

**February 27, 2025**

The Clark-Shawnee Local Board of Education met in a regular session on February 27, 2025, at Clark-Shawnee Local Administrative Offices located at 3680 Selma Road, Springfield, Ohio, 45502. The meeting was called to order at 6:30 p.m. by President Galbreath.

Those answering the roll by Mr. Faulkner:

Mr. DeHart  
Mr. Galbreath  
Mrs. Garrett  
Dr. Page  
Mrs. Pierce

Also present: Mr. Brian Kuhn, Superintendent  
Mr. Adam Billet, Assistant Superintendent

All stood and recited the Pledge of Allegiance.

**ACCEPTANCE OF THE AGENDA (2025-1483)**

Dr. Page moved to accept the agenda and addendum.  
Mrs. Pierce Seconded the motion.

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

**REQUESTS AND CONCERNS OF THE GENERAL PUBLIC**

Sherry Akers                      Information about Grants [Reference Exhibit A]

**ROUND TABLE**

**Graduation Seal Presentation–Shawnee HS**

Mr. John Stekli, Shawnee High School Principal, and Mrs. Melinda Shong, Shawnee High School Counselor, presented three locally determined seals for consideration. These will be recommended to the Board for approval in March 2025. The Fine Arts seal will be effective with the Class of 2025. The Community Service Seal and the Community Engagement Seal will be available for the Class of 2026. [Reference Exhibit B.]

### **C.T.C. Update**

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

- Update on the CTC's rebranding

### **Assistant Superintendent Update**

Mr. Adam Billet, Assistant Superintendent, provided an update to the Board of Education regarding the following topics:

- Updated on wall repair in the Student Activity Center
- Updated on Weight Room renovations by the Shawnee Athletic Boosters
- Updated on Safety Grant from Ohio Attorney General for security film on Windows
- The Critical Response Group's Campus Mapping is done.

### **Superintendent Update**

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

- Provided information on Child Safe Kit
- Updated on Negotiations Timeline
- Updated on the CEDA legal matters and where they stand.
- Shared information about the April 3, 2025, Board Meeting, which will include Retire Rehires and Impact Group's Clark-Shawnee SWAT analysis
- Shared a message from Jeff Hughes
- Shared the date for the Shawnee High School Class of 2025 Commencement Ceremony, May 15, 2025, at 7 pm.
- Update on the Ohio Attorney General Safety Grants - Clark-Shawnee received one and has a second one pending.

### **ACCEPTANCE OF CONSENT CALENDAR – FINANCIAL (2025–1484)**

Mrs. Pierce moved to approve the following:

- A. Signing of the Minutes of the Previous Meeting**
- B. Treasurer's Report and Condition of the Funds**
- C. Monthly Bills and Allowance of those that are in Order**
- D. Appropriations Modification**
- E. Approval to Participate in Grant-Funded Program**

To approve Mr. Tom Faulkner, Treasurer, request for permission to participate in the Ohio MHAS Youth to Youth program and accept a grant in the amount of \$10,000.00 for the STARS Program at Shawnee Middle School

**Resolution Accepting Amounts and Rates**

WHEREAS, the Clark-Shawnee Board of Education ["Board"] in accordance with the provisions of the law has previously adopted a Tax Budget for the next succeeding fiscal year commencing July 1, 2025; and

WHEREAS, The Budget Commission of Clark 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 Clark-Shawnee Local School District, Clark 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:

<b>SCHEDULE A</b>					
<b>SUMMARY OF AMOUNTS REQUIRED FROM GENERAL PROPERTY TAX APPROVED BY BUDGET COMMISSION, AND COUNTY AUDITOR'S ESTIMATED TAX RATES</b>					
<b>FUND</b>		<b>Amount to Be Derived from Levies Inside</b>	<b>Amount to Be Derived from Levies Outside</b>	<b>County Auditor's Estimate of Tax Rate to Be Levied</b>	
		<b>the 10 Mill Limitation</b>	<b>the 10 Mill Limitation</b>	<b>Inside 10 Mill Limit</b>	<b>Outside 10 Mill Limit</b>
		<b>Column II</b>	<b>Column IV</b>	<b>V</b>	<b>VI</b>
<b>General Fund</b>		<b>\$3,005,653</b>	<b>\$7,083,853</b>	<b>6.600</b>	<b>25.300</b>
<b>Substitute Levy Fund</b>			<b>\$4,754,396</b>		<b>10.440</b>
<b>Bond Retirement Fund</b>			<b>\$1,926,350</b>		<b>4.230</b>
<b>Totals</b>		<b>\$3,005,653</b>	<b>\$13,764,599</b>	<b>6.600</b>	<b>39.970</b>

<b>SCHEDULE B</b>			
<b>LEVIES OUTSIDE 10 MILL LIMITATION, EXCLUSIVE OF DEBT LEVIES</b>			
<b>FUND</b>		<b>Maximum Rate Authorized to be Levied</b>	<b>County Auditor's Estimate of Yield of Levy</b>
<b>Current Expense Levy authorized by voters on November, 1976</b>			
<b>for not to exceed Continuing years.</b>		<b>25.30</b>	<b>\$7,083,853</b>
<b>Substitute Levy authorized by voters on August 3, 2022</b>			
<b>for not to exceed Continuing years.</b>		<b>5.44 *</b>	<b>\$2,477,386</b>
<b>Substitute Levy authorized by voters on August 3, 2022</b>			
<b>for not to exceed Continuing years.</b>		<b>5.00 *</b>	<b>\$2,277,010</b>
<b>* = Millage needed based upon current values for tax year 2024.</b>			
<b>Totals</b>		<b>35.740</b>	<b>\$11,838,249</b>

AND BE IT FURTHER RESOLVED, that the Treasurer of this Board be and is hereby directed to certify a copy of this resolution to the Clark County Auditor.

Mr. DeHart Seconded the motion.

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

## **ACCEPTANCE OF CONSENT CALENDAR – PERSONNEL (2025-1485)**

Dr. Page moved to approve the following:

### **Resignations**

To approve Mrs. Brenda Emmons, Cook, letter of resignation for the purpose of retirement effective June 1, 2025.

To approve Mrs. Tamala Irick, Secretary, letter of resignation for the purpose of retirement effective at the end of the current contract year.

To approve Mrs. Terry Janssen, Long-Term Substitute Teacher, letter of resignation effective June 30, 2025.

To approve Mrs. Amanda Johnson, Teacher, letter of resignation effective at the end of the current contract year.

To approve Ms Kristin Kudel, Technology Assistant, letter of resignation effective January 29, 2025.

To approve Mrs. Kimberly Milliron, Secretary, letter of resignation for the purpose of retirement effective at the end of the current contract year.

To approve Mr. David Steen, Teacher, letter of resignation for the purpose of retirement effective May 23, 2025.

To approve Mr. Bryan Szekacs, Teacher, modification to his letter of resignation for the purpose of retirement to be effective on May 31, 2025.

To approve Mrs. Jill Tincher, Teacher, letter of resignation for the purpose of retirement effective May 30, 2025.

### **Employment**

#### **Administration**

To employ Ms. Teresa Clark as School Psychologist for the 2025-2026 school year.

#### **Additional Duty (Certified)**

To employ Mr. Jeff Bumgardner as Track, High School Assistant Coach for the 2024-2025 school year.

To employ Mr. Ryan Cleland as Baseball, Varsity Assistant Coach for the 2024-2025 school year.

To employ Mr. Jeff Collins as Tennis, Boys Coach for the 2024-2025 school year.

To employ Mr. Robert Delong as Football, Varsity Head Coach for the 2025-2026 contract year.

To employ Mr. Logan Griffith as Track, Middle School Head Coach for the 2024-2025 school year.

To employ Mrs. Sara Lee as Track, Varsity Head Coach for the 2024-2025 school year.

To employ Mr. Jason Mattern as Track, High School Assistant Coach for the 2024-2025 school year.

To employ Mr. Adam McCardle as Track, High School Assistant Coach for the 2024-2025 school year.

#### Additional Duty (Support Staff)

The following supplemental positions for the pupil activity programs in the Clark-Shawnee Local School District were first offered to those employees of the District who are licensed individuals and no such employee applied and was qualified to fill the position such that the position was accepted by any such employee. The Board then advertised the position as available to any licensed individual who is qualified to fill it and who is not employed by the Board, and no such person has applied for and accepted the position. Thus, the Board resolved to employ the following non-licensed individuals to fill the following supplemental position.

To employ Mr. Shane Hannan as Softball, Varsity Assistant Coach for the 2024-2025 school year. Mr. Hannan is a lay coach.

To employ Miss Heather Hare as Choreographer for the 2024-2025 school year.

To employ Mr. Nathan Krouse as Track, Middle School Assistant Coach for the 2024-2025 school year. Mr. Krouse is a lay coach.

To employ Mr. Ryan Lee as Basketball, Middle School Coach for the 2024-2025 school year. Mr. Lee is a lay coach.

To employ Mr. Mark Patterson as Softball, High School Assistant Coach for the 2024-2025 school year. Mr. Patterson is a lay coach.

To employ Mrs. Kelly Rodriguez as Track, High School Assistant Coach for the 2024-2025 school year. Mrs. Rodriguez is a lay coach.

To employ Mr. Justin Williams as Baseball, Assistant Coach for the 2024-2025 school year. Mr Williams is a lay coach.

Certified Substitute

To employ Ms. Angel Edwards as substitute teacher as needed for the 2024-2025 school year.

Volunteers

To approve Mr. Robert Delong as Volunteer Baseball, Varsity Assistant Coach for the 2024-2025 school year.

To approve Ms Hanna Haddix as Volunteer Softball, Varsity Assistant Coach for the 2024-2025 school year.

To approve Mr. Holden Laney as Volunteer Baseball, Varsity Assistant Coach for the 2024-2025 school year. Mr. Laney is a lay coach.

To approve Mr. Quienten Sparks as Volunteer Softball, High School Assistant Coach for the 2024-2025 school year.

Volunteer Consultant

To approve Mrs. Sue Calland as a volunteer consultant for LPDC through July 31, 2025.

**Non-Paid Leave**

To approve Mrs. Katelyn Andres, Teacher at Shawnee ES, request for non-paid leave of absence pursuant to Article 8 of the CSLEA Negotiated Agreement for the 2025-2026 contract year.

To approve Mrs. Mary Bowshier, Bus Driver, request for non-paid medical leave from February 1, 2025, through February 28, 2025.

To approve Mrs. Terrena Carson, Teacher, request for non-paid leave from April 10, 2025, through April 11, 2025.

To approve Mrs. Natalie Koukis, Teacher, request for non-paid leave April 2-4, 2025.

To approve Mrs. Jodie Noffke, Bus Driver, request for non-paid medical leave from February 3, 2025, through April 2, 2025.

To approve Ms. Rachel Sheets, Hostess/Latchkey, request for non-paid leave April 8-11, 2025.

**Resolution--Support Staff Voluntary Transfer**

WHEREAS, the Clark-Shawnee Board of Education ("Board") recognizes the value and dedication of its classified employees, and

WHEREAS, the Board acknowledges the desire of classified employees to pursue growth opportunities within the District, and

WHEREAS, the Board aims to establish fair and equitable practices regarding employment transitions for classified employees;

NOW, THEREFORE, BE IT RESOLVED, that the Board approves the following policy regarding employment transitions for classified employees:

- A classified employee employed under a regular contract who desires to change job classifications may be placed up to step 5 of the salary scale of the new job classification if they have been employed by the District for at least five (5) continuous years based on their initial date of employment with the District.
- This policy shall apply to classified employees who have demonstrated a commitment to the District through their years of service and wish to pursue opportunities for career advancement.
- The determination of eligibility for placement up to step 5 of the salary scale of the new job classification shall be made by the Superintendent in accordance with this resolution.
- This policy shall take effect immediately upon approval by the Board.

BE IT FURTHER RESOLVED, that the Superintendent and Treasurer are hereby directed to ensure that this resolution is implemented effectively and communicated to all relevant personnel within the District.

BE IT FURTHER RESOLVED, that the Board authorizes any necessary revisions to District policies, procedures, and documents to align with this resolution.

Mrs. Pierce seconded the motion.

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

**ACCEPTANCE OF CONSENT CALENDAR – MISCELLANEOUS (2025-1486)**

Mrs. Garrett moved to approve the following:

**Trip Proposal–Cross-Curricular Trip to Peru & Amazon Rainforest**

To approve Mrs. Michelle Heims, Shawnee MS/HS Campus Principal, request for a cross-curricular trip to Peru and the Amazon Rainforest in June of 2026. [Reference Exhibit C]

**Resolution to Adopt Special Education Model Policies and Procedures**

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE CLARK-SHAWNEE LOCAL SCHOOL DISTRICT, as follows:

BE IT RESOLVED, the Board of Education hereby adopts the Special Education Model Policies and Procedures ("Model Policies") that were released by the Ohio Department of Education and Workforce ("DEW") in December 2024, and directs all staff in the District to use and comply with the Model Policies. The Board further authorizes the Superintendent to notify the DEW of the Board's adoption of the Model Policies through the DEW's Monitoring System by uploading a copy of this Board resolution on or before March 30, 2025, and by November 30 for each subsequent school year.

**Open Enrollment**

To approve Mr. Brian Kuhn, Superintendent, recommendation that the Clark-Shawnee Local Board of Education approve inter-district and intra-district open enrollment for the 2025-2026 school year.

**Approval of Memorandum of Understanding–Article 24**

To approve Mr. Brian Kuhn, Superintendent, recommendation for approval of a Memorandum of Understanding with the CSLEA regarding Article 24–Posting of Vacancies, Assignments, and Transfers. [Reference Exhibit D.]

**Approval of Memorandum of Understanding–Article 36**

To approve Mr. Brian Kuhn, Superintendent, recommendation for approval of a Memorandum of Understanding with the CSLEA regarding Article 36–Teacher Evaluation. [Reference Exhibit E.]

Mr. DeHart seconded the motion.

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

**ACCEPTANCE OF CONSENT CALENDAR –REAL PROPERTY VALUATION COMPLAINTS (2025-1487)**

Mr. DeHart moved to approve the following:

**Resolution to File Complaint Against the Valuation of Real Property for Tax Year: 2024**

WHEREAS, the Board of Education of the Clark-Shawnee Local Schools (hereinafter "Board of Education") has engaged the services of Rich & Gillis Law Group, LLC to monitor the valuation of real property located within the district's boundaries; and:

WHEREAS, R.C.5715.19 requires the Board of Education to adopt a resolution for each complaint it files with the county board of revision seeking a change in the value of real property and to notify the property owner of the intention to adopt the resolution;

BE IT RESOLVED,

SECTION 1. That the Board of Education authorizes filing of a complaint(s) against the valuation of real property pursuant to R.C. 5715.19(A)(1)(d) challenging the determination of the total value or assessment of the parcels listed and described below based upon a recent arm's-length sale/transfer of the property or other evidence that indicates that the total valuation or assessment is incorrect.

**Owner**

AARR, LLC  
7100 E. Prentice Ave.  
Greenwood Village, CO 80111

**Parcel No. && Street**

- 1 300-06-00012-000-114: 2118 W. First St., Springfield OH 45504
- 2 300-06-00012-000-211: 2140 W. First St., Springfield OH 45504

SECTION 2. That it is found and determined that all formal actions of this Board of Education concerning and relating to the adoption of this resolution were adopted in an open meeting of this Board of Education, and that all deliberations of this Board of Education and of any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

**Resolution to File Complaint Against the Valuation of Real Property for Tax Year:  
2024**

WHEREAS, the Board of Education of the Clark-Shawnee Local Schools (hereinafter "Board of Education") has engaged the services of Rich & Gillis Law Group, LLC to monitor the valuation of real property located within the district's boundaries; and:

WHEREAS, R.C.5715.19 requires the Board of Education to adopt a resolution for each complaint it files with the county board of revision seeking a change in the value of real property and to notify the property owner of the intention to adopt the resolution;

BE IT RESOLVED,

SECTION 1. That the Board of Education authorizes filing of a complaint(s) against the valuation of real property pursuant to R.C. 5715.19(A)(1)(d) challenging the determination of the total value or assessment of the parcels listed and described below based upon a recent arm's-length sale/transfer of the property or other evidence that indicates that the total valuation or assessment is incorrect.

**Owner**

Heather SMY Properties, LLC  
5669 Barronsmore Way S.  
Hilliard, OH 43026

**Parcel No. && Street**

1 300-06-00007-000-076: 3822 Springfield Xenia Rd., Springfield OH 45506

SECTION 2. That it is found and determined that all formal actions of this Board of Education concerning and relating to the adoption of this resolution were adopted in an open meeting of this Board of Education, and that all deliberations of this Board of Education and of any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

**Resolution to File Complaint Against the Valuation of Real Property for Tax Year:  
2024**

WHEREAS, the Board of Education of the Clark-Shawnee Local Schools (hereinafter "Board of Education") has engaged the services of Rich & Gillis Law Group, LLC to monitor the valuation of real property located within the district's boundaries; and:

WHEREAS, R.C.5715.19 requires the Board of Education to adopt a resolution for each complaint it files with the county

board of revision seeking a change in the value of real property and to notify the property owner of the intention to adopt the resolution;

BE IT RESOLVED,

SECTION 1. That the Board of Education authorizes filing of a complaint(s) against the valuation of real property pursuant to R.C. 5715.19(A)(1)(d) challenging the determination of the total value or assessment of the parcels listed and described below based upon a recent arm's-length sale/transfer of the property or other evidence that indicates that the total valuation or assessment is incorrect.

**Owner**

1378 West First, LLC  
7953 Washington Woods Drive  
Dayton, OH 45459

**Parcel No. && Street**

1 330-06-00006-300-029: 1370 W. First Street, Springfield OH 45504

SECTION 2. That it is found and determined that all formal actions of this Board of Education concerning and relating to the adoption of this resolution were adopted in an open meeting of this Board of Education, and that all deliberations of this Board of Education and of any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

Recommendation: To approve the above resolution.

**Resolution to File Complaint Against the Valuation of Real Property for Tax Year: 2024**

WHEREAS, the Board of Education of the Clark-Shawnee Local Schools (hereinafter "Board of Education") has engaged the services of Rich & Gillis Law Group, LLC to monitor the valuation of real property located within the district's boundaries; and:

WHEREAS, R.C.5715.19 requires the Board of Education to adopt a resolution for each complaint it files with the county board of revision seeking a change in the value of real property and to notify the property owner of the intention to adopt the resolution;

BE IT RESOLVED,

SECTION 1. That the Board of Education authorizes filing of a complaint(s) against the valuation of real property pursuant to R.C. 5715.19(A)(1)(d) challenging the determination of the total value or assessment of the parcels listed and described below

based upon a recent arm's-length sale/transfer of the property or other evidence that indicates that the total valuation or assessment is incorrect.

**Owner**

Sheetz, Inc.  
5700 Sixth Ave.  
Altoona, PA 16602

**Parcel No. & Street**

1 330-07-00003-000-135: 1751 Titus Rd., Springfield OH 45502

SECTION 2. That it is found and determined that all formal actions of this Board of Education concerning and relating to the adoption of this resolution were adopted in an open meeting of this Board of Education, and that all deliberations of this Board of Education and of any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

Dr. Page seconded the motion.  
Ayes: DeHart, Galbreath, Garrett, Page, Pierce.

**ADDITIONAL ITEMS FOR BOARD DISCUSSIONS AND/OR ACTION**

**EXECUTIVE SESSION - (2025-1488)**

Mrs. Pierce moved to go into Executive Session to consider the employment of (a) public employee(s) pursuant to ORC 121.22(G)(1) at 7:49 pm.

Mr. DeHart Seconded the motion.  
Ayes: Galbreath, Garrett, Page, Pierce, DeHart..  
Mr. Galbreath declared the board out of Executive Session at 8:18 pm.

**APPROVAL OF REDUCTION PLAN - 2025-1489**

Mr. DeHart moved to approve the following:  
  
Mr. Brian Kuhn, Superintendent, is recommending approval of the reduction planned as presented. [Reference Exhibit F]  
  
Mrs. Garrett Seconded the motion.  
Ayes: Garrett, Page, Pierce, DeHart, Galbreath.

The Board of Education took a break at 8:39 pm and returned at 8:45 pm.

**EXECUTIVE SESSION - (2025-1490)**

Dr. Page moved to go into Executive Session to discuss matters required to be kept confidential by state or federal law pursuant to ORC 121.22(G)(5). at 8:46 pm.

Mr. DeHart Seconded the motion.

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

Mr. Galbreath declared the board out of Executive Session at 8:52 pm.

**BOARD DISCUSSION—LEGISLATIVE ADVOCACY**

The Board Discussed attending the 2025 OSBA State Legislative Conference and conversations with local representatives.

**WEIGHT ROOM OPEN HOUSE**

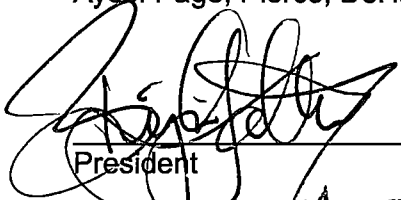
Mr. Kuhn invited the Board to the Weight Room Open House and Ribbon Cutting on March 10, 2025. [Reference Exhibit G].

**ADJOURNMENT**

Mr. DeHart moved to adjourn the meeting at 9:03 pm.

Garrett Seconded the motion.

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



\_\_\_\_\_  
President



\_\_\_\_\_  
Treasurer

# TALK TO YOUR TEEN ABOUT



"I'd like to talk to you about THC."

**THC (tetrahydrocannabinol) is the chemical in marijuana products (natural or synthetic) that makes users high (weed, vapes, dabs, edibles). THC is particularly harmful for teens, so talk to them early and often about abstinence. Here are some talking points:**

- THC is legal for adults in some states but that doesn't make it legal or safe for teens.
- THC is particularly harmful for the adolescent brain and can lead to faulty development through the mid-20s.
- THC can keep you from reaching your full potential. Studies show teen users will earn less money later in life.
- THC potency is much higher today than when I was a teen. Hitting a dab pen today is the same as smoking 50 joints in the 1980s.
- THC impairs learning, IQ, memory, motivation, graduation rates, concentration, and math and reading achievement.
- THC is the #1 predictor that a teen will go on to use harder substances (over alcohol).
- THC damages your lungs and heart in addition to your brain and causes health problems.
- THC stays in your brain for four weeks and is very hard to stop once addicted.
- THC results in higher levels of truancy, aggression, fighting, and psychotic disorders.
- THC affects coordination, depth perception, and reaction time, so you should never get in a car with someone who has used THC.
- THC use as a teen makes it more likely you'll have depression or suicidal thoughts. It doesn't help with anxiety or stress long term.
- THC products should be declined if offered at a party. It's hard to say no when others around you are using it, but you can always blame it on me.

This (xxx) will be our code word if you need me to pick you up,  
anywhere, anytime, no questions asked.



[www.drugabuse.gov/publications/drugfacts/marijuana](http://www.drugabuse.gov/publications/drugfacts/marijuana) & [www.samhsa.gov/substance-use/learn/marijuana/risks](http://www.samhsa.gov/substance-use/learn/marijuana/risks)



[johnnysambassadors.org](http://johnnysambassadors.org)



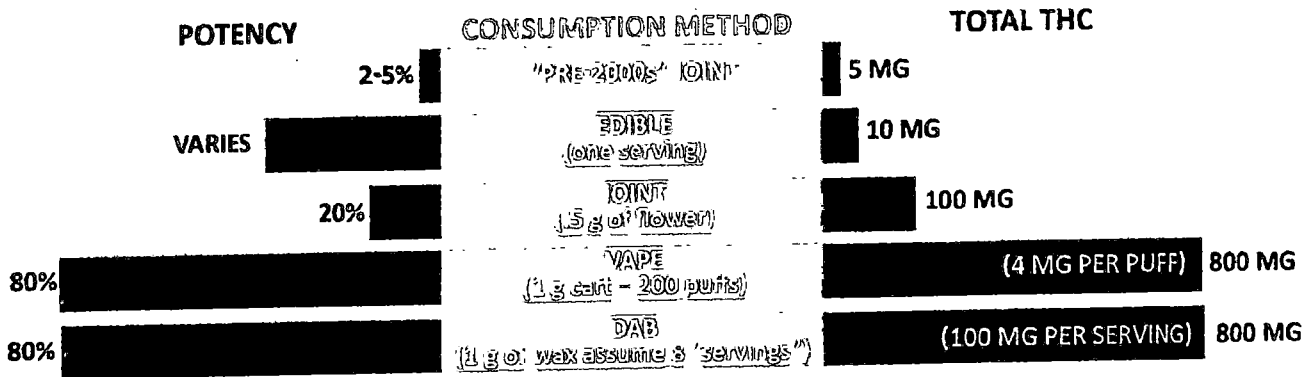
[johnnysambassadors](https://www.instagram.com/johnnysambassadors)

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# How STRONG Are Today's High Potency Products

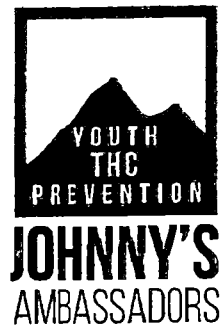
The marijuana plant in the 1960s averaged 1% THC (delta-9-tetrahydrocannabinol, the psychoactive ingredient in marijuana). In 2025, the average THC content in dispensary marijuana is 20%, and some strains hit 40%. THC concentrates and extracts, such as wax, oil, and shatter, average 60% in a dispensary, and some distillates and crystals can reach nearly 100% pure THC.

Today's high potency THC products resemble nothing like the plants of yesteryear everyone touts as "medical." Marijuana might start as a plant, but today's concentrated products are created in a lab, and there's nothing natural about them! If you smoked an entire joint by yourself in the 1980s, you might get 5mg of THC total. If you take a dab today, it can be 250mg, or the equivalent of 50 joints!



Johnny's Ambassadors Scientific Advisory Board defines any marijuana flower or THC product over 10% as high potency. ALL marijuana products today, whether flower, dabs, vapes, or edibles are HIGH POTENCY and UNSAFE for youth. There are NO studies that indicate any of today's high potency THC products sold in a dispensary are healthy for the developing teen brain. Cannabis Use Disorder (CUD) is dose dependent, meaning the more you use, the easier it is to get addicted. Nearly 45% of all youth who use THC products will develop problematic use.\*

**EDUCATE YOUR TEENS ABOUT THE HARMS OF TODAY'S POTENT MARIJUANA AND HIGH POTENCY THC PRODUCTS.**



\* SAMHSA.org



# HOW DO YOU KNOW YOUR TEEN IS USING THC?

Possible signs of THC use (cannabis, marijuana, vapes, dabs, edibles):

- Increased social isolation
- Doing poorly in school
- Changes in friend group
- Bloodshot or squinty eyes
- Depressed or anxious
- Paranoid, suspicious, or delusional
- Sleeping all the time
- Not eating right
- Binging on junk food
- Angry and defensive
- Not participating in family activities
- Apathetic or unmotivated
- Missing kitchen lighters
- Fruity smell of vapes
- Musky smell of marijuana
- Being sneaky and secretive
- Hanging out with sketchy people

Talk to your teen about the harms of THC. Seek help if your teen is using—don't try to fix it yourself. Go to [JohnnysAmbassadors.org/parents-for-help](http://JohnnysAmbassadors.org/parents-for-help) and [JohnnysAmbassadors.org/treatment-for-centers](http://JohnnysAmbassadors.org/treatment-for-centers).

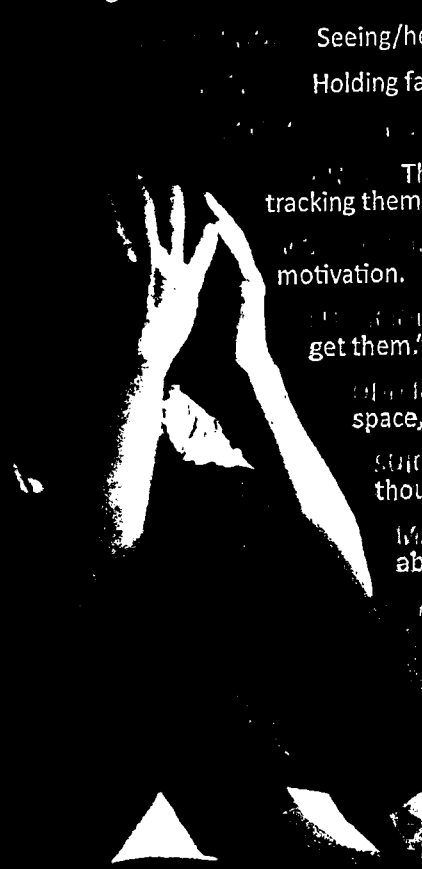


# CANNABIS INDUCED PSYCHOSIS?

**What is psychosis? Psychosis is the term for a collection of symptoms that happen when a person has trouble telling the difference between what's real and what's not.**

According to the Diagnostic and Statistical Manual of Mental Disorders, Fifth Edition, "A diagnosis of Cannabis-Induced Psychotic Disorder is given when one or both of hallucinations and delusions are present, the hallucinations and/or delusions developed during or soon after cannabis intoxication, the disturbance does not occur exclusively during the course of a delirium, and the disturbance causes clinically significant distress or impairment in social, occupational, or other important areas of functioning."

These symptoms may be caused by use of tetrahydrocannabinol (THC), the active ingredient in marijuana that makes users high.



**HALUCINATIONS:** Seeing/hearing things that aren't there or smelling/tasting things others don't.

**DELUSIONS:** Holding false beliefs, even when there is evidence that belief isn't true.

**PREVALENCE:** Having this long-term mental disorder is 5x more likely in cannabis users.

**PARANOID DELUSIONS:** Thinking computers are bugged, cameras are in the walls, or the FBI is tracking them.

**ANXIETY:** Becoming more anxious, having a depressed mood, or lacking motivation.

**PERSECUTIONAL DELUSIONS:** Being distrustful of other people who are spying on them or "out to get them."

**OBSCURE DELUSIONS:** Moving your hands in an odd way, staring blankly into space, or making a repetitive motion.

**SUICIDAL THOUGHTS:** Hearing command voices to kill themselves or having dark thoughts about ending one's life.

**MANIC BEHAVIOR:** Acting with extreme excitement and hyperactivity, with abnormal energy and racing thoughts.

**AGGRESSION:** Becoming angry, irritable, or violent toward others.

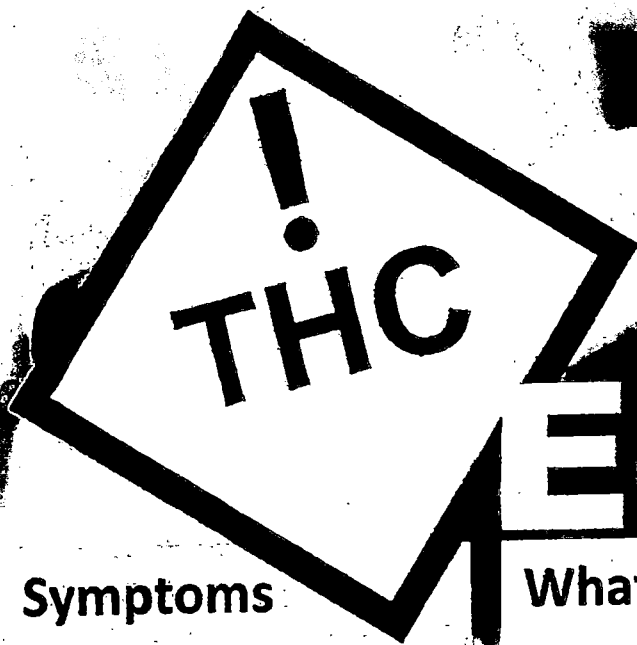
**DECLINING BEHAVIOR:** Decreasing hygiene, sleep, social activities, athletics, and academics.

**OVER-PERSONALIZING:** Believing they have special powers, a social media post is about them, or they are famous.

If you have a loved one using cannabis, vapes, dabs, edibles, or any synthetic THC products such as Delta-8 vapes, who demonstrates these symptoms, **TALK TO YOUR DOCTOR TODAY!**

<https://pmc.ncbi.nlm.nih.gov/articles/PMC6861931/>





# Edibles

## Symptoms

- ★ Sleepiness
- ★ Agitation
- ★ Paranoia, anxiety, or panic
- ★ Nausea or vomiting
- ★ Confusion
- ★ Slurred speech
- ★ Elevated heart rate
- ★ Difficulty breathing
- ★ Dizziness
- ★ Seizures
- ★ Red eyes

If you think your child may have eaten anything containing THC, call the poison control center hotline at **800-222-1222** immediately, even if they're not showing any symptoms.

## What are Marijuana Edibles?

Marijuana is dangerous in all forms for children and adolescents, both in the short and the long term. Marijuana edibles, infused with THC, often look just like regular candies and snacks.

THC edibles typically take 30 to 60 minutes after being eaten and digested to take effect, and it can take 3-4 hours to reach the full effects.

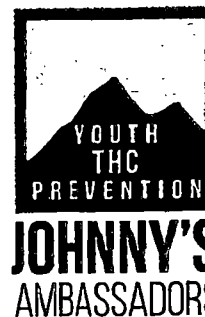
Many THC edibles are made to closely resemble brand name candy and snacks. Some popular THC-infused products include:

- ★ Gummy candies, chocolate bars, and suckers
- ★ Cookies, brownies, cupcakes, popcorn, and even ice cream

There are a few states, including Colorado, Washington, Oregon, and Alaska, that have laws requiring clear labeling indicating serving sizes and THC content. Some even require child-proof packaging, but this is not enough to keep our kids safe. Edible THC products still result in increasing numbers of accidental THC poisoning in children under the age of nine. Calls to the poison control center due to youth edible consumption have gone up dramatically since marijuana legalization.

## Keep Your Kids Safe

- ★ The best way to keep your kids safe from THC edibles is not to have them in your home.
- ★ Store them the same way you store medications and other toxic products in out-of-reach or locked locations using child-resistant packaging or containers.
- ★ Do not use marijuana edibles in front of children.
- ★ Avoid buying THC edibles that come in packages that look just like real candies.
- ★ Talk to family members, friends, and caregivers about these safety measures.



johnnysambassadors.org



johnnysambassadors

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# Cannabinoid Hyperemesis Syndrome

## CHS or "Scromiting"

The term combines "vomiting" and "screaming." You may have intense pain, which causes you to scream while you vomit.

Cannabis hyperemesis syndrome (CHS) is a condition that leads to frequent and severe nausea and vomiting, or scromiting. It can occur with any THC use, and most frequently in daily, long-term users of high potency THC products.

### CHS Symptoms:

- Abdominal pain
- Persistent nausea
- Severe vomiting or scromiting
- Loss of appetite
- Weight loss
- Dehydration

“After heavy THC use for two years, my son started with extreme stomach pain. Then, vomiting, mostly in the morning. When he stopped using THC, it went away within a few days. The next time he started using, it came on much faster and was more intense.”

**CHS Causes:** Using high potency THC products at least once a day can result in CHS. Although the exact cause of CHS is unknown, scientists believe long-term overstimulation of endocannabinoid system receptors may undermine the body's natural control of nausea and vomiting.

**CHS Outcomes:** Complications from CHS can include dehydration, electrolyte imbalance, malnutrition, weight loss, tooth decay, seizures, abnormal heart rhythm, kidney failure, and even swelling of the brain.

**CHS Diagnosis:** There is no test to confirm a diagnosis of CHS. Symptoms used to diagnose it include chronic high-potency THC use, abdominal pain, and scromiting. Taking long, hot showers or baths in order to get relief from the vomiting and abdominal pain is a strong indicator of CHS.

**CHS Treatment:** Treatment for CHS involves stopping THC use completely. Although symptoms may persist for a few weeks, they will eventually disappear, with most people feeling relief within 10 days.

**CHS Prevention:** The only proven way to prevent CHS is to stop using all THC products.

“Although the exact number of people with CHS is unknown, based on emergency department surveys, CHS is estimated to affect about 2.75 million people in the US yearly. From 2017 to 2021, emergency department visits for CHS doubled in the US and Canada and were most common among males aged 16 to 34 years.”\*

If you use any kind of product containing THC and have persistent vomiting, TALK TO YOUR DOCTOR.

[nida.nih.gov/research-topics/cannabis-marijuana](https://nida.nih.gov/research-topics/cannabis-marijuana)  
[pubmed.ncbi.nlm.nih.gov/39115834/](https://pubmed.ncbi.nlm.nih.gov/39115834/)  
[jamanetwork.com/journals/jama/fullarticle/2824833](https://jamanetwork.com/journals/jama/fullarticle/2824833) \*



# **Graduation Seals**

## **Fine Arts Seal:**

- **Completion of 2 credits in Fine Arts with a C or better**
- **Completion of 2 approved extra curricular activities**

## **Student Engagement Seal**

- **Students must first complete their 45 hours of student engagement/community service that is tied to Shawnee's graduation requirement**
- **Then can complete an additional 15 hours of student engagement through school approved activities for the seal (athletics, clubs, school organizations)**

## **Community Service Seal**

- **Students must first complete their 45 hours of student engagement/community service that is tied to Shawnee's graduation requirement**
- **Then can complete an additional 15 hours of community service through approved activities**

**All seals can be completed at any point from 9th grade through the end of the 1st semester of senior year.**

**Graduation seals will be tied to the new State Honors Diploma and provide more opportunities for our students to demonstrate their strengths.**

# Shawnee High School Fine Arts Seal

*This seal begins with the Class of 2025. This form and both verification forms are due by the end of the first semester of the student's senior year. There will be no exceptions.*

In order to earn a Fine Arts Seal at Shawnee High School, the student must complete both requirements below, acquire the appropriate signatures, and turn in this form with the verification forms to your counselor.

## Requirements:

1. You must have **2.0 credits in fine arts courses** and have a final grade of C or better for both credits:

Symphonic Band 1.0	Jazz Ensemble 1.0	
Symphonic Choir 1.0	Acapella Choir 1.0	
Basic Art 0.5	Drawing and Painting 0.5	Ceramics 0.5
Digital Photography 0.5	Crafts and Craft Making 0.5	
Computer Design 0.5		
  
2. You must **participate in 2 approved fine arts-related extracurricular activities** during your high school career. **The teacher/advisor's signature is required to document your participation.** You must complete/perform/be in good standing to verify participation.
  - a. Examples of approved fine arts activities include but are not limited to: *fall play, spring musical, Pep Band, Honor Band, OMEA solo and ensemble, OMEA Large Group, Pit Orchestra, Tri M National Music Honor Society Community Service, OMEA District Solo & Ensemble Adjudicated Event (Choir), OMEA State Large Group Adjudicated Event (Choir), OMEA State Honor Chord (Choir), Other honor choir, Springfield Youth Symphony, **\*\*This list is not exhaustive. Any activity not listed must be pre-approved by your counselor.***

Student Name: \_\_\_\_\_ Date: \_\_\_\_\_

● 2.0 credits in Fine Arts courses:

- \_\_\_\_\_ Credit: \_\_\_\_\_
- \_\_\_\_\_ Credit: \_\_\_\_\_
- \_\_\_\_\_ Credit: \_\_\_\_\_
- \_\_\_\_\_ Credit: \_\_\_\_\_

● Participated in 2 Fine Arts related extracurricular activities from the approved list:

- \_\_\_\_\_
- \_\_\_\_\_

Student's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Parent/Guardian's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Counselor's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## Fine Arts Extracurricular Activity Verification Form

Student Name: \_\_\_\_\_ Date: \_\_\_\_\_

Fine Arts Activity in which the student was an active participant\*: \_\_\_\_\_

\*This activity must come from the approved list or pre approved by your counselor. The student must complete all requirements expected for this activity and be in good standing.

Date student participated: \_\_\_\_\_

Student Signature: \_\_\_\_\_

Parent/Guardian's Signature: \_\_\_\_\_

Activity Director's Signature: \_\_\_\_\_

---

## Fine Arts Extracurricular Activity Verification Form

Student Name: \_\_\_\_\_ Date: \_\_\_\_\_

Fine Arts Activity in which the student was an active participant\*: \_\_\_\_\_

\*This activity must come from the approved list or pre approved by your counselor. The student must complete all requirements expected for this activity and be in good standing.

Date student participated: \_\_\_\_\_

Student Signature: \_\_\_\_\_

Parent/Guardian's Signature: \_\_\_\_\_

Activity Director's Signature: \_\_\_\_\_

# Shawnee High School Student Engagement Seal

*This seal begins with the Class of 2026. This form is due by the end of the seventh semester of the student's senior year. There will be no exceptions.*

In order to obtain the Shawnee High School Student Engagement Seal, students must first complete 45 hours through student engagement (participation in sports, extracurriculars, etc.) and/or community service as this is a Shawnee HS graduation requirement. These 45 hours must be logged through the Shawnee HS Community Service/Student Engagement online form that can be found on the Guidance webpage.

Upon completion of the 45 hour graduation requirement, students have the option to obtain the student engagement seal by earning 15 additional student engagement hours through approved school activities. This form is due by the end of the seven semesters of the student's senior year. There will be no exceptions. *NOTE: It is strongly recommended that students do not wait until senior year to complete this form.*

Most sports seasons, extra-curriculars, and opportunities (i.e. teacher aide) are worth 15 hours, as long as the student has attended and participated in meetings, practices, performances, and has met daily expectations. If a student does not participate at least 90% of the time, the advisor has the right to deny the student the approved hours. Once this form is completed, the student will turn it in to their counselor who will enter the Student Engagement Seal on the transcript. This form will be placed in the student's cumulative file for verification purposes.

Student Engagement Activity: \_\_\_\_\_ School year completed: \_\_\_\_\_

Activity Advisor: \_\_\_\_\_

Activity Advisor Signature: \_\_\_\_\_

Advisor phone #: \_\_\_\_\_ Advisor email: \_\_\_\_\_

Student Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Parent Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Counselor Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## **Shawnee High School Community Service Seal**

*This seal begins with the Class of 2026. This approval form, reflection questions and log are due by the end of the first semester of the student's senior year. There will be no exceptions.*

In order to obtain the Shawnee High School Community Service Seal, students must first complete 45 hours through student engagement (participation in sports, extracurriculars, etc.) and/or community service as this is a Shawnee HS graduation requirement. These 45 hours must be logged through the Shawnee HS Community Service/Student Engagement online form that can be found on the Guidance webpage.

Upon completion of the 45 hour graduation requirement, students have the option to obtain the community service seal by earning 15 additional community service hours at an approved location. Before students can begin to earn their community service hours toward the seal, they must complete the approval portion of this form. The proposal page of this form must be completed by the end of the junior year in order to earn the seal. *NOTE: It is strongly recommended that students do not wait until their junior year to propose how they will earn their 15 additional hours.* The deadline to earn their 15 additional community service hours is at the end of the first semester of their senior year. There will not be any exceptions.

Upon approval of the student's community service proposal, the student will need to keep track of their hours through the log that is provided with this form.

- The student is expected to log the dates, number of hours, and daily responsibilities.
- The student must also make sure that the supervisor verifies that information listed each day on the log is accurate.
- This log is the student's attendance record which needs to be submitted to their advisory teacher at the completion of the community service hours.
- In addition to the log, the student is required to answer the reflection questions that are listed with this form.
- If either the log or reflection questions are missing, the student will not earn the seal.
- Both items are due by the end of the first semester of the student's senior year. As stated before, there will be no exceptions.

Once the advisory teacher has reviewed and approved the community service log and reflection questions, the school counselor will review the documents and add the Shawnee Community Service Seal to the student's transcript. The paperwork will be placed in the student's cumulative file.









January 10, 2025

Dear Members of the CSL Board of Education and Superintendent, Brian Kuhn:

After having a very successful travel experience with EF Tours in the summer of 2024, my students are asking for the next opportunity! They are hopeful to be given the chance to travel in the summer of 2026 with EF Tours again. I have spoken with Mr. Kuhn and shared with him the enthusiasm and intrigue my students are showing. After learning so much about South America in my upper-level Spanish class, they have decided to ask to go to Peru and the Amazon Rainforest. As a result, I have been in contact with the same EF Tours representative from our 2024 trip. She has put together a tentative package for us and has communicated that, while expensive, this trip to experience Peru and the Amazon is one of the most widely taken trips through EF Tours. It truly is a "once in a lifetime" idea!

I have been in contact with both the history and the science departments to garner interest in connecting this experience to their upper-level content areas as well. As you may remember, on the last trip, I combined with Mrs. Meeks and biology as we explored the very bio-diverse country of Costa Rica.

I am sending this letter to you today to request approval for another travel opportunity for our students. I am happy to provide statements from students who went last year as to why this opportunity is life-changing and/or also happy to ask my current students why they're hoping for this to come to fruition. I know Mr. Kuhn also has seen the amazing fruits of our past trip firsthand with his son's experience. I appreciate his excitement for this opportunity as well. I am attaching a copy of the exciting itinerary so that you can see all that this trip would provide!

Thank you in advance for taking the time to read this and consider this chance! I've always appreciated the way we've tried to open doors for our students in the past twenty years of my career here. This future opportunity would be no exception! Go, Braves!

Sincerely,

A handwritten signature in black ink, reading "Stephanie Caraway". The signature is written in a cursive style with a large, decorative flourish at the end of the name.

Stephanie Caraway

## *What you'll experience on your tour*

### **Day 1: Fly to Peru**

- Meet your Tour Director at the airport in Lima.

### **Day 2: Lima**

- See vestiges of the city's rich colonial heritage, including the Government Palace, Archbishop's Palace, City Hall, and the Lima Cathedral as you take an expertly guided tour of Lima. Built on a coastal oasis at the foot of the Andes, Lima has served as Peru's capital since 1535.
- Visit the 17th-century San Francisco monastery.
- Visit the Larco Museum. Located in an 18th century mansion built over a 7th century pre-Columbian pyramid, you'll find the finest gold and silver collection from Ancient Peru, along with other outstanding examples of art and archaeological artifacts.
- Get a taste of contemporary Lima during a walking tour of Miraflores.

### **Day 3: Lima | Sacred Valley**

- Fly to Cuzco, the "navel of the Earth" and the former epicenter of a vast empire stretching from Colombia to Chile.
- Adjust to the high altitude and on your expertly guided tour of the Korikancha Temple, scene of Incan religious rites in bygone times.
- On your expertly guided tour of the Sacsayhuaman fortress, witness a feat of masonry that confounds modern scientists; its irregularly shaped stones are pieced together so precisely that even a piece of paper cannot be wedged between them.
- Journey to the Sacred Valley.

### **Day 4: Sacred Valley**

- See a weaving demonstration.
- Glimpse Ollantaytambo's exquisitely preserved canals and narrow streets on an expert-led tour.
- Visit the Maras salt ponds.

### **Day 5: Sacred Valley | Machu Picchu**

- Travel by train to Machu Picchu.
- Visit Machu Picchu, the fabled "Lost City of the Inca" and one of the New Seven Wonders of the World. A 35-mile-long trail winds through desert, cloud forest, and an orchid-filled jungle before reaching this UNESCO World Heritage Site. Archaeologists have yet to determine why the site, perched atop a mist-shrouded peak, was abandoned. See remnants of temples and terraces that have yet to reveal the true purpose of Machu Picchu—some believe only an elite Incan priesthood knew of its former existence. Your visit will consist of both a guided tour and

### **Day 6: Machu Picchu | Sacred Valley | Pisac | Cuzco**

- Travel by train to Ollantaytambo in the Sacred Valley.
- Visit a ceramics studio.
- Visit an Indian market in Pisac.
- Travel to Cuzco.

### **Day 7: Cuzco**

- Visit Cuzco's local market.
- Visit with a local community

### **Day 8: Cuzco | Lima | Depart for home**

- Enjoy a free morning in Cuzco.
- Fly to Lima.
- Board overnight flight for home.

### **Day 9: Arrive home**

## **◆ 2-DAY TOUR EXTENSION**

### **Day 8: Cuzco | Iquitos**

- Fly to Iquitos.
- Travel to a jungle lodge, nestled on the banks of the Amazon River—the longest river in the world.
- Hike through the rainforest with an expert local guide, and experience local plants and wildlife.
- Enjoy a nighttime boat ride down the Amazon River in search of nocturnal animal species while admiring the starry sky above.

### **Day 9: Iquitos**

- Visit an indigenous village to learn about the customs and traditions of a local tribe.
- Go on a river excursion in search of the unique Amazon River Dolphin, known for its pink hue.

### **Day 10: Iquitos | Lima | Depart for home**

- Visit a local community, and learn about everyday life along the Amazon River.
- Travel by boat to Iquitos before heading back to Lima.
- Board overnight flight for home.

### **Day 11: Arrive home**

Memorandum of Understanding  
between the  
Clark-Shawnee Local Board of Education  
and the  
Clark-Shawnee Local Education Association

This Memorandum of Understanding is entered into on this 27th day of February, 2025 (“Effective Date”) by and between the Clark-Shawnee Local Board of Education (“Board”) and the Clark-Shawnee Local Education Association (“CSLEA”) (collectively, “Parties”) for the purpose of documenting mutual agreement to the process of handling the Voluntary Transfer provisions set forth in Article 24, Posting of Vacancies, Assignments, and Transfers, Section B., Voluntary Transfers, of the Contractual Agreements between the Parties, as the Voluntary Transfer provisions in Article 24, Section B., apply to a newly created position titled K-6 STEM Teacher, which was posted on February 18, 2025, for the 2025-2026 school year.

WHEREAS, the Board and CSLEA are Parties to Contractual Agreement(s) effective July 1, 2022 through June 30, 2025 (“Agreement”); and

WHEREAS, the provisions of Article 24, Posting of Vacancies, Assignments, and Transfers, Section A., Posting of Vacancies, subsection 1., School Year, of the Agreement address the subject of vacancies that occur during the school year, and requires that all vacancies, which include newly created positions, be posted internally for a period of five (5) calendar days; and

WHEREAS, the Superintendent determined the need to establish a new teaching position for the 2025-2026 school year, titled K-6 STEM Teacher; and

WHEREAS, on February 18, 2025, the Superintendent caused the vacancy for the newly created teaching position of K-6 STEM Teacher to be posted in accordance with Article 24, Section A., of the Agreement; and

WHEREAS, the provisions of Article 24, Posting of Vacancies, Assignments, and Transfers, ,Section B., Voluntary Transfers, provide that a voluntary transfer involves a staff member initiating a request to be moved to a different position within the district due to the occurrence of a vacancy, and that staff members who submit a request for voluntary transfer under such provisions will be given first consideration in their area of certification/licensure, based on seniority and other criteria as set forth in Article 24, Section B., of the Agreement; and

WHEREAS, during the five (5) calendar day posting period provided for in Article 24, Section A., of the Agreement, the Building Administration received multiple requests from staff members in the CSLEA bargaining unit for voluntary transfer to the vacancy posted on February 18, 2025; and

WHEREAS, one (1) of the requests for voluntary transfer for the vacancy was submitted by a staff member who had previously provided the Superintendent with written notice dated January 30, 2025 of intent to pursue reemployment with the District following retirement from the District, effective for the 2025-2026 school year; and

WHEREAS, there are no terms in Article 24, or any other Article, of the Agreement that address the process for considering requests from staff members for retire-rehire, including how such process should be handled in the context of a request for voluntary transfer submitted prior to the staff member's actual retirement from the District; and

WHEREAS, the Parties acknowledge that Article 28, Salary Schedules, Section XIII, Rehiring of Retired Teachers, addresses certain terms applicable to the rehiring of retired teachers, but does not address the process for considering requests for voluntary transfer,

submitted by staff members, after submitting notice of intent to retire-rehire, but prior to being rehired as a retiree; and

WHEREAS, in the interest of fairness to all staff members, including those who submit requests for voluntary transfer including staff members who have already submitted a notice of intent to retire-rehire for the contract year applicable to the vacancy, the Parties agree to the terms set forth in this MOU, for the remaining Term of the Agreement, at which time this MOU will expire and will have no further force or effect;

NOW THEREFORE BE IT RESOLVED that the Parties mutually agree to the following terms applicable to the vacancy posted on February 18, 2025, for the newly created teaching position of K-6 STEM Teacher for the 2025-2026 contract year:

- 1) The one (1) staff member who submitted a request for voluntary transfer for the vacancy, who had previously provided the Superintendent with written notice dated January 30, 2025 of intent to pursue reemployment with the District following retirement from the District, effective for the 2025-2026 school year, will be considered for the vacancy under the terms and conditions of Article 24, Section B., which are the same terms that will apply to all staff members who submitted a request for volunteer transfer for the vacancy;
- 2) If the one (1) staff member who submitted a request for voluntary transfer for the vacancy, is awarded the vacancy for the 2025-2026 school year, then the one (1) staff member will not be required to submit another notice of intent to retire-rehire and the staff member's position for the 2024-2025 school year will be handled as a vacancy in accordance with the provisions of Article 24 of the Agreement. However, the one (1)

staff member will not be permitted to apply in any way for the staff member's current position when the vacancy is posted;

3) If the one (1) staff member who submitted a request for voluntary transfer for the vacancy, is not awarded the vacancy for the 2025-2026 school year, then the one (1) staff member may apply for the staff member's current position for the 2025-2026 school year in accordance with the staff member's notice of intent to retire-rehire as submitted to the Superintendent on January 30, 2025;

BE IT FURTHER RESOLVED that the Parties acknowledge and agree that the terms of this Memorandum of Understanding ("MOU") are non-precedent setting and do not create or establish any form or basis of past practice between the Parties as to the subject matters address in this MOU;

BE IT FURTHER RESOLVED that the Parties agree that this MOU shall expire at the end of the Term of the Agreement, with no further action required by the Parties. The Parties each affirm that the terms of this Memorandum of Understanding were agreed to voluntarily and that the terms of this Memorandum of Understanding constitute the entire scope of understanding between the Parties as to the subject matters addressed herein. The terms of this MOU shall be binding upon the Parties upon execution and proper approval by the Parties.

CLARK-SHAWNEE LOCAL  
BOARD OF EDUCATION

CLARK-SHAWNEE LOCAL  
EDUCATION ASSOCIATION

\_\_\_\_\_

\_\_\_\_\_

DATE \_\_\_\_\_

DATE \_\_\_\_\_

Memorandum of Understanding  
between the  
Clark-Shawnee Local School District Board of Education  
and the  
Clark-Shawnee Local Education Association

This Memorandum of Understanding is entered into on this 27th day of February, 2025 (“Effective Date”) by and between the Clark-Shawnee Local School District Board of Education (“Board”) and the Clark-Shawnee Local Education Association (“CSLEA”) (collectively, “Parties”) for the purpose of documenting mutual agreement to terms and conditions applicable to the selection of Ohio Teacher Evaluation System (“OTES”) evaluators by those teachers in the CSLEA bargaining unit who receive an Accomplished rating during the 2024-2025 contract year; and

WHEREAS, the Board and CSLEA are Parties to Contractual Agreement(s) effective July 1, 2022 through June 30, 2025 (“Agreement”); and

WHEREAS, Article 36 Teacher Evaluation, Section D. Summative Rating, Part 1(a). Effect of Summative Rating, of the Agreement provides, in pertinent part, “[t]eachers receiving a Summative Rating of Accomplished may choose their credential evaluator in accordance with Section B3, above herein;” and

WHEREAS, Article 38, Evaluation Committee of the Contractual Agreement(s) establishes the District Evaluation Committee and requires that the Evaluation Committee review all issues and/or recommended changes regarding teacher evaluations; and

WHEREAS, Article 38, Evaluation Committee, of the Contractual Agreement(s), requires that all work products of the Evaluation Committee be implemented via

Memorandum of Understanding between the parties and are subject to ratification by CSLEA and approval by the Board; and

WHEREAS, the Evaluation Committee met prior to the start of the 2024-2025 school year and recommended certain clarifications be made to the procedural requirements for those teachers who are fully evaluated for the 2024-2025 contract year, respectively, and whose final OTES Summative Rating is "Accomplished" for the respective contract year in which the full-cycle evaluation occurs (hereinafter "Accomplished Teacher") to select their OTES evaluator for the subsequent three (3) contract years, as applicable;

WHEREAS, the Parties have reviewed said recommendations of the Evaluation Committee and codify their agreement to said recommendations as set forth in this Memorandum of Understanding;

NOW THEREFORE BE IT RESOLVED that the Parties mutually agree to the following terms and conditions for those teachers who are fully evaluated for the 2024-2025 contract year, respectively, and whose final OTES Summative Rating is "Accomplished" for full-cycle evaluation year as applicable (hereinafter "Accomplished Teacher") to select their OTES evaluator for the subsequent three (3) contract years:

1. Those teachers who are fully evaluated in the 2024-2025 contract year and who receive a final OTES Summative Rating of Accomplished for the 2024-2025 contract year ("Accomplished Teacher") may select their evaluator for the next evaluation cycle which includes two (2) contract years of the off-cycle evaluation process and one (1) subsequent contract year of full evaluation, so long as the following two conditions are met:

- a. the Accomplished Teacher submits the evaluator selection in writing to the CSLEA president before the last teacher workday of the 2024-2025 contract year; and
  - b. the CSLEA president submits the selection in writing to the Superintendent on or before the last teacher workday of the 2024-2025 contract year;
2. The Parties acknowledge and agree that the terms and conditions set forth in this Memorandum of Understanding (“MOU”) are non-precedent setting and do not create or establish any form or basis of past practice between the Parties as to the subject matters address in this MOU;
  3. This Memorandum of Understanding shall not impact the Contractual Agreement(s) between the Parties in any other way;

The Parties each affirm that the terms of this Memorandum of Understanding were agreed to voluntarily and that the terms of this Memorandum of Understanding constitute the entire scope of understanding between the Parties as to the subject matters addressed herein. The terms of this MOU shall be binding upon the Parties upon execution and proper approval by the Parties and shall remain in effect for the term of the Parties’ Agreement (through June 30, 2025).

CLARK-SHAWNEE LOCAL  
BOARD OF EDUCATION

CLARK-SHAWNEE LOCAL  
EDUCATION ASSOCIATION

\_\_\_\_\_

\_\_\_\_\_

DATE

DATE

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# PROPOSED REDUCTION PLAN

## **PLAN: EFFICIENCIES FOR 25-26 REGARDLESS OF BALLOT OUTCOME**

- 6 Teaching positions not filled through attrition
- Elimination of Boys & Girls Tennis
- Head Cook position goes unfilled
- Eliminate MOU for Cheerleading Advisor
- Increased technology fee
  - Grades 7-8: \$75/year
  - Grades 9-12: \$95/year
  - Own device upon graduation
  - All break/fixes paid by student

## **PLAN: BALLOT ISSUE FAILS IN MAY 2025**

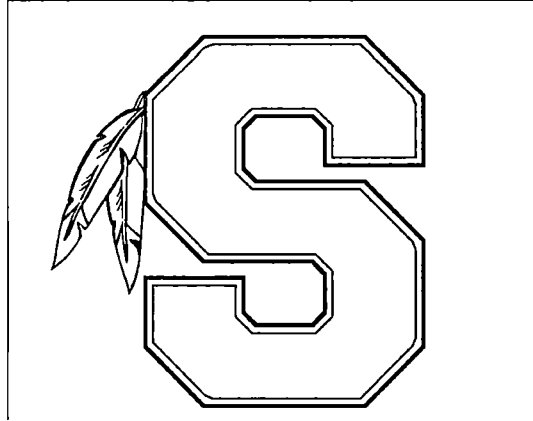
- Reduction of athletic offerings
- Eliminate 0.82 FTE Teaching Position
- General Fee increased to \$80
- Pay to Participate Increase
  - MS: \$100/sport
  - HS: \$200/sport
  - Family cap = \$400

**PLAN: BALLOT ISSUE FAILS IN NOVEMBER 2025**

- Reduce equivalent of 1 support staff position
- General Fee increased to \$100
- Pay to Participate Increase
  - MS: \$125/sport
  - HS: \$250/sport
  - Family cap = \$500

**PLAN: BALLOT ISSUE FAILS IN MAY 2026**

- Reduce equivalent of 5 teaching positions
- Further reductions to athletic offerings
- Additional increase in fees and/or pay-to-participate costs



## Ribbon Cutting

### Exciting Announcement!

We are thrilled to unveil the newly upgraded weight room, designed to enhance the training experience for our Shawnee Brave Student Athletes.

You are cordially invited to join the Shawnee Athletic Boosters for an Open House and Ribbon Cutting Ceremony to celebrate this exciting upgrade!

#### Event Details:

- **Date:** Monday, March 10th
- **Weight Room Open House:** 6:00-6:30 PM
- **Ribbon Cutting Ceremony:** 6:15PM

Come explore the new space and celebrate this milestone with us!

**We look forward to seeing you there!**

