

Minutes of the Regular Meeting of the Aurora City Schools Board of Education of February 24, 2025

Call to Order:

The meeting was held at the Conference Center 119 W. Pioneer Trail and called to order at 7:00 p.m.

All Board members were present.

Special Report/Recognitions

Acknowledgement of Visitors and Hearing of Public - none

25-053

Recognize Excellence

RESOLVED THAT

the Aurora Board of Education is proud to recognize and congratulate the following students for being selected by Rotary International of Aurora as **Students of the Month**:

Deepti Panguluri Aurora High School

Dallas Kohl Aurora High School

Moved by: Mr. Sabulsky

Seconded by: Mr. Acomb

Roll Call Vote:

Yes: Mrs. Klich, Mr. Sabulsky

Mrs. Mehallis, Mr. Acomb, Mrs. Schneider

No: None: Motion carried

25-054

Approval of Minutes

RESOLVED THAT

The Aurora Board of Education approved the minutes of the January 7, 2025 Organizational Meeting, the Special Meeting of January 15, 2025, and Regular Meeting Of January 27, 2025.

Moved by: Mrs. Schneider

Seconded by: Mrs. Klich

Roll Call Vote:

Yes: Mr. Sabulsky, Mrs. Mehallis, Mrs. Klich,

Mrs. Schneider, Mr. Acomb

No: None: Motion carried

Superintendent/Assistant Superintendent Reports

Mr. Hayes and Mr. Torres presented the Aurora High School Report to the Board as follows:

General Overview/Reminder:

- **Brief [recap](#) of the 23-24 of the data points that got us here:** The primary goal for AHS each and every school year is to optimize student growth and achievement, and although AHS has had exceptional outcomes over the last several years, we want to avoid stagnation and do all we can to help The Greenhouse continue to thrive.
- **Overarching Focus for the year:** Throughout the 24-25 school year, AHS staff members have embarked on a [metacognitive expedition](#) intentionally examining fundamental aspects of our work in relation to the roots of the district's strategic vision in hopes of living, learning and leading with HEART.

Overview of the First Semester's Progress:

- AHS Staff members audited their approach to "Assignments, Homework and Assessments" as well as their "Instructional Strategies and Pedagogical Approaches."
- This work included staff members completing individual audits of the aforementioned practices/approaches while allowing for departments to collaborate with one another in structured forums and the entire staff to engage in interdisciplinary team-settings to assess commonalities and potential focus areas.
- This work resulted in a wealth of qualitative data that was then analyzed for patterns/trends to guide future work:
 - [Assignments, Homework and Assessments Trends/Patterns](#)
 - [Instructional and Pedagogical Approaches Trends/Patterns](#)
- The trends/patterns outlined above were then analyzed by the AHS Instructional Leadership Team where potential focus areas for the 25-26 school year were developed:
 - [Potential AHA-IPA Future Focus Areas](#)
- **Examples of actionable change that has taken place as a result of this work within the 24-25 school year:**
 - **Resilience:** Newly developed freshmen mini lessons implemented by the AHS MTSS team to sharpen executive functioning skills including time management, study skills, communication, and organization
 - **Critical Thinking:** Spanish 'Accountability Partners' during A-Time for tutoring was enhanced and shared amongst departments; Revamped After School Peer-Tutoring (ASSC); Reimagined ELA lessons embedding scholarly research to help make modern-day connections to classic literature
 - **Collaboration:** New Interdisciplinary PLCs formed: Mrs. Duncan and Mrs. Watt focusing on common math concepts in both AP Pre-Calculus and AP Environmental Science; Music department driving combination-orchestra/choral performances; English teacher Ms. Tresko and Social Studies teacher Mr. Knapp formed a PLC centered upon UDL strategies and writing within the curriculum from an interdisciplinary perspective
 - **Empathy:** Environmental Science teacher modifying the intentionality of instructional language surrounding developing student-empathy for the natural environment; Rwanda guest speaker via Zoom within Ms. Hilston's AP

Language and Composition course; Guidance Department Luminary Event led by School Counselor Kalee Oberlin

- **Balance:** Prompted thorough audit of Biology PLC for section alignment regarding proper assignment balance is taking place to reduce potential barriers to learning; Mindfulness sessions for students the week prior to semester exams
- **Innovation:** Use of AI for students to generate images to represent different ideas surrounding a political movement (Gov); Focus on appropriate AI prompt-generation to provide meaningful feedback on written work (English); Multiple versions of assessments (i.e., adjusting grade-level language) and analyzing trends/patterns in alignment with standards on student assessments. Bringing in new experiences, partnerships and guest speakers via the Cybersecurity program

Preview of the Second Semester's Work:

- During the third quarter of the second semester, the AHS Staff examined "operational/system-based structures, opportunities and supports" as well as "communication with students and other stakeholders."
- The AHS Instructional Leadership Team is in the process of examining the data collected throughout these audits to assess potential trends/patterns and to develop potential future focus areas.
- During the semester's fourth quarter, the AHS staff will examine "extracurricular undertakings" and "celebrations and forms of praise/uplifting acts" while then analyzing the data and developing future focus areas. These focus areas will be used as a guide for 25-26 building goals as well as specific departmental goals and individual PGP's.

Overarching/Concluding Emphasis:

- The very nature of this strategic, intentional and ongoing metacognitive work is helping to sustain a learner-centered environment that refuses to remain stagnant and embraces an infinite mindset allowing Aurora Staff Members to continue evolving their practices so that their students continue to thrive and optimize their growth and achievement both academically and socially-emotionally.
- In turn, this work is also allowing staff members to better understand their personal, departmental, and collective staff's alignment to the strategic vision as well as strategies for how they can continue to help students understand how their educational journey is helping them evolve as future-ready learners.
- Finally, by truly believing in/actively embracing the roots of the strategic vision while taking the time to reflect upon and refine mindsets and tactical strategies and helping inspire people to live, learn and lead with HEARTs, The Greenhouse continues to have a heartbeat of vitality as well as a learner-centered culture where formalized results such as OST data, AP data, graduation rate, course-passage data, etc. will continue to flourish!

Dr. Milcetic addressed the Board on literacy with an emphasis on the status of the Science of Reading implementation at the primary level in the State of Ohio, as well as the Aurora City School District, which in Ohio also means meeting the High-Quality Instructional Materials requirement for a K-5 English Language Arts Program adoption by this summer. The District began a significant adjustment towards a more blended approach with reading instruction two years ago in response to the body of research now called the “Science of Reading,” especially at the K-2 grade band with the work continuing since then. Additionally, the District has made the necessary changes in practices and training in line with the previously passed Dyslexia Legislation, which required extensive Professional Development for K-3 teachers, along with shifts in screening assessments and intervention. We will complete this SOR/Dyslexia training requirement this school year and work with the state on paying our staff the required stipend, as well as receiving the reimbursement from ODEW.

It is important to summarize how we have arrived at the current juncture. In the last Biennium Budget, Governor DeWine passed HB33, which laid out numerous mandates, many of which schools needed to await guidance and then implement professional development once available. A previous example of a contentious aspect of this bill was the transition of ODE to the Department of Education and Workforce (DEW). Another of these multiple requirements was the concept of High-Quality Instructional Materials (HQIM) in the area of English Language Arts (ELA). This HQIM mandate and implications, along with the application of the Science of Reading (SOR) are the focus of the presentation, in which we will once again feature our K-8 Literacy Coach/Specialist, Jen Miller.

The essential aspects of the HQIM mandate are that DEW create an approved list of instructional materials and intervention programs that are aligned with the Science of Reading with school districts required to implement these programs during the 2024-2025 school year and self-report instructional materials and interventions being utilized on an annual basis. We do understand the rationale behind Ohio taking this implementation approach, as it is difficult to monitor proper implementation of the Science of Reading across over 600 local school districts with extremely diverse needs and populations. As mentioned previously, there was a lawsuit pending with a purpose to end this requirement, but it is delayed and if/when it is heard, school districts will have already purchased the materials. Needless to say, an extensive adoption of this scope is expensive, and Ohio has provided some funds but not enough to cover any district’s purchase...perhaps only one half of the full adoption cost or less. Lastly, there is a distinction between national guidance of the Science of Reading implementation vs. the approach in Ohio. National guidance focuses on necessary practices and warns against adoption of particular programs or solutions, which seems to be the current approach by DEW as of July.

Aside from the previously articulated concerns, adopting one of these state approved “programs” on the HQIM list could potentially cause disruption, inefficiency, and hinder student learning in certain school districts, such as Aurora, who have already made necessary adjustments based on the research in the Science of Reading and who have a tradition of emphasizing practices vs. programs. This phrase means we focus on implementing best practice approaches and resources to fit our needs and those of our students vs. being forced

to purchase teacher manuals and workbooks in a one size fits all manner. Previously, Jen Miller elaborated on the types of materials being approved by Ohio in contrast to what is already being implemented in our classrooms in reading, writing, and phonics instruction. Jen showed how we have used a pilot with some of our teachers with the Benchmark Advance Program but also how we are differentiating our instruction and resources to meet the varying needs of our young learners. Adopting and utilizing an approved HQIM program could actually reduce the effectiveness of our teachers and systems, as well as limit the impact of the professional development we have undergone for the last decade or so, thus our approach of meeting a legal requirement but also being true to our vision, values, and framework remains a priority.

Dr. Milcetic stated that we have received \$135,000 from the State for the purchase of HQIM and that he and Mrs. Miller have been working to acquire the required resources by only having to expend the \$135,000 from the State and possibly an extra \$50,000 from Dr. Milcetic's current budget.

Treasurer's Report/Recommendations

For the month of January, expenditures exceeded revenues by \$2,943,264. This decreases the general fund cash balance to \$9,442,498 after the seventh month of the fiscal year. For the month of January, revenues were 3.26% less than projected while expenditures were 1.11% less than projected.

On the revenue side, All Other Operating Revenue includes \$127,730 in all day kindergarten tuition along with \$32,359 in pre-school tuition. Also, casino revenue in the amount of \$96,820 was received as a part of the Unrestricted Grants-in-Aid category. In August, the District received \$99,132 in casino revenue.

On the expenditure side, all expenditure categories are currently within normal variances of the projected amounts for the fiscal year.

Thus far for the fiscal year, revenues are \$71,902 less than projected and expenditures are \$87,800 greater than projected. Overall, this results in an unfavorable variance of \$159,702 after the seventh month of the fiscal year.

The total cash balance for all funds is \$10,831,565.44 with the general fund having a cash balance of \$9,442,498.00. This overall cash balance is \$3,035,051.94 less than that at the end of December which can be accounted for by:

- The \$2,943,264 excess of expenditures over revenues in the general fund.
- Expenditures over revenues of \$40,309 in the Federal Programs (500 Funds) and \$50,335 in the Athletic Funds (300 Funds).

The Resolution Accepting the Amounts and Rates is an annual resolution that is passed and filed with the County Auditor regarding the millage and estimated taxes that are to be

collected for the next fiscal year. The information coincides with the information that is on the tax abstract that we receive from the County Auditor.

For Tax Year 2024, the total real property tax valuation of the Aurora City School District **increased** by 32.11%.

<u>Tax Year 23</u>	<u>Tax Year 24</u>	<u>Difference</u>	<u>%</u>
\$ 882,637,590	\$1,166,008,750	\$283,371,160	32.11%

The total effective millage (includes operating, permanent improvement, and bond levies) for all school taxes for homeowners will decrease by 9.621 mills to 37.127 mills while the total effective millage for commercial and industrial taxpayers will decrease by 10.162 mills to 47.066 mills.

25-055

Approve Financial Statements and Reports

WHEREAS the financial statements and reports (including revenues, disbursements, and balances) for the funds herein specified have been presented to the members of the Board at least two days prior to the meeting:

General Fund	Dated: 1/31/25
Student Activity Fund	Dated: 1/31/25
Categorical Funds	Dated: 1/31/25
Investments	Dated: 1/31/25
Debts	Dated: 1/31/25

WHEREAS the members of the Board have had an opportunity to inquire about any revenue, disbursement, balance, or report;

WHEREAS the public may review such documents in the treasurer's office and the annual financial statements and reports are part of the permanent records of this school district; and

WHEREAS disbursements are prohibited by statute from exceeding the amount appropriated by the Board;

NOW, THEREFORE, BE IT RESOLVED under the provisions of ORC 3313.18 and ORC 3313.47, the financial statements and reports are approved as presented insofar as the disbursements are legal expenditures within the appropriated amounts.

Moved by: Mr. Sabulsky

Seconded by: Mrs. Klich

Roll Call Vote:

Yes: Mrs. Mehallis, Mr. Acomb,

Mrs. Schneider, Mrs. Klich, Mr. Sabulsky
 No: None: Motion carried

25-056

Accepting the Amounts and Rates as Determined by the Budget Commission and Authorizing the Necessary Tax Levies and Certifying them to the County Auditor

WHEREAS, This Board of Education in accordance with the provisions of law has previously adopted a Tax Budget for the next succeeding fiscal year commencing July 1st, 2025; and

WHEREAS, The Budget Commission of Portage County, Ohio, has certified its action thereon to this Board together with an estimate by the County Auditor of the rate of each tax necessary to be levied by this Board, and what part thereof is without, and what part within, the ten mill tax limitation; therefore, be it

RESOLVED, By the Board of Education of the Aurora City School District, Portage County, Ohio, that the amounts and rates, as determined by the Budget Commission in its certification, be and the same are hereby accepted; and be it further

RESOLVED, That there be and is hereby levied on the tax duplicate of said School District the rate of each tax necessary to be levied within and without the ten mill limitation as follows:

SCHEDULE A

SUMMARY OF AMOUNTS REQUIRED FROM GENERAL PROPERTY TAX APPROVED BY BUDGET COMMISSION, AND COUNTY AUDITOR'S ESTIMATED TAX RATES

FUND	Amount Approved by Budget Commission Inside 10 Mill Limitation	Amount to Be Derived from Levies Outside 10 Mill Limitation	County Auditor's Estimate of Tax Rate to Be Levied	
			Inside Limit	Outside Limit
	Column I	Column II	III	IV
General Fund	\$6,663,889	\$37,029,721	5.60	81.58
Bond Retirement Fund		1,285,179		1.08
Permanent Improvement Fund		866,966		1.50

TOTAL	\$6,663,889	\$39,181,866	5.60	84.16
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SCHEDULE B

**LEVIES OUTSIDE 10 MILL LIMITATION, EXCLUSIVE OF DEBT
LEVIES**

FUND	Maximum Rate Authorized to Be Levied	County Auditor's Estimate of Yield of Levy (Carry to Schedule A, Column II)
Current expense levy authorized by voters before 1976 for continuing years.	38.00	\$6,356,282
Current expense levy authorized by voters on November 4, 2003, for continuing years.	8.85	5,765,100
Current expense levy authorized by voters on March 17, 2020, for not to exceed 5 years.	5.61	3,914,351
Current expense levy authorized by voters on November 2, 2021, for not to exceed 5 years.	7.33	5,222,910
Current expense levy authorized by voters on March 4, 2008, for continuing years.	4.09	2,914,284
Current expense levy authorized by voters on November 6, 2012, for continuing years.	5.90	4,213,441
Current expense levy authorized by voters on May 2, 2017, for continuing years.	5.90	4,321,677
Current expense levy authorized by voters on November 7, 2023, for continuing years.	5.90	4,321,677
Bond Retirement Levy authorized by voters on March 4, 2008, for not to exceed 28 years.	1.08	1,285,179

Permanent Improvement Levy authorized by voters on March 19, 2024, for not to exceed 5 years.	1.50	866,966
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and be it further

RESOLVED, That the Clerk of this Board is hereby directed to certify a copy of this Resolution to the County Auditor of said County.

Moved by: Mrs. Schneider

Seconded by: Mrs. Klich

Roll Call Vote:

Yes: Mrs. Schneider, Mrs. Mehallis,
Mr. Sabulsky, Mr. Acomb, Mrs. Klich

No: None: Motion carried

25-057

Accept Gift and Contributions (ORC 3313.26)

RESOLVED THAT

the Aurora Board of Education accept the following donations and in so doing hereby acknowledges the positive and supportive activities of those listed:

PTO donated \$5000.00 for Laps for Leighton and \$3200.00 for Rollerblades for Leighton PE

Moved by: Mrs. Klich

Seconded by: Mr. Acomb

Roll Call Vote:

Yes: Mrs. Klich, Mr. Acomb, Mrs. Mehallis
Mrs. Schneider, Mr. Sabulsky

No: None: Motion carried

25-058

Accept Resignations

RESOLVED THAT

the Aurora Board of Education accepts the **resignations/retirements** of the following staff members and/or positions.

Donna Janoso

CES/LES Music Teacher

Retirement effective March 1, 2025

Fifty-two years of service to the district

Maria Dibble

HMS Paraprofessional

Effective February 28, 2025

Resignation of paraprofessional position only

Diane Burns

Bus Paraprofessional

Effective February 28, 2025

Resignation of paraprofessional position only

Nancy Tyrrell

Resignation effective August 4, 2025

HMS Teacher

Twenty-four years of service to the district

Cynthia Spinelli
MES Paraprofessional

Effective February 28, 2025
Resignation of paraprofessional position only

Nicole Latine
AHS/LES Cafeteria

Effective January 31, 2025
Resignation of cafeteria position only

Moved by: Mr. Sabulsky

Seconded by: Mrs. Schneider
Roll Call Vote:
Yes: Mrs. Schneider, Mrs. Mehallis,
Mr. Acomb, Mrs. Klich, Mr. Sabulsky
No: None: Motion carried

25-059

Employ Support Staff Substitutes for the 2024-25 School Year

RESOLVED THAT

the Aurora Board of Education approves the employment of the following in Board approved **support staff substitute positions** (bus driver, custodian/maintenance, secretary, paraprofessional, cafeteria/courier, media clerk, paraeducator) for the **2024-25** school year effective July 1, 2024 through June 30, 2025, on an as needed as assigned basis contingent upon full and complete compliance with all State of Ohio and Aurora Board of Education employment eligibility criteria.

Michael D’Amato
William Harrison
Susan Bernstein

Moved by: Mr. Sabulsky

Seconded by: Mrs. Klich
Roll Call Vote:
Yes: Mr. Acomb, Mrs. Schneider, Mrs. Mehallis,
Mr. Sabulsky, Mrs. Klich
No: None: Motion carried

25-059

Award Supplemental/Pupil Activity Contracts (District Personnel)

RESOLVED THAT

the Aurora Board of Education awards **supplemental/pupil activity contracts** to non-district personnel for **2024-25** school year as follows, contingent upon full and complete compliance with all State of Ohio and Aurora Board of Education employment eligibility criteria, and paid from the General Fund unless otherwise indicated:

Alan Krontz	AHS Assistant Coach Baseball	Amount: 9%
Jake Knapp	AHS Assistant Coach Baseball	Amount: 9%
Trent Dalton	AHS Head Coach Baseball	Amount: 9%

Sherri Beresford HMS Chaperone for STEM Day Amt: Intramural Rate

Lisa Gealy HMS Ski Club Advisor Amount: 2%

Moved by: Mr. Sabulsky

Seconded by: Mrs. Klich

Roll Call Vote:

Yes: Mr. Acomb, Mrs. Schneider, Mrs. Mehallis,
Mr. Sabulsky, Mrs. Klich

No: None: Motion carried

25-060

Approve Introductory Appointment of Support Staff

RESOLVED THAT

the Aurora Board of Education appoints the following **support staff member** as indicated for an introductory period of 100 work days' contingent upon full and complete compliance with all State of Ohio and Aurora Board of Education employment eligibility criteria:

Cindy Richards 100%FTE

BOE Insurance/Intake Secretary

Effective: March 31, 2025

Amount: Building Secretary, Step 14

Fund: General

William Harrison 50% FTE

Bus Driver

Effective: February 3, 2025

Amount: Bus Driver, Step 1

Fund: General

William Harrison 38% FTE

AHS Cafeteria

Effective: February 12, 2025

Amount: Shrt Hr Cafe, Step 4

Fund: General

Nicole Latine 100% FTE

AHS Custodial

Effective: February 3, 2025

Amount: Custodial 2nd Shift, Step 4

Fund: General

Moved by: Mr. Sabulsky

Seconded by: Mrs. Klich

Roll Call Vote:

Yes: Mr. Acomb, Mrs. Schneider, Mrs. Mehallis,
Mr. Sabulsky, Mrs. Klich

No: None: Motion carried

25-061

Employ Long-Term Substitute Teachers for 2024-25

RESOLVED THAT

the Aurora Board of Education will employ **Sarah Filimon**, as a long-term substitute for a teacher at Leighton Elementary School for the tentative dates of **February 5, 2025 – May 30, 2025** contingent upon proper certification and full and complete compliance with all State of

Ohio and Aurora Board of Education employment eligibility criteria. In consideration of the above service, said Board of Education agrees to pay said teacher the daily substitute rate per diem for 30 days. On the 31st day, the per diem rate paid is based on **BA, Step 1 salary** level per Board resolution.

RESOLVED THAT

the Aurora Board of Education will employ **Melissa Pickett**, as a long-term substitute for a teacher at Leighton Elementary School for the tentative dates of **March 19 – May 30, 2025** contingent upon proper certification and full and complete compliance with all State of Ohio and Aurora Board of Education employment eligibility criteria. In consideration of the above service, said Board of Education agrees to pay said teacher the daily substitute rate per diem.

Moved by: Mr. Sabulsky

Seconded by: Mrs. Klich

Roll Call Vote:

Yes: Mr. Acomb, Mrs. Schneider, Mrs. Mehallis,
Mr. Sabulsky, Mrs. Klich

No: None: Motion carried

25-062

Employ Support Staff

RESOLVED THAT

the Aurora Board of Education employs as indicated the following support staff members having successfully completed a 100 work day introductory period, contingent upon full and complete compliance with all State of Ohio and Aurora Board of Education employment eligibility criteria:

Daisy McCabe 50%FTE

Bus Driver

Effective: February 27, 2025

Amount: Bus Driver, Step 2

Fund: General

McClane Mitch 94%FTE

LES Paraeducator

Effective: February 25, 2025

Amount: Paraeducator, Step 2

Fund: General

Jennifer Herman 94%FTE

MES MD Paraeducator

Effective: February 18, 2025

Amount: MD Paraeducator, Step 1

Fund: General

Sarah Panczak 94%FTE

HMS Paraeducator

Effective: February 18, 2025

Amount: Paraeducator, Step 2

Fund: General

Sabrina Hickman 94%FTE

CES MD Paraeducator

Effective: February 24, 2025

Amount: MD Paraeducator, Step 3

Fund: General

Anthony Gizzo 50%FTE
CES Paraeducator

Effective: February 29, 2025
Amount: Paraeducator, Step 1
Fund: General

Ann Baumann 88% FTE
LES Cafe

Effective: February 24, 2025
Amount: Cafeteria Regular, Step 5
Fund: General

Kimberly Owen 94%FTE
HMS MD Paraeducator

Effective: February 18, 2025
Amount: MD Paraeducator, Step 1
Fund: General

Kathryn Fracci 94%FTE
CES Paraeducator

Effective: January 30, 2025
Amount: Paraeducator, Step 1
Fund: General

Todd Flowers 43% FTE
MES Paraprofessional

Effective: January 29, 2025
Amount: Paraprofessional, Step 2
Fund: General

Moved by: Mr. Sabulsky

Seconded by: Mrs. Klich
Roll Call Vote:
Yes: Mr. Acomb, Mrs. Schneider, Mrs. Mehallis,
Mr. Sabulsky, Mrs. Klich
No: None: Motion carried

25-063

Award Administrator Contracts

RESOLVED THAT

the Aurora Board of Education approves the new **administrator contract** as follows:

Michael Hayes
Assistant Superintendent

3-Year Limited Contract
August 1, 2025 thru July 31, 2028

Moved by: Mr. Acomb

Seconded by: Mr. Sabulsky
Roll Call Vote:
Yes: Mrs. Schneider, Mrs. Mehallis,
Mrs. Klich, Mr. Sabulsky, Mr. Acomb
No: None: Motion carried

25-064

Approve Reclassification of Licensed Staff Members

RESOLVED THAT

the Aurora Board of Education approves the **reclassification of licensed staff members** as follows:

Name	From	To
Scaffide, Karli	MA+20	MA+MA
Mack, Benjamin	BA+20	MA
Calhoun, Cody	MA	MA+20
Farrell, John	MA	MA+10
Daniels, Shannon	MA+10	MA+20

Moved by: Mrs. Schneider

Seconded by: Mrs. Klich

Roll Call Vote:

Yes: Mrs. Mehallis, Mr. Acomb, Mrs. Klich,
Mr. Sabulsky, Mrs. Schneider,

No: None: Motion carried

25-065

Award Administrator Contract Renewals

RESOLVED THAT

the Aurora Board of Education approves the **administrator contracts renewals** as follows:

Paul Powers

Athletic Director & Facilities Manager

3-Year Limited Contract

August 1, 2025 thru July 31, 2028

Salvatore Arquilla

Director of Facilities, Maint, & Oper.

1-Year Limited Contract

August 1, 2025 thru July 31, 2026

Sean Baker

AHS Assistant Principal

3-Year Limited Contract

August 1, 2025 thru July 31, 2028

Kim Stewart

CES Principal

3-Year Limited Contract

August 1, 2025 thru July 31, 2028

Maria Goodman

MES Principal

3-Year Limited Contract

August 1, 2025 thru July 31, 2028

Moved by: Mrs. Klich

Seconded by: Mrs. Mehallis

Roll Call Vote:

Yes: Mrs. Schneider, Mrs. Mehallis, Mrs. Klich,
Mr. Sabulsky, Mr. Acomb

No: None: Motion carried

25-066

Employ Licensed Substitute Teachers for the 2024-25 School Year

RESOLVED THAT

the Aurora Board of Education approves the employment of licensed **substitute teacher** for the **2024-25** school year as follows, pending proper licensing and contingent upon full and complete compliance with all State of Ohio and Aurora Board of Education employment eligibility criteria:

Sarah Filimon
Sharla VanAirdale
Margaret Bruder

Moved by: Mr. Sabulsky

Seconded by: Mr. Acomb

Roll Call Vote:

Yes: Mr. Acomb, Mr. Sabulsky, Mrs. Schneider,
Mrs. Mehallis, Mrs. Klich

No: None: Motion carried

25-067

Award Supplemental/Pupil Activity Contracts (Non-District Personnel)

RESOLVED THAT

the Aurora Board of Education awards **supplemental/pupil activity contracts** to non-district personnel for **2024-25** school year as follows, contingent upon full and complete compliance with all State of Ohio and Aurora Board of Education employment eligibility criteria, and paid from the General Fund unless otherwise indicated:

Madison Smith	AHS Girls Lacrosse Assistant Coach	increase from 6% to 8%
John Scott	AHS Baseball Assistant Coach	Amount: 9%
Scott Williams	AHS Baseball Assistant Coach	Amount: 4%
Collin Witherspoon	AHS Baseball Assistant Coach	Amount: 4%
Jack Soukenik	AHS Boys Lacrosse Assistant Coach	Amount: 8%
Julie Zidones	AHS Softball Assistant Coach	Volunteer

Moved by: Mr. Sabulsky

Seconded by: Mr. Acomb

Roll Call Vote:

Yes: Mr. Acomb, Mr. Sabulsky, Mrs. Schneider,
Mrs. Mehallis, Mrs. Klich

No: None: Motion carried

25-068

Award Supplemental/Pupil Activity Contracts (Non-District Personnel)

RESOLVED THAT

the Aurora Board of Education awards **supplemental/pupil activity contracts** to non-district personnel for **2025-26** school year as follows, contingent upon full and complete compliance

withall State of Ohio and Aurora Board of Education employment eligibility criteria, and paid from the General Fund unless otherwise indicated:

Louis Kastelic AHS Boys Soccer Head Coach Amount: 12%

Moved by: Mr. Sabulsky Seconded by: Mr. Acomb
Roll Call Vote:
Yes: Mr. Acomb, Mr. Sabulsky, Mrs. Schneider,
Mrs. Mehallis, Mrs. Klich
No: None: Motion carried

25-069

Employ Part-Time Support Staff

RESOLVED THAT

the Aurora Board of Education approves the employment of the following in a Board approved **part-time position** as indicated on an as needed as assigned basis contingent upon full and complete compliance with all State of Ohio and Aurora Board of Education employment eligibility criteria.

Peyton Duguay Effective: January 6, 2025
Student Worker on an as needed basis
Amount: Summer Help, Step 0
Fund: General

Moved by: Mr. Sabulsky Seconded by: Mr. Acomb
Roll Call Vote:
Yes: Mr. Acomb, Mr. Sabulsky, Mrs. Schneider,
Mrs. Mehallis, Mrs. Klich
No: None: Motion carried

25-070

Approve Job Description for Transportation Director Position and Pay Scale

RESOLVED THAT

the Aurora Board of Education approves the job description and pay scale for **Transportation Director** position.

Moved by: Mrs. Klich Seconded by: Mrs. Schneider
Roll Call Vote:
Yes: Mr. Acomb, Mrs. Mehallis, Mrs. Klich
Mrs. Schneider, Mr. Sabulsky
No: None: Motion carried

Position Title: <i>Transportation Director</i>

Immediate Supervisor: Superintendent/Superintendent Designee

Job Analysis:

The Transportation Supervisor manages all aspects of the transportation services within the Aurora City School District. This position coordinates and manages bus drivers, mechanics, and bus paraprofessionals as well as bus routes.

Professional Qualifications:

1. Be a High School graduate.
2. Five years' experience in public or pupil transportation, preferably with two years' supervisory experience.
3. Possess considerable knowledge of Ohio Rules & Regulations regarding the operation of a school bus fleet.
4. Possess the ability to keep necessary information confidential.
5. Possess effective communication skills & ability to deal with the public in a professional manner and good common sense judgment in working with children.
6. Possess considerable knowledge of Ohio laws regarding bus safety and maintenance.
7. Have the ability to follow oral and written instructions.
8. Have the ability to supervise others.
9. Have the ability to establish and maintain effective working relationships with the public, staff, and students.

Knowledge, Skills & Ability

Must be able to work in a high-paced dynamic work environment. Must be available on a 24/7 basis to respond to crisis events, weather emergencies and after hour job emergencies. Must have knowledge of the geography of the Aurora City School District. Must have knowledge of mapping software as related to student transportation routing and logistics. Must be licensed to drive a school bus holding a CDL B, with a passenger and school bus endorsement. Must have general knowledge of vehicle service, maintenance techniques & procedures and a good understanding of the Ohio Highway Patrol yearly school bus inspection process.

Duties and Responsibilities:

1. Develop and administer a transportation program to meet the needs of the school district.
2. Develop bus routes and schedules for all public and non-public students in the district. Support the Transportation Dispatcher in updating bus routes throughout the school year and any summer programs.
3. Work with the Transportation Dispatcher to coordinate field trips.
4. Maintaining accurate records and completing reports such as, but not limited to; T-1, T-2, fuel usage, fuel reimbursements, fleet maintenance, etc.
5. Maintain driver list and schedule for mandatory random drug tests.
6. Supervise all transportation personnel including for discipline, employment, and releases.
7. Submit written evaluations on transportation employees in accordance with Board Policy.
8. Prepare and distribute a transportation handbook of rules and regulations to all bus drivers.
9. Participate in solving discipline problems on school buses in cooperation with building principals.

10. Maintain bus cameras and communicate with mechanics to ensure all of them are in working order.
11. Work with the Transportation Dispatcher to resolve parent issues and complaints.
12. Ensure that the mechanics have prepared all school buses for State Highway Patrol inspections.
13. Transport students in school vehicles as needed.
14. Attend workshops/seminars to improve skills.
15. Comply with all Board policies including Policy EEA, Student Transportation Services.
16. Attend outside transportation meetings to keep up with current rules and regulations.
17. Maintain open lines of communication with the superintendent.
18. Other duties as assigned by the Superintendent or designee.

Note: The above description is illustrative of responsibilities and knowledge. It is not meant to be all inclusive.

2/19/2025

PAY SCALE

Transportation Director (260 days per year)

Range: \$72,000 - \$95,000.

25-071

Approve Emergency School Closing

Whereas, the Aurora City Schools were closed on February 6, 2025 due to hazardous weather conditions.

Moved by: Mr. Sabulsky

Seconded by: Mrs. Klich

Roll Call Vote:

Yes: Mrs. Klich, Mrs. Schneider, Mrs. Mehallis
Mr. Sabulsky, Mr. Acomb

No: None: Motion carried

25-072

Authorize Membership in the Ohio School Athletic Association

RESOLVED THAT

the Aurora Board of Education authorize membership of the Aurora City Schools in the Ohio High School Athletic Association for the 2025-26 school year.

Moved by: Mrs. Schneider

Seconded by: Mr. Acomb

Roll Call Vote:

Yes: Mrs. Schneider, Mrs. Klich, Mrs. Mehallis,
Mr. Sabulsky, Mr. Acomb

No: None: Motion carried

Discussion Items

Mrs. Klich stated that she and Mrs. Schneider attended the OSBA Beyond Basics Workshop which was very informative and that they were able to form many valuable connections with

other northeast Ohio board members. Mrs. Klich said that one of the themes covered at the workshop was the importance of community engagement and communication and she said without the Aurora Advocate it is a challenge to reach out to those stakeholders who do not have children in the schools. Mrs. Klich stated that she feels that timely communication from the Board is important especially with all of the important decisions to be made. Mrs. Klich stated that she does not have all of the answers to this and proposed that a Board Committee be formed to explore different methods of communication to the community.

Mrs. Schneider agreed with Mrs. Klich and stated that the topic of strengthening public trust and the Board's role frequently comes up in training sessions. She said that especially this year when many important decisions have been made, which they all feel very confident in, it is important to communicate this to the community in the best way possible. Mrs. Schneider stated that it is important find ways to reach out to the many community members that do not have children in the schools in the same way that we are able to reach out to those families with children in the schools so that everyone understands the challenges that the Board faces and how the Board works to find creative solutions to those challenges. Mrs. Schneider agreed with Mrs. Klich that forming a Board Committee to address this issue would be important.

Mrs. Mehallis stated that the next step would be for Mr. Roberto to work on setting up this committee and for Mr. Roberto to reach out to the Board to see who would like to be on this committee. Mr. Roberto said that he would begin the process.

Board Items

There were no Board Items

Executive Session

The Board went into executive session at 8:02 pm to discuss the employment of a public employee or official.

The Board came out of executive session at 8.58 pm.

25-073

Adjournment

The Meeting was Adjourned at 8:59 p.m.

Moved by: Mrs. Schneider

Seconded by: Mrs. Klich

Roll Call Vote:

Yes: Mrs. Klich, Mr. Acomb, Mrs. Mehallis,
Mr. Sabulsky, Mrs. Schneider

No: None: Motion carried

Board President

Treasurer