

Board of Education Special Meeting (Monday, June 16, 2025)*Generated by Kimberly Grilli on Tuesday, June 17, 2025***Members present**

LaToya Dowdell-Burger, Libby Gray, Kathleen Walsh, Seth Bower, John Kershner

Meeting called to order at 6:47 PM**A. Opening Items**

Procedural: 1. Pledge of Allegiance

Procedural: 2. Roll Call

Action 2025-153: 3. Treasurer Pro-Tem

Move to accept Mrs. Dowdell-Burger as Treasurer Pro-Tem for this meeting

Motion by Seth Bower, second by Libby Gray

Final Resolution: Motion Carries

Yes: LaToya Dowdell-Burger, Libby Gray, Kathleen Walsh, Seth Bower, John Kershner

Discussion: 4.

JK: Live feed was not available. John and Kathy asked for it.

KW: Wanted to confirm the video

JK: Immediately seeing notes in Board Docs after meeting and they are not 100% accurate.

B. Agenda Approval

Action 2025-154: 1. Adoption of Meeting Agenda

Move that the Board of Education Approve the Agenda

Motion by Libby Gray, second by John Kershner

Final Resolution: Motion Carries

Yes: LaToya Dowdell-Burger, Libby Gray, Kathleen Walsh, Seth Bower, John Kershner

Discussion: 2.

KW: Just received the information today. There are two policies that are first read, IGBLA and JFCK.

LB: IGBLA was reviewed and provided at the last meeting.

SB: The other JFCK has a deadline of July. Asked if this can be discussed further after we accept the agenda.

KW: Are we voting on all of the policies?

LB: Discussed that we agreed at the last meeting that we would review only those that are due on July 8th. Reviewed the policy on policy implementation BF.

KW: To approve the policies, it is also beneficial to have the superintendent present.

SB: Need to have another meeting for JFCK to vote on this policy by July.

KW: Asked to modify to remove all attachments except IGBLA. Make JFCK as a first read making this #3 under board items.

JK: Concerned if we need a 2nd for the agenda.

KW: John, are you concerned that we can't make changes to the agenda?

JK: I believe she (LaToya) is right as the board agenda can be changed prior to adoption.

C. Board Items

Discussion: 1. Boardsmanship Training

Introductions

SB: Been on the board 3 ½ years, got involved early on via parent involvement. Saw the needs with buildings and wanted to help out the students and teachers in the district.

LG: 12th year, she has an accounting and finance background. We were borrowing against future years. Her goal was to get us on track.

JK: 5 ½ year mark with a long break in between. Got on after observing different building attempts that he was not fond of.

First goal was to get building plans that made sense. Concerns with safety.

KW: Been on board 5 years. Ran because did not like having school in the noe bixby grove area. Would like to see more community schools and work with park and recs. Also not happy with outcomes, have several family members that are attending, and a lot of safety concerns. Same family members not being able to attend the same schools is an issue.

LDB: I have been on the board since 2020 being appointed and then voted in for a full-term. I wanted to support students with disabilities and all students in addition to safety and new buildings.

Kristin Dobbins:

- Shared background about serving on the board in Westerville for 8 years and trying to understand transparency and other items.
- Covered ground rules.
- Reviewed the 5 areas that the board is responsible for (Evaluate Superintendent and Treasurer, Communicators, Advisors, Policy Makers, Advisors)
- Clear and concise communicators
- Share information from the community to the Superintendent and Treasurer
- Governance Oriented Questions (It is a meeting of the board in public. But not a meeting of the public.)
- Strategic Plan and goals in place, does it make good financial sense and impacts the most students?
- Demonstrate conversation in public and doing due diligence and having the back and forth.
- Superintendent with the leadership team and treasurer options with the public.
- Example: Elected in 2005 and the levy went down in flames. Began to meet on what to do next.
- Look at other decisions and costs and morale.
- Reside a board at 30,000 foot view.
- Breakdown of the Board of Education and Superintendent regarding Curriculum Instruction
- Use a lot of data in our key decision making.
- The Superintendent is the educational expert/ceo. Information about the students and leadership staff.
- Breakdown of the Board of Education and Superintendent regarding Human Resources
- Evaluations are identified in policy.
- Breakdown of the Board of Education and Treasurer regarding Budget & Finance.
- Supporting the levy once it's on the board - should be supported by the board as individual board members.
- Breakdown of the Board of Education and Superintendent regarding Collective Bargaining.
- LG: Questions about the BOE being at the negotiating table, should we?
- Board Leadership Roles: We have no individual authority. It is an entity, a body of 5.
- Utilize the chain of command by passing the information from the community back to the chain of command to work out issues.
- No one person represents the board.
- Once the will of the board is done, it should be done.
- JK: The issues that I see are that OSBA has not provided ways to drastically change.
- JK: I understand that once a decision is made there are exceptions and freedom of speech.
- Discussed minority votes on how to handle it. It should be best practice to debate in the board forum and work within.
- KW: Section 3319.03 ORC can be hired directly to the board.
- LG: Once the vote is cast we have seen it as an issue and it has been an issue.
- Characteristics of Effective Board of Education Members are:
 - 1. Competence: (experience, knowledge, ability, attitude, behavior)
 - 2. Collaboration
 - 3. Commitment
 - 4. Cooperation (pass votes based on evidence)
 - 5. Communication (exchange ideas and information as well as keeping confidential information confidential)
- Characteristics: What are some characteristics of a team?
- SB: Cooperation
- LG: Listen and open mindedness
- Teamwork being a choice (Book 5 Dysfunctions of Team)
- The ability to trust one another (pyramid diagram) Show respect to colleagues
- Healthy Conflict allows us to share respectfully. It is an opportunity if you approach it with curiosity it allows us to deal with the conflict. (Five Conflict Management Styles) It is not personal. Leave it at the table.
- Commitment is to support decisions that are made.
- Accountability: It really helps the team when you... and it really hurts the team when you....
- Results: Review performance data, autopsy without blame. If there is a failure, let's have a conversation. Plan and hold an annual retreat.
- JK: Wish we would have had the audio visual updated by now. My experience this time around has been drastically different. We did a lot better and came together 20 years ago. Wanting to do policy governance and having one policy committee. Not sitting on a foundation of trust. Did not feel welcomed. Have a retreat/work session to build trust with one another.
- SB: How do we overcome that (trust) as a board?
- Scheduling time with that board member to start fresh to move the district forward.
- JK: The board has never been perfect. We have had some crazy board members. But still had strong collaboration.
- SB: Going back to collaboration, I have tried to work with all board members.
- JK: Verbal review of the agenda 20 years ago. 1st read of the agenda etc. Lower skill set. Policy governance meetings.
- Board Self Assessment
- LG: It all has to do with trust with our board and respect.
- Board of Education Standards
- JK: Does not use the board computer. Due to the survey never being used. We have folks that can go into emails without board approval. Still have not received a message regarding the response about access. Seen other people try to do good things and it is used against them. What if a leader does not like what I said, when can they engage? But being able to peruse without parameters.
- OSBA: What can be resolved?
- JK: Explain to me and there is push back on records requests. Expense request... How do we get to the point of looking at an employee's email?
- KW: Have a hearing disability. With long paragraphs and fast talking it is hard to see. The Loof System was vendor approved and still not installed, not sure why. Believes all motions should be seconded for discussion.
- OSBA: great to share information
- Keep the big picture in mind.

- Act in the best interest as a whole.
- Ask a lot of questions and refer to board policy.
- What commitments we can make
- Develop Board Goals
- Priorities for the district
- JK: Discussed fraternization policy and stated that the various options were cookie cutter. In addition, to look at a comprehensive policy for it and research being done. Really focus on policy and policy governance. If everything is being fed down then we are not being accountable.

Action, Discussion: 2. Board Policy Review-Second Read
Motion by Libby Gray, second by Kathleen Walsh

Discussion:

KW: The policy does not read the same as the most recent policy sent to us. And the update was 2025 2.1 June Policy Development quarterly. To better reflect the update.

LG: Ok with adopting the current changes.

LDB: I concur with Ms. Gray with adopting the changes.

SB: Looking at a June 23rd meeting at 7pm if possible.

JK: Wanted clarification

Action 2025-155: 3.

Move to postpone C2 adoption of Board Policy IGBLA until June 23, 2025 Special meeting w/ the changes that were read from OSBA and forwarded to all board members.

Motion by Kathleen Walsh, second by Seth Bower

Final Resolution: Motion Carries

Yes: LaToya Dowdell-Burger, Libby Gray, Kathleen Walsh, Seth Bower, John Kershner

Discussion: Questions about revisions

Discussion: 4. Board Policy Review First Read JFCK

KW: 1. This is for electronic commitment of students. Limiting student use in the building is not necessary. Unless there are students with disabilities. Need to outline what this means.

JK: Dayton was the most strict. They were taking the phones away as they were entering the building. The phones are being used to instigate bullying. Under the paragraph following #3, it says may have the devices confiscated. We need to identify the scale. The may statement is too arbitrary. Students with an IEP, as the system can be abused. Where is there an IEP for a student who needs a phone? I have fielded specific complaints with students that are beating up other students due to anger issues etc. Too many holes. The phones are only used between classes, not used between classes.

LG: Ohio has the model policy. Forwarded a copy to everyone. Students are prohibited from using the cell phone and listed with exceptions. In addition, it provides the discipline levels regarding cell phones.

JK: When there is an exception for medical or IEP, we reserve the right to provide equipment/tools to support the medical or IEP need.

LG: Disagree with this as this would violate personal information.

LDB: Suggests that there is an agreement if a child has a 504 or IEP. It identifies the need and accepts the responsibility if the child violates the signed agreement. This can be done in the IEP/504 plan and/or via final forms.

KW: It can be written in the IEP that it can be written in with the consequences. Do not think that students should not bring phones to schools. The parents should have to pick up the cell phone

SB: Regarding the Ohio cell phone policy - I do disagree that phones should not be brought to school, due to before and after school. Would like more time for the Ohio model policy.

LG: Extracurricular activities and offices close and we do not have cell phones. Cannot have them out during the day whatsoever. It would be nice to look at the discipline. After the first and second offense the parent is held accountable.

LDB: I am concerned and shared the concern with active shooter and lock down concerns based on the area that have nothing to do with the school. And the Extracurricular activities.

JK: Dayton policy has more information. It is a part of their student code of conduct.

KW: Would like to see how to check in and check out.

LG: How do you check in and check out? With MS and HS not ending at the end of the day.

LDB: Questions that need to be answered

- Check In and Checkout (MS & HS)
- Any additional policy updates (for 504 and IEP)
- Final Forms and the student handbook

D. Adjournment

Action 2025-156: 1. Motion to Adjourn

Adjourn at 9:30 pm.

Motion by LaToya Dowdell-Burger, second by Kathleen Walsh

Final Resolution: Motion Carries

Yes: LaToya Dowdell-Burger, Libby Gray, Kathleen Walsh, Seth Bower, John Kershner