the One Plan. Schools are required to have an agency approved One Plan to receive federal funding. The One Plan must contain evidence-based strategies documented in educational or other professional clearinghouses. Schools must have an evidence-based strategy for each federal grant they accept. Schools should complete the Evidence-based Worksheet to align with their One Plans. The Evidence-based Worksheet can be found [HERE](#).

The One Plan is a three-year plan for the school. The goals, action steps, adult implementation and student progress should be monitored several times during a school year. Schools may revise or change their One Plan at any time through the editing process. Revised One Plans will go through the approval process at DEW. The approval process for revised One Plans is usually expedited since only the departments that are impacted by the change will need to review the changes. The goals and activities at the school should align with the One Plan.

If you have any questions regarding federal programs, please contact: sherman@charterschoolspec.com.

Considering Online Learning Opportunities for Students

According to Classgap, an online learning platform, to successfully prepare our students for their future college and career pathways we should consider exposing students to online learning opportunities. Over 30% of students in higher education have taken at least one course online. More and more students are earning degrees without ever stepping foot on campus. In addition, many workplaces are shifting to remote work which requires time management and electronic communication capabilities that online coursework can help our students develop. Exposing our students to the proper skills of becoming an online learner can help better prepare them for future success. Click on the link below to read the full article.

<https://www.educations.com/articles-and-advice/5-reasons-online-learning-is-future-of-education-17146>



Emergency Management Test Date Change

To better assist schools with their emergency management tests, collection dates have changed. Previously the dates were Jan. 1 through Dec. 31 of each year. To better align with a school year, the dates have been changed to September 1 through August 31 of each year. Not only does this align with your regular school year, but this also gives you extra time on this year's cycle as your next test will be due by the end of the 2024-2025 school year.

The annual emergency management test will now be due each year by August 31; this change goes into effect immediately. The how to guide to enter the EMT data into the safety plan portal can be downloaded by clicking [here](#). If you have any questions, please reach out to the Ohio School Safety Center.

Ohio School Safety Center Main Line 614-644-2641.

SCHOOL HIGHLIGHTS



Randall Park Exceeds Standards On All Components On The 2023-2024 Report Card!

Congratulations goes out to Randall Park High School for exceeding standards in all four components of the Ohio School Report Cards. This is truly a great accomplishment since it makes Randall Park only the 7th Dropout Prevention and Recovery school in Ohio to receive this designation since DPRs began being rated in 2014-15. The Director, Tara Colón, attributes this success to the amazing staff and their commitment and passion to focusing on the individual needs of students and providing them with a safe environment that they can call their home away from home. The staff at Randall Park High School will continue to strive to provide all students with a quality education, as well as skills that will contribute to student success post-graduation. They are looking forward to continued success and are excited to see what achievements the 2024-2025 school year will bring.



Kids Care Elementary Shines, Leading the PLA Network with Remarkable Gains!

Kids Care Elementary's Operator, Phalen Academics, is thrilled at the school's outstanding progress on this year's state accountability assessments. The school has seen remarkable improvements in both English Language Arts and Math, marking the highest gains across all of our schools. This accomplishment is a testament to the hard work and dedication of our scholars, teachers, and staff.



Gem City Career Prep High School principal Lanicka Shepherd-Masey was recently nominated as a Dayton Daily News Community Gem. An article about her and the school, with a video interview, were published in the September 5, 2024 Dayton Daily News.

You can access the article and watch the video by clicking on this link: [COMMUNITY GEM: Prep school principal provides 'tough love' to students \(daytondailynews.com\)](https://www.daytondailynews.com/community-gem-prep-school-principal-provides-tough-love-to-students/daytondailynews.com)

Congratulations to Principal Shepherd-Masey for all of her hard work and commitment to the students, staff, and families at Gem City Career Prep High School!



South Columbus Preparatory at Southfield Receives Auditor Award

The Auditor of State Award was presented to South Columbus Preparatory at Southfield at it's September 10, governing authority meeting. Representatives from the board, school and Accel Management were given the award which is presented to local governments and school districts upon completion of a financial audit that meet selected criteria as "clean". Auditor of State representative Scott Brown noted "This award represents the hard work of all of the school's administrative staff, board and employees who make every effort each day to attain accounting excellence. Specifically, we recognize Jarod Hawke and Dave Massa for their leadership, professionalism and exceptional commitment to fiscal integrity".

Greater Ohio Virtual School Your School At-A-Glance Report



Current Student FTE

FTE Information is taken from the Ohio Department of Education and Workforce's Community School Payment Report and includes the previous month's data.



Board Actions	Key Dates
<p>Greater Ohio Virtual School is a Schools Forward School</p> <p>Review School Improvement Plan at each board meeting:</p> <p>Goals for 2024-2025 school year:</p> <p>Goal 1: Career-Technical Education - By 05/16/2025 we will improve the performance of all students at/in Greater Ohio Virtual School by increasing 100.00 Students enrolled in a career program using Earned Industry Recognized Credentials.</p> <p>Goal 2: Safe and Healthy Schools - By 05/31/2025 we will improve the performance of all students at/in Greater Ohio Virtual School by increasing 10.00 % in Social Emotional Learning and Growth using Student/Family Satisfaction Survey.</p> <p>Goal 3: Literacy - By 06/30/2025 we will improve the performance of all students at/in Greater Ohio Virtual School by increasing 10.00 % in Reading/Literacy using District Short Cycle Assessments.</p> <p>Discussion questions to consider:</p> <p>Have you engaged in any Literacy/Schools Forward activities within the previous month?</p> <p>Are the goals, strategies, and action steps aligned to the priority actions that will impact the school report card? Evidence?</p> <p>Have the planned strategies and action steps been implemented? Discuss evidence.</p> <p>Which established action steps have been completed within the identified timelines? What obstacles (if any) have prevented implementation?</p> <p>How do the strategies and action steps differ from past practices? Are the strategies and action steps reflective of evidence-based practices? How do you know?</p> <p>What data has been collected to determine whether or not the strategies and action steps are positively impacting student learning outcomes?</p> <p>What is the data telling us? Are the trends changing?</p> <p>Does the school improvement plan need to be adjusted? What is the evidence?</p> <p>Are the necessary resources available and being used? If not, why?</p> <p>Is there additional technical assistance needed from the Management Company, Board, Sponsor, etc.?</p>	<p>Charter Agreement:</p> <ul style="list-style-type: none"> • Expiration: 6/30/2034 • High Stakes Review: Fall 2033 <p>Pending Contract Modifications:</p> <ul style="list-style-type: none"> • None noted <p>Intervention Status Reporting for 24-25:</p> <ul style="list-style-type: none"> • To be determined <p>School Improvement Plans for 24-25 Due:</p> <ul style="list-style-type: none"> • To be determined <p>One Plan Cohort:</p> <ul style="list-style-type: none"> • Cohort 2 <p>Onsite Assistance Review:</p> <ul style="list-style-type: none"> • To be determined <p>Compliance Onsite Review:</p> <ul style="list-style-type: none"> • Virtual - Scheduled 09/25/2024 • Onsite - Scheduled 10/09/2024 <p>Intervention/CAP/Probation:</p> <ul style="list-style-type: none"> • None Noted



Contract Terms for Renewal Eligibility

Per Section 11:7 of its contract with St. Aloysius, Greater Ohio Virtual School is eligible for renewal if it:

(1) Receives a grade of Meets Standards or higher in at least one applicable grade card component for the most recent school year; or

(2) Meets the criteria listed below:

a. An overall report card grade that is greater than three of the five comparison group schools, consisting of traditional public schools and charter schools with similar student demographics within 5-10 miles of the school, if possible:

- i. Auglaize County Educational Academy
- ii. Fairborn Digital Academy
- iii. Findlay Digital Academy
- iv. Liberty Preparatory School
- v. Gateway Online Academy of Ohio

Comparison information is displayed below.

The comparison schools for Greater Ohio Virtual School were selected during the contract process. The goal is for the comparison schools to be as similar as possible in demographic characteristics (percentages of families with low income; racial/ethnic minority; students with disabilities; and English Learners) as well as in close proximity to the school, if possible.

Current LRC Data

	Distance from School	Overall School Grade	Combined Graduation Rate	Achievement	Progress	Gap Closing
Greater Ohio Virtual School	***	Exceeds Standards	Exceeds Standards	Meets Standards	Exceeds Standards	Exceeds Standards
Auglaize County Educational Academy	99.3 miles	Exceeds Standards	Exceeds Standards	Exceeds Standards	Exceeds Standards	Exceeds Standards
Fairborn Digital Academy	38 miles	Exceeds Standards	Exceeds Standards	Exceeds Standards	Exceeds Standards	Meets Standards
Findlay Digital Academy	133 miles	Exceeds Standards	Exceeds Standards	Meets Standards	Exceeds Standards	Meets Standards
Liberty Preparatory School	184 miles	Exceeds Standards	Exceeds Standards	Meets Standards	Meets Standards	Exceeds Standards
Gateway Online Academy of Ohio	217 miles	Meets Standards	Meets Standards	Meets Standards	Meets Standards	Meets Standards

Definitions:

Overall School Rating – A combination of the school's Achievement rate, Gap Closing component, Progress component, and Graduation Rates form the school's Overall Rating.

Combined Graduation Rate – Looks at the percentage of students who are successfully completing high school with a diploma in 4,5,6,7 and 8 years.

Achievement (fka High School Test Passage Rate) – Represents the number of students who passed all five state tests that are required for graduation.

Progress – Looks at the progress students in grades 9-12 are making in math and reading.

Gap Closing – Reflects how well subgroups of students are meeting the state's performance expectations in reading, math and graduation rates.

AGENDA ITEM 4E

The Executive Director recommends that the Governing Board approves the following 2024-2025 Graduates:

Noah McDonald

Dorothy Hoffacker

Kirsten Smith

Haileigh Hghley

Carter Tucker

Joselyn Crowl

AGENDA ITEM 4G
BOARD ACTION NEEDED
EXECUTIVE DIRECTOR

Book	Policy Manual
Section	Policies Recommended for the BOE (Maternity, Paternity and Adoption)
Title	MATERNITY, PATERNITY AND ADOPTION
Code	po4000 (Robin will assign a number)
Status	

4000 - MATERNITY, PATERNITY AND ADOPTION

A mother who gives birth may use a maximum of six (6) calendar weeks of accumulated and unused paid sick leave immediately following the birth of a child. If the birth of the child was caesarian, the maximum amount of sick leave shall

be eight (8) calendar weeks. If additional sick leave is needed, an employee shall provide a written statement from a doctor indicating that additional sick leave is necessary with sufficient information to justify the use of sick leave.

Immediately following the birth of a child, an employee may use a maximum of ten (10) calendar days of accumulated and unused paid sick leave for absence to aid in the recovery of their spouse or partner due to the delivery of their child. If additional sick leave is needed, an employee shall provide a written statement from a doctor indicating that additional sick leave is necessary with sufficient information to justify the use of sick leave.

Sick leave utilized under this policy runs concurrently with the employee's Family and Medical Leave, provided the employee is eligible as defined in Board Policy and under the FMLA.

For adoption, an adoptive parent who qualifies for FMLA leave may use accumulated and unused paid sick leave for a maximum of six (6) calendar weeks immediately following the placement of a child five years of age or younger or a maximum of two (2) calendar weeks immediately following the placement of a child over the age of five (5). Any additional leave will be at a "FMLA unpaid" status.

Last Modified by Norm Burkhardt on September 23, 2024