

**FINNEYTOWN LOCAL SCHOOL DISTRICT**  
**Regular Meeting, May 16, 2022**  
**William R. Swartzel Performing Arts Center**  
**Open Forum 6:00pm**  
**Regular Meeting 6:30pm**

The Finneytown Board of Education met in regular session on Monday, May 16, 2022, in the William R. Swartzel Performing Arts Center, 8916 Fontainebleau Terrace, Cincinnati, OH 45231. Mr. Gast, Ms. Lee, Ms. McMullen, Mr. Rea and Mr. Reeb were present. The President called the meeting to order at 6:30pm.

**51-22** Ms. Lee moved, seconded by Mr. Gast, that the Board approve the minutes from the Regular Meeting of April 18, 2022 and the Special Meetings of April 26, 2022 and May 3, 2022. The President declared the motion passed.

**Presentation of Awards – Finneytown PTA**

**Ms. Stephanie Haarlammert, Secondary PTA President**

– presented the PTA’s Friend of Children Award to following individuals this year:

- Anton Walker, Secondary Campus Assistant Principal
- Kerry Finley, Secondary Campus Psychologist
- Chevalier Harris, Finneytown Schools and Finneytown Athletic Assn coach
- Rob Burlew, Finneytown Schools and Finneytown Athletic Assn coach

**Administrative Report - Presentations**

**Ms. Tammy Dietz, Secondary Campus Restorative Practices Facilitator**

**La’Kearra Baber, high school student and Peer Mediator**

– presented the following information:

- Described how Restorative Practices and the Peer Mediator training program are being used to build community and strengthen relationships within the school.
- The Peer Mediation program trains students in the skills necessary to help facilitate the mediation of problems, to understand the root causes of their disputes, and decide on fair ways of resolving conflict. 47 students participated in training this year. These students give up their study hall or time at lunch, several times a week, to work with their peers under the supervision of a staff member.
- The Restorative Practices room is an alternative to In-School-Detention. It is designed to get kids back in the classroom through positive interventions rather than punishment.

**Mr. Tim Kraus, Retired Teacher and Educational Researcher**

– presented the following information:

- Described a film project he is working on at Finneytown Local School District to highlight effective teaching strategies and practices of the school district. In the process, 20 hours of staff and student interviews will be condensed into a 20-minute film.

- District leadership has done a fantastic job of empowering and authorizing staff to uniquely align and build cohesion in some very educationally sound directions. The ingredients are in place for some amazing changes.

**Mr. Dan Joyner, Management Consultant and Trainer**

– presented the following information:

- Described the work he is doing in the school district, most recently with the Co-Plan to Co-Serve Team, to instill a new concept of leadership, using conversation, collaboration, the power of story, and the development of true listening skills.
- Change is a shift in conversations that lead to improved futures and outcomes as students and staff build effective relationships with each other.

**Dr. Jen Dinan, Assistant Superintendent**

– presented the following federal program and gifted program update:

- Some of the Federal funds received by Finneytown Schools include: Title II-A, Title II-A, Title III, Title IV-A, ARP ESSER
- Title I-A (Fund 572) is used to assist disadvantaged students. A primary district use is to employ two reading specialists and 1 classroom teacher. “What Adults Can Do to Raise Kids Who Read” parent engagement was recently offered with these funds.
- Title II-A (Fund 590) is used to improve the quality and effectiveness of teachers, principals and other school leaders. Finneytown is using these funds for Project-Based Learning, Equity and Inclusion, Restorative Practices and Responsive Classroom training.
- Title III (Fund 551) is used to support second language acquisition to all Limited English Proficient (LEP) students. Finneytown is using these funds to employ an LEP educational assistant.
- Title IV-A (Fund 584) is used for student support and academic enrichment. Finneytown has used these funds for Restorative Practices student retreats and One Degree Shift, culturally responsive staff training.
- ARP ESSER (Fund 507) are Elementary and Secondary School Emergency Relief Funds used to address the impact of COVID-19. At least 20% of these funds are required to address learning loss. Finneytown is also using the funds to expand outdoor learning spaces, extended learning opportunities such as after school tutoring and summer learning, PBL field trip opportunities.
- Gifted Education funds are received from the State of Ohio. Funds are used to identify gifted learners, develop our gifted education service model and for staff gifted professional development.

**Dr. Laurie Banks, Superintendent** – discussed the following:

- ProAction Cafe – Our first event, designed as an action-oriented conversation to creatively increase Finneytown pride, was held on May 4<sup>th</sup>. A second conversation is planned for May 24<sup>th</sup> and will be held at Art’s Connect.

- Finneytown Podcast – New episodes are released each Monday for the remainder of the school year, showcasing our students and teachers. These can be found via Spotify and Amazon.
- HB 497 – this proposed bill would eliminate student retention under the Third Grade Reading Guarantee. I have submitted written testimony in support of this bill.
- Remembering Whitaker – A fantastic open community event was hosted at Whitaker Elementary this past week to remember its past and present, as it will closed at the end of this year.
- Staff Appreciation – Thanks to the Board of Education for its support of staff appreciation on May 4<sup>th</sup>.
- Facilities –
  - Ohio Facilities Construction Commission (OFCC) released 2022 construction cost set information and revised district's Classroom Facilities Assistance Program (CFAP) master plan options late last week.
  - A Long Range Facilities Committee (LRFC) meeting has been called for Tuesday evening to review the updated options and confirm a final selection. OFCC is looking for a commitment from the district on its master plan selection so that it can be "funding-ready" should the finalized Capital Budget have the funds required to extend a Finneytown Local CFAP offer.
  - As it currently stands, the two-building scenario is the district's preferred master plan option.
- Springfield Township – The district will be hosting the township on June 22<sup>nd</sup> to share information on the School Resource Office program. This event will be open to staff and community.
- Graduation is scheduled for Thursday, May 26<sup>th</sup>.
- Who Concert – I was able to attend this concert last night. I want to give a shout out to our students and alumni. Finneytown Schools were well represented. It was a great celebration and a great night of remembrance.

### **Public Address**

#### **Scott Myer**

Resident for eight years, former substitute teacher, and parent with students in the school. Expressed his family's gratitude for the district's appreciation, education around, and celebration of diversity. Finneytown is exactly what they had searched for – a small, diverse school community. The atmosphere is amazing. There is still work to be done. Encouraged the district to continue Restorative Practices, One Degree Shift, and its other efforts to build cultural competency in staff.

### **Public Comments Regarding the Board's Intention to Rehire Randy Hajer**

No public comment was made.

### **Board Coordination Matters**

#### **Ms. McMullen, discussed the following items:**

- Teacher Appreciation – Thanks to everyone involved in celebrating, helping out, and making donations in honor of our staff for Teacher Appreciation Week.

- AfterProm – Was a success! The PTA raised over \$4,000 for prizes. An Escape Room event was held. Thanks to parent volunteers; U.C. students, who volunteered over 300 hours of service; and Chick-Fil-A, LaRosa's, Freddy's, who donated food for the event.
- Athletic Scholarship – Congratulations to four student athletics who received athletic college scholarships and to Mr. Warmack, Athletic Director.
- PTA Friend of Children Awards – Congratulations to Anton Walker, Kerry Finley, Chevalier Harris, and Rob Burlew on their award.
- 4<sup>th</sup>/5<sup>th</sup> Grade Social – Will be this Friday night; contact Doug Dirr if able to help out or bring items.
- A Shout-out to Tim Wagner for refurbishing the original plagues on display at the Remembering Whitaker event.
- Willy Wonka Musical – Attended and thoroughly enjoyed; an amazing performance; thanks to everyone involved.
- YMCA Extended Summer Camp – YMCA has confirmed its ability to offer an extended summer camp in response to the need for childcare during the days between the typical restart of school and the construction necessitated late start date. Thanks to the YMCA's Amy Durbin for making this happen. Next steps include parent communication and distribution of the paper registration forms to interested parents.
- OSBA Capital Conference Student Performance – Mr. Richmond has agreed to prepare an elementary student performance audition video for 2022 OSBA Capital Conference consideration. We are waiting to hear back from Mr. Delaney and Mr. Fronk about a secondary student performance submission.

**Mr. Reeb, discussed the following items:**

- Finneytown Music Parents Association –
  - The orchestra/choir director is leaving at the end of the year. An opening has been posted for a replacement.
  - An FMPA summer golf outing fundraiser is being planned. Contact Sam Fronk for more information.
  - Congratulations to FMPA new board members for the 2022-23 school year: Allison Naegele, Amanda Angert, and Joyce Stover. FMPA is still looking to fill an additional board member seat.
  - The WesBanco Bank in Finneytown is closing. FMPA will be moving its funds to PNC Bank.
  - A donation from The Who concert will be made to the PEM memorial scholarship fund.
- Facilities Planning –
  - The Long Range Facilities Committee (LRFC) is meeting tomorrow night to review OFCC released 2022 construction cost set and master planning options.

**Mr. Gast, discussed the following items:**

- The Who Concert – I was able to attend.

- Information honoring those lost, and concerning the memorial scholarship, was shared on the large screens during the concert.
- The scholarship will expand to include 8 additional scholarships to be awarded on a more regional basis, while maintaining the local PEM component.
- Finneytown Educational Foundation –
  - The family of a very involved Finneytown individual that recently passed away addressed the Foundation about consideration of a new Hall of Fame class. There was also discussion about creative new ways to honor individuals instead of the traditional dinner.
- Springfield Township Trustees –
  - There were no topics of discussion affecting the Finneytown Schools.
- Facilities/Construction –
  - I will forward questions and concerns received from a resident about the construction project to the LRFC. Has a demolition date been selected for Whitaker? Will the neighbors most affected by the future of the Whitaker property have an opportunity to comment on any redevelopment plan?

**Ms. Lee, discussed the following items:**

- OSBA had several events this month
  - I attended the Black Caucus Meeting and the monthly Townhall, virtually
  - I attended the Board Leadership Institute Conference in Columbus
    - There were some great sessions – managing transitions, emotional intelligence, superintendent and board relations, and the Jeopardy real life board leadership decision making session
    - I plan to share session notes and would encourage anyone available to consider attending next year
- OSBA events coming up
  - 5/24 – Virtual Townhall
  - 6/8 – Reasonable Suspicion training (virtual) \$60
  - 7/30 – Board 101 Workshop (Columbus) \$185
  - 11/13-15 – OSBA Capital Conference
  - OSBA Summer training sessions, including retreats, are offered at reduced rates. We may want to consider this for our summer retreat
  - OSBA is pushing hard to find volunteers for regional committees
- Finneytown Board Summer Retreat – I sent out emails trying to coordinate dates. I am looking for a two-week window over which meetings can occur. Start thinking about topics, including the board guidebook, diversity and equity, etc.

**Mr. Rea, discussed the following items:**

- Finneytown Athletic Association – Meeting is rescheduled for next Sunday.
- Finneytown Athletic Boosters – Will be attending next month
- OSBA Equality Versus Equity training –
  - Attend this 2.5-hour virtual session. It was great.

- My question, "What do you do in a diverse school district when the staff and board doesn't look like the students?" was discussed. The presenter's response was: 1) Be intentional, 2) Be sure to communicate with students, parents and community what we are doing
- I'm glad to see our district using federal dollars to address these needs. If new staff will be taking the One Degree Shift, I would like the opportunity for Board members to attend.
- Remembering Whitaker Event – I attended and it was great. I want to call-out the student ambassadors that were so passionate about the history of their classrooms. Appreciated former principals and staff attendance.
- Elementary PTA Dance Recital – Fantastic event! Great job to the PTA staff that worked it.

**52-22** Mr. Rea moved, seconded by Mr. Gast, that the Board adopt the "Consent Calendar" as follows:

Action by the Board of Education in adoption of the "Consent Calendar" at this point of the agenda means that all items appearing with an asterisk (\*) after the title constitute the "Consent Calendar" and are adopted by one single motion, unless a member of the Board of Education or the Superintendent requests that any such item be removed from the "Consent Calendar" and voted upon separately.

**a) Monthly Financial Report\***

**b) Depository and Investment Balances as of April 30, 2022\***

U.S. Bank	0.0049%	\$ 473,193.05
STAR Ohio	0.4100%	\$ 22,290,280.45
U.S. Bank (construction fund)	0.4500%	\$ 4,876,056.39
STAR Ohio (construction fund)	0.4100%	\$ 4,891,549.57

**c) Interest Earned on Depository and Investment Accounts as of April 30, 2022\***

General Fund	\$ 7,482.93
Construction Fund	\$ 11,882.84

**d) Monthly Bond Project Spending and Commitment Report\***

[See attachment]

**RC:** Mrs. Lee, yes; Ms. McMullen, yes; Mr. Rea, yes; Mr. Reeb, yes; Mr. Gast, yes. The president declared the motion passed.

**53-22** Mr. Rea moved, seconded by Mr. Reeb, that the Board move to Executive Session, in accordance with ORC 121.22(G)(1), in order to consider the compensation of public employees of the district.

**RC:** Ms. McMullen, yes; Mr. Rea, yes; Mr. Reeb, yes; Mrs. Lee, yes; Mr. Gast, yes. The president declared the motion passed.

The Board entered Executive Session at 8:01pm.

The Board returned to Regular Session at 8:46pm.

**54-22** Mr. Rea moved, seconded by Ms. McMullen, that Item 11.1(L) be removed from the Superintendent's consent calendar.

**RC:** Mr. Rea, yes; Mrs. Lee, yes; Ms. McMullen, yes; Mr. Reeb, yes; Mr. Gast, yes. The president declared the motion passed.

**55-22** Ms. Lee moved, seconded by Mr. Rea, that the Board adopt the "Consent Calendar" as follows:

Action by the Board of Education in adoption of the "Consent Calendar" at this point of the agenda means that all items appearing with an asterisk (\*) after the title constitute the "Consent Calendar" and are adopted by one single motion, unless a member of the Board of Education or the Superintendent requests that any such item be removed from the "Consent Calendar" and voted upon separately.

**a) Acknowledgement of Resignations\***

The Board acknowledged the following resignations, which had been previously accepted by the Superintendent:

<b>Cheryl Caldwell</b>	Intervention Specialist effective May 31, 2022	(personal)
<b>Matthew Hartman</b>	Educational Assistant effective May 27, 2022	(personal)
<b>Heideh Javan</b>	Kindergarten Teacher effective May 31, 2022	(personal)

**b) Approval of Contracts – Continuing Certified\***

The Board approved continuing contracts for the following returning certified staff members, effective August 1, 2022:

**Melissa Smith  
Britany Utley  
Whitney Walker**

**c) Approval of Contracts – One Year Limited Certified\***

The Board approved one year limited contracts for the following returning certified staff members, effective August 30, 2022 through June 12, 2023:

**David Backer  
Shannon Backer  
Jacynnda Barton  
Jennifer Bayless  
Stephanie Belschner  
Jennifer Brunzman  
Thomas Budday  
Heather Burkhardt  
Kyle Chambers  
Shannon Cleghorn  
Meredith Cottrell  
Angela Creutzinger  
Bradley Delaney  
Jonathan Engel  
Phil Farr  
Elijah Fenwick-Sanders  
Kayla Fields  
Kerry Finley  
Peter Fisher  
Samuel Fronk  
Megan Geis  
Matthew George  
Brittany Gunnell  
Elizabeth Gutierrez  
Mark Hafner  
Samantha Hauck  
Melissa Hawkins**

**Lauren Henline  
Keila Herbert  
Michael Holland  
Heather Howard  
Hannah Jones  
Joanna Kelly  
Megan Kelly  
Stefanie Kennedy  
Hannah Klotz  
Ciera Knott  
Ashley Lewis  
Allison McCrea  
Kevin McCrea  
Kayla Miller  
Megan Murphy  
Bethany Noble  
Bradley Pierce  
Kaitlyn Pitchford  
Elizabeth Proctor  
Grace Rambo  
Ryan Richmond  
Michael Rosa  
Nancy Rouse  
Janelle Sowders  
Amanda Stevenson  
Taylor Theissen  
Angeline Trombley**



**Lynn Volz**  
**Amanda Vordenberg**

**David Wolferst**  
**Tonya Zerkle**

**d) Approval of Contracts – One Year Retired/Rehired Certified\***

The Board approved one year limited contracts for the following returning retired/rehired certified staff members, effective August 30, 2022 through June 12, 2023:

**Al Bolton**  
**Kathleen White**

**e) Approval of Contract Revision – Continuing Certified\***

The Board approved the following revision to a continuing certified contract:

**Julie Galbraith**, .5 FTE Intervention Specialist, to full-time Intervention Specialist, effective August 30, 2022

**f) Approval of Contract – One Year Limited Classified\***

The Board approved a one year limited contract for the following classified staff member, effective July 1, 2022 through June 30, 2023:

**Kristen Gerard**

**g) Approval of Contracts – Continuing Classified\***

The Board approved continuing contracts for the following returning classified staff member, effective July 1, 2022:

**Bennie Allen**  
**Yvonne Allen-Smith**  
**Conrad Kolis**  
**Betsy Thomas**  
**Lisa Turner**

**h) Approval of Contracts – One Year Retired/Rehired Classified\***

The Board approved one year limited contracts for the following returning retired/rehired classified staff members, effective July 1, 2022 through June 30, 2023:

**Sandy Haskin**  
**Ellie White**

**i) Approval of Contracts – Supplemental 2021-2022\***

The Board approved the following supplemental contracts, effective August 1, 2021 through June 30, 2022:

<b>Mark Hafner</b>	Head Coach, Boys Varsity Track	\$3,455.00
<b>Mark Hafner</b>	Head Coach, Girls Varsity Track	\$3,455.00
<b>Brian Watson</b>	Reserve Softball Coach	\$1,728.00
<b>Donovan Weber</b>	Head Coach, Boys Varsity Tennis	\$1,632.00

**j) Approval of Contract – Two Year Limited Exempt\***

The Board approved a two year limited contract for the following exempt staff member, effective July 1, 2022 through June 30, 2024:

<b>Gerald Warmack</b>	Athletic Director	\$89,919.00
-----------------------	-------------------	-------------

**k) Approval of Administrative Contract\***

The Board approved the following Administrative Contract, effective August 1, 2022 through July 31, 2023:

<b>Tim Wagner</b>	Director of Operations	\$85,490.00
-------------------	------------------------	-------------

**m) Approval of Pay Rates for Exempt Employees\***

The Board approved the following pay rates for exempt staff members, effective July 1, 2022:

<b>Nancy Buescher</b>	\$21.22/hr.
<b>Connie Hudson</b>	\$27.99/hr.
<b>Ann Morey</b>	\$54,540.00

<b>Patti Schnur</b>	\$23.95/hr.
<b>Beverly Thal</b>	\$33.62/hr.

**n) Approval of Payment – Certified Staff Members\***

The Board approved payment to the following certified staff members who will perform duties outside of the regular work schedule, effective August 1, 2021 through July 31, 2022:

<b>Sonya Garner</b>	Summer School	\$19.87/hr
<b>Kayla Miller</b>	Summer School	\$19.87/hr
<b>Melissa Smith</b>	Professional Development for Gifted Services	\$500.00

**o) Approval of Family and Medical Leaves\***

The Board approved the following Family Medical Leave(s):

**Glenda Bedinghaus**, Special Education Assistant, beginning March 11, 2022, and continuing through May 31, 2022 (revised).

**Brittany Gunnell**, Elementary Teacher, beginning May 16, 2022, and continuing through May 31, 2022.

**p) Nonrenewal all 2021-2022 Supplemental and Personnel Service Contracts\***

The Board approved the nonrenewal of the following 2021-2022 supplemental and personnel service contracts:

<b>David Backer</b>	Department Head, Math	\$1,688.00
<b>Stephanie Belschner</b>	Department Co-Head, Counseling	\$844.00
<b>Stephanie Belschner</b>	Advisor, ACT/SAT Testing	\$672.00
<b>Zach Blyberg</b>	Head Coach, Freshman Basketball	\$2,303.00
<b>Matt Breines</b>	House Dean, P.E.M.	\$2,900.00
<b>Thomas Budday</b>	Advisor, GSA	\$400.00
<b>Robert Burlew</b>	Head Coach, 8th Grade Boys Basketball	\$1,632.00
<b>Robert Burlew</b>	Head Coach, Varsity Men's Soccer	\$4,511.00
<b>Kyle Chambers</b>	Asst. Coach, Varsity Wrestling	\$2,207.00
<b>Kyle Chambers</b>	Asst. House Dean, Pringle	\$200.00
<b>Shannon Cleghorn</b>	Dean, Ebenezer House	\$2,900.00
<b>Kelly Cobb</b>	Department Head, Science	\$1,688.00

<b>Adam Coffey</b>	Head Coach, Varsity Wrestling	\$5,951.00
<b>Cathy Counts</b>	Department Co-Head, Counseling	\$844.00
<b>Brett Crawford</b>	Asst. Coach, Boys Varsity Basketball	\$3,647.00
<b>Bradley Delaney</b>	Director, Band/Marching Band	\$5,471.00
<b>Bradley Delaney</b>	Director, Pep Band	\$1,728.00
<b>Jimmy Denson</b>	Coach, Varsity Bowling	\$1,190.00
<b>Doug Dirr</b>	Co-Advisor, Whitaker Student Council	\$1,632.00
<b>Kenneth Duke</b>	Head Coach, MS Football	\$2,200.00
<b>Craig Dukes</b>	Advisor, Math Olympiad	\$1,728.00
<b>Tim Dunn</b>	Adjunct Coach, Varsity Football	\$3,000.00
<b>Derrick Evans</b>	Head Coach, Varsity Bowling	\$1,728.00
<b>Phil Farr</b>	Advisor, Academic Team	\$1,401.00
<b>Chris Fath</b>	Adjunct Coach, Varsity Football	\$2,500.00
<b>Elijah Fenwick-Sanders</b>	Advisor, National Honor Society	\$921.00
<b>Elijah Fenwick-Sanders</b>	House Dean, Clark	\$2,900.00
<b>Kayla Fields</b>	Director, Elementary Chorus	\$1,632.00
<b>Sam Fronk</b>	Asst. Director, Band	\$2,016.00
<b>Sam Fronk</b>	Asst. Director, Band Camp	\$921.00
<b>Sam Fronk</b>	Asst. Director, Marching Band	\$1,632.00
<b>Queylah Gaines</b>	Head Coach, Varsity Cheer (Basketball)	\$998.00
<b>Matthew George</b>	Co-Advisor, Whitaker Student Council	\$816.00
<b>Sara Ginn</b>	Advisor, Brent Memory Book	\$864.00
<b>Anna Hafner</b>	Head Coach, Reserve Cheer (Football)	\$998.00
<b>Anna Hafner</b>	Head Coach, Varsity Cheer (Football)	\$1,401.00
<b>Mark Hafner</b>	Head Coach, Boys Varsity Track	\$3,455.00
<b>Mark Hafner</b>	Head Coach, Girls Varsity Track	\$3,455.00
<b>Reggie Hall</b>	Head Coach, Varsity Boys Basketball	\$4,799.00
<b>Chevalier Harris</b>	Head Coach, 7th Gr. Boys Basketball	\$1,728.00
<b>Morgan Hart</b>	Head Coach, Reserve Volleyball	\$1,632.00
<b>Deb Hartlaub</b>	Advisor, Whitaker Memory Book	\$729.00
<b>Melissa Hawkins</b>	House Dean, Pringle	\$2,900.00
<b>Lauren Henline</b>	Department Head, World Languages	\$1,688.00
<b>Lauren Henline</b>	House Co-Dean, Telford	\$1,450.00
<b>Heather Howard</b>	Advisor, House System	\$2,000.00
<b>Heather Howard</b>	House Dean, Kopke	\$2,900.00
<b>Jennifer Jeffries</b>	Head Coach, MS Cross Country	\$1,728.00
<b>Jennifer Jeffries</b>	Head Coach, Varsity Cross Country	\$1,632.00
<b>Alec Johnson</b>	Auditorium Manager	\$4,511.00
<b>Zach Jung</b>	Musical Theatre Choreographer	\$921.00
<b>Zach Jung</b>	Musical Theatre Director	\$1,632.00

<b>Zach Jung</b>	Musical Theatre Producer	\$1,190.00
<b>Jeff Kathman</b>	Head Coach, Varsity Golf	\$2,303.00
<b>Jeff Kathman</b>	Asst. Coach, Varsity Softball	\$2,399.00
<b>Stefanie Kennedy</b>	Department Head, Music	\$1,688.00
<b>Stefanie Kennedy</b>	Director, HS Vocal Music	\$2,303.00
<b>Stefanie Kennedy</b>	Director, MS Vocal Music	\$1,401.00
<b>Stefanie Kennedy</b>	Director, Orchestra	\$2,687.00
<b>Stefanie Kennedy</b>	Director, X-Period MS Chorus	\$1,401.00
<b>Santangelo Lackey</b>	Adjunct Coach, MS Football	\$2,100.00
<b>Kayla Lowe</b>	Asst. House Dean, Clark	\$200.00
<b>Kayla Lowe</b>	Advisor, MS Yearbook	\$729.00
<b>Brian Moragne</b>	Adjunct Head Coach, Middle School Track	\$2,500.00
<b>LaDon Nelson</b>	Head Coach, Varsity Baseball	\$4,991.00
<b>Bradley Pierce</b>	Department Head, Social Studies	\$1,688.00
<b>Bradley Pierce</b>	House Co-Dean, Telford	\$1,450.00
<b>Mike Rosa</b>	Department Head, Physical Education	\$1,688.00
<b>Stephen Schmuck</b>	Head Coach, Reserve Boys Soccer	\$2,399.00
<b>Cody Schwegman</b>	Asst. Coach, Varsity Men's Soccer	\$2,783.00
<b>Janelle Sowders</b>	Department Head, English/Language Arts	\$1,688.00
<b>Laura Thompson</b>	Department Co-Head, Special Education	\$844.00
<b>Joe Vlachos</b>	Auditorium Manager	\$1,056.00
<b>Lynn Volz</b>	Head Coach, Middle School Wrestling	\$2,399.00
<b>Julie Vorwerck-Ficke</b>	Art Department Support	\$500.00
<b>Julie Vorwerck-Ficke</b>	Department Head, Art	\$1,688.00
<b>Danielle Wagers</b>	Head Coach, Varsity Volleyball	\$2,879.00
<b>Michele Wallace Bowers</b>	Advisor, Flag Corp	\$1,536.00
<b>Michele Wallace Bowers</b>	Choreography, Flag Corp	\$1,536.00
<b>Chandra Ward</b>	Co-Advisor, Whitaker Memory Book	\$432.00
<b>Conner Ware</b>	Tech Director, Musical Theatre Production	\$1,632.00
<b>Gerald Warmack</b>	Athletic Director	\$10,000.00
<b>Gerald Warmack</b>	Head Coach, Strength/Conditioning	\$2,111.00
<b>Gerald Warmack</b>	Head Coach, Varsity Football	\$6,814.00
<b>Gerald Warmack</b>	Adjunct Asst. Coach, Girls Varsity Track	\$1,650.00
<b>Gerald Warmack</b>	Adjunct Asst. Coach, Boys Varsity Track	\$1,650.00
<b>Brian Watson</b>	Reserve Softball Coach	\$1,728.00
<b>Donovan Weber</b>	Head Coach, Boys Varsity Tennis	\$1,632.00
<b>Montorius Webley</b>	Head Coach, MS Girls Basketball	\$1,622.00
<b>Mike Weiler</b>	Adjunct Coach, Varsity Football	\$2,600.00
<b>Michael West</b>	Head Coach, Varsity Women's Soccer	\$3,359.00
<b>Charles Williams</b>	Head Coach, Varsity Girls Basketball	\$4,799.00

<b>Chris Williams</b>	Head Coach, Reserve Boys Basketball	\$2,879.00
<b>Dave Wolferst</b>	Head Coach, Varsity Softball	\$4,607.00

**q) Approval of Substitute Teachers Provided by Comprehensive Substitute Solutions\***

The Board approved the following substitute teachers who are employed by Comprehensive Substitute Solutions and may be assigned to fill absences for the Finneytown Local School District, effective May 11, 2022:

Babatu, Kwesi	Gaines, Queylah	ParteeJohnson, Dionne
Baker, Nadia	Gaski, Karen	Perez, Adesina
Barnes, Cheryl	Giffin, David	Phillips, Ciera
Barnes, Roosevelt	Gilbert, Jaylin	Phipps, Marilyn
Barnett, Althea	Gray, Kiara	Pittman, Felicia
Bell, Danny	Grote, Michael	Pollington, Connie
Bellamah, Christopher	Hamon, Annamarie	Price, Tanya
Binford, Cornelia	Henderson-Pitts, DeLaine	Purdum, Deborah
Blair, Ernetta	Hopkins, Samuel	Rice, Alisha
Blank, Diana	Howard, Latrice	Richey, Sheila
Blanks, Earl	Hudson, Denesha	Robinson, Marilyn
Blunt, Sharron	Hughes Jr., George	Rone, Jessica
Brinkman, Rosa	Israel, Shamauel	Ruffner, Sara
Caceros, Carina	Jackson, Dionna	Ryan, Samantha
Calhoun, Brenda	Jones, Adasha	Salem, Duha
Cargile, Joyce	Jones, Darrell	Sandhage, Rory
Causey, Mikal	Kelley-Gerton, Lisa	Schneider, Cindy
Chenault, Kennedy	King, Candace	Schuler, Emily
Colvin, Gayle	Laird, Maggie	Shaw Phyllis
Connor, Kathryn	Leaver, Samantha	Sithe, Adam
Cooper, Edward	Lockett, Teylar	Skidmore, Carson
Copeland, David	Marshall, Gwen	St.Hilaire, Melissa
Cornwell, Robert	Martin, Artis	Staley, Jordan
Crowell, Kiara	McCartney, Olivia	Stegman, Jessica
Crumpley, Tanagna	Miller, Mari Kay	Sukovaty, Holly
Cruz, Eva	Mosher, Parker	Sullivan, Clyde
Curtis, Hayley	Myers, Johnnie	Tennyson, Emma
Davis, Gordon	Nelson, Diamond	Thomas, Jenna
Davis, Rollins	Neri, McKenzie	Thomas, Mark Elijah
Davis, Samantha	Nitti, Danielle	Thrower, Edith
Delisio, John	Obert, Jennifer	Tubbs, Quinetta
Dietz, John	Ottesen, Lauren	Utrecht, Kimberly
Dunn, Tim	Padhy, Shivangi	Vaught, Alijah
Duskin, Deemiah	Palmore, Cori	VonderHaar, Susan
Evans, Patricia	Parham, Ebony	Walton, Ronald

Ward, Melanie  
Weiler, Michael  
Whitaker, Richard  
Wiggs, Joanne

Williams, Carla  
Williams, Tracey  
Wilson, Brooklyn  
Winter, Stephany

Wise, Donnise  
Wolke, Sophia  
Yisrael, Nesyah  
Young, Raven

**r) Adoption of Resolution -Verifying Assistant Principal Assignment**

The Board adopted the following resolution verifying the assignment of Assistant Principal:

WHEREAS, the Finneytown Local School District wishes to employ Jessica Martin (OH3107492) as an Elementary Assistant Principal responsible for grades K-6 and

WHEREAS, Jessica Martin holds a current Ohio Department of Education Principal License for grades 4-9 and,

WHEREAS the Ohio Department of Education allows for the issuance of a one year Alternative Principal License which allows candidates to work in an Ohio school as a principal or assistant principal for grades that do not conform with their current license,

NOW, THEREFORE, be it resolved by the Finneytown Local School District Board of Education that Jessica Martin will assume a position as Elementary Assistant Principal upon the issuance of an Alternative Principal License for grades PK-6 by the Ohio Department of Education.

**s) Approval of Change Orders\***

The Board approved the following change orders for the new K-6 Elementary construction project:

**1) Change Order #S60 – Skanska Contract**

Add \$561.19 for the addition of two concrete mow strips below the metal panel walls at the front of the building. At the District's preference, the mow strips were added to help keep lawn mowers and string trimmers away from the metal panels to avoid damaging them. Refer to the sketch included in the attachment.

**2) Change Order #S63 – Skanska Contract**

Add \$65,438.58 for the Monument Sign. The pricing is based on the following: Bulletin #09R (two-element design); Delete interior CMU wythes; Use masonry veneer currently on site; 16 mm pixel pitch digital sign; Provide "8850" dimensional numbers. Exclude "Finneytown Elementary" dimensional letters.

**3) Change Order #S64 – Skanska Contract**

Add \$619.11 to provide stands/bases for the existing convection ovens. The change order includes two stands, one for the oven moving to Finneytown Elementary and one for the oven remaining at Brent Elementary.

**t) Approval of Agreement - HCESC\***

The Board approved the following agreement:

Finneytown Local School District with Hamilton County Educational Service Center to provide specific special services and instructional services for the 2022-2023 school year.

The projected cost is \$664,973 to the General Fund and \$840,653 to all funds.

**u) Approval of Resolution - Auxiliary Participation\***

The Board approved the following resolution of participation:

Central Baptist Academy and St. Vivian School with Hamilton County Educational Service Center to cooperatively provide services for the 2022-2023 school year under the non-public school auxiliary services program.

**v) Adoption of Resolution – Approval of Service Fund Payment\***

The Board approved payment from the Service Fund, per ORC 3315.15, for the appropriate expenses incurred by a district board member attending the OSBA Board Leadership Institute Conference on May 6-7, 2022.

**w) Approval of Graduation Class of 2022**

The Board approved the Finneytown High School Graduation Class of 2022 (see attached roster), pending successful completion of all requirements.

**x) Approval of Student Fees - 2022-2023\***

The Board approved the following Student Fees for the 2022-2023 school year:

**Secondary Campus**

**Seventh Grade \$75.00**

ID, assignment books, bus trips, media center supplies and consumable classroom supplies



**Eighth Grade** **\$75.00**  
ID, assignment books, bus trips, media center supplies, and consumable classroom supplies

**Ninth Grade** **\$105.00**  
ID, school planner, bus trips, media center supplies and consumable classroom supplies

**Tenth Grade** **\$105.00**  
ID, school planner, bus trips, media center supplies and consumable classroom supplies

**Eleventh Grade** **\$95.00**  
ID, school planner, bus trips, media center supplies and consumable classroom supplies

**Twelfth Grade** **\$80.00**  
ID, school planner, bus trips, media center supplies and consumable classroom supplies

Additional / Optional Fees:

Summer Credit Retrieval	\$0.00
Student Parking Pass	\$50.00
Painted Parking Spot Fee	\$25.00

Additional fees may apply for other materials/events including, but not limited to:

Field Trips	Summer School
Lost Books	Summer Sports Camps
Media Center Fines	Sporting Event Admission
Book Rebinding Fees	Musical/Play Admission
Advance Placement Testing	School Dances
Washington D.C. Trip	Prom/Homecoming Tickets
Yearbook	Spirit Packs
Memory Book	Band Camp

**Elementary**

**Full-Day Kindergarten** **\$40.00**  
Consumable supplies (such as paper), items for projects, subscriptions (magazines), assemblies, art and science supplies

**First Grade** **\$25.00**  
Consumable supplies (such as paper), items for projects, subscriptions (magazines), assemblies, art and science supplies

**Second Grade** **\$25.00**  
Consumable supplies (such as paper), items for projects, subscriptions (magazines), assemblies, art and science supplies

**Third Grade \$30.00**  
 Consumable supplies (such as paper), items for projects, subscriptions (magazines), assemblies, art and science supplies

**Fourth Grade \$30.00**  
 Consumable supplies (such as paper), items for projects, subscriptions (magazines), assemblies, art and science supplies, recorders for music

**Fifth Grade \$35.00**  
 Consumable supplies (such as paper), items for projects, subscriptions (magazines), assemblies, art and science supplies, assignment and vocabulary books

**Sixth Grade \$35.00**  
 Consumable supplies (such as paper), items for projects, subscriptions (magazines), assemblies, art and science supplies, assignment and vocabulary books

**y) Approval of School Meal Prices - 2022-2023 School Year\***

The Board approved the following school meal prices for the 2022-2023 school year:

	<u>REGULAR</u> <u>LUNCH</u> <b>2022-23</b>	<u>SUPER</u> <u>LUNCH</u> <b>2022-23</b>	<u>SUPER</u> <u>DELUXE</u> <u>LUNCH</u> <b>2022-23</b>	<u>BREAKFAST</u> <b>2022-23</b>
<b>Elementary</b>	<b>\$2.75</b>	<b>N/A</b>	<b>N/A</b>	<b>\$1.75</b>
<b>Secondary</b>	<b>\$3.00</b>	<b>\$3.50</b>	<b>N/A</b>	<b>\$1.75</b>
<b>Milk</b>	<b>\$0.60</b>			

Meal pricing for students is the same as pre-pandemic.

**z) Acceptance of Donations\***

The Board accepted the following donations:

A \$504.00 cash donation for a Museum Tickets Grant to the Finneytown Secondary Campus from the Secondary PTA on April 7, 2022.

A \$100.00 cash donation from an anonymous source for the Finneytown Local School District social work fund on April 18, 2022.

A \$6,000.00 cash donation for band camp scholarships from the Finneytown Music Parents Association on April 11, 2022.

A \$21,937.50 cash donation for one-half of the cost of new marching band uniforms from the Finneytown Music Parents Association on April 18, 2022.

A trumpet valued at \$300.00 to the Finneytown music department from Bruce Haag, 618 Vincennes Ct, Cincinnati, OH, 45231 on April 21, 2022.

Twelve (12) new Osram Sylvania replacement light bulbs valued at \$211.56 for the William R. Swartzel Performing Arts Center from Vineyard Finneytown Community Church on March 29, 2022.

Five (5) four-top booths, three (3) two-top booths and four (4) two-person tables valued at \$6,000.00 from the Subway Restaurant in Finneytown at Winton and Galbraith Rds. to the Finneytown Local School District on May 5, 2022.

A \$1,000.00 cash donation to the Finneytown Athletic Department from the Finneytown Athletic Association on May 11, 2022.

**RC:** Mr. Reeb, yes; Mr. Gast, yes; Ms. Lee, yes; Ms. McMullen, yes; Mr. Rea, yes. The president declared the motion passed.

**56-22** Mr. Rea moved, seconded by Ms. McMullen, that the Board approve the following the following Memorandum of Understanding regarding Staff Recognition Day:

**MEMORANDUM OF UNDERSTANDING  
REGARDING STAFF RECOGNITION DAY**

FINNEYTOWN LOCAL SCHOOL DISTRICT BOARD OF EDUCATION AND  
FINNEYTOWN ASSOCIATION OF SUPPORT PERSONNEL

This Memorandum of Understanding ("MOU") is entered into by and between the Board of Education of the Finneytown Local School District (the "Board") and the Finneytown Association of Support Personnel ("the Association") (collectively, "the Parties").

**WHEREAS**, the Board and the Association are parties to a collective bargaining agreement for the period of July 1, 2019 through June 30, 2022 (the "Agreement"); and

**WHEREAS**, in the course of negotiations for a successor agreement, the parties mutually agreed upon payment for covered bargaining unit members for their attendance at the 2022 Staff Recognition Day which is to occur on May 31, 2022; and

**WHEREAS**, the parties wish to outline the terms in which staff members will be compensated for their attendance at the 2022 Staff Recognition Day;

**NOW THEREFORE**, the parties agree as follows:

1. Covered bargaining unit members will be paid for time in attendance at the 2022 Staff Recognition Day.

2. The parties understand that this payment for attendance at the Staff Recognition Day is not an extension of contract days for bargaining unit members whom contracts expire prior to May 30, 2022.
3. Covered bargaining unit members whom contracts expire prior to May 30, 2022 will not receive holiday pay for Memorial Day even if they attend the Staff Recognition Day on May 31, 2022.
4. Bargaining unit members shall also be eligible for extra work (i.e. moving duties) on, and after May 31, 2022, which shall be subject to the same holiday pay exclusions as set forth herein.
5. To the extent this MOU conflicts with Ohio Revised Code Section 3319.087, the provisions of this MOU shall supersede and replace Revised Code 3319.087.
6. The Parties affirm and agree that this MOU shall prevail over any contrary provision in the Agreement.
7. This MOU constitutes the entire agreement between the Board and the Association regarding the issues outlined herein.
8. There are no other written or verbal agreements, understandings or arrangements between the Parties regarding the issues outlined herein. Any amendment to this MOU must be in writing and signed by the Parties.
9. The Parties have reviewed this MOU with their representatives, understand its terms and conditions, are voluntarily executing this MOU, and each signatory to this MOU represents that he or she has the authority to enter into this MOU on behalf of his or her party.

**RC:** Mr. Gast, yes; Ms. Lee, yes; Ms. McMullen, yes; Mr. Rea, yes; Mr. Reeb, yes. The president declared the motion passed.

**57-22** Ms. Lee moved, seconded by Mr. Gast, that the Board approve the Negotiated Master Contract between Finneytown Local School District and Finneytown Education Association, effective August 1, 2022 through July 31, 2025, including the following memoranda of understanding:

**MEMORANDUM OF UNDERSTANDING  
REGARDING OHIO EVALUATION SYSTEMS**

FINNEYTOWN LOCAL SCHOOL DISTRICT BOARD OF EDUCATION AND  
FINNEYTOWN EDUCATION ASSOCIATION

This Memorandum of Understanding is entered into by the **FINNEYTOWN LOCAL SCHOOL DISTRICT BOARD OF EDUCATION** ("Board") and the **FINNEYTOWN EDUCATION ASSOCIATION** ("Association").

**WHEREAS**, the Board and the Association are parties to a current Collective Bargaining Agreement in effect from August 1, 2022 through July 31, 2025;

**WHEREAS**, the Board of Education is responsible for a standards-based teacher evaluation policy and school counselor evaluation policy which conforms to the framework for evaluation of teachers and counselors as approved by the State Board of Education;

**WHEREAS**, the Board and the Association wish to enter into a Memorandum of Understanding regarding the use of the Ohio Teacher Evaluation System ("OTES") and the Ohio School Counselor Evaluation System ("OSCES") during the 2022- 25 school years;

**NOW, THEREFORE, BE IT AGREED** upon by the Board and the Association as follows:

1. For the 2022-25 school years, the Board and the Association agree to implement OTES and OSCES in place of the current Collective Bargaining Agreement Evaluation System (Article 3.10) for all members who meet the definition of "teacher" or "counselor" in Ohio Revised Code sections 3319.111 and 3319.113, respectively.
2. Given the dynamic nature of the mandated teacher evaluation process, the Board authorizes the Superintendent to establish and maintain an ongoing Evaluation Policy Consultation committee, with continuing participation by the Association and for the express purpose of recommending necessary changes to the Board for the appropriate revision of this policy. This committee shall be comprised of an equal number of Administrators, appointed by the Superintendent, and members, appointed by the Association President.
3. Prior to making any changes or modifications to any of the attached documents (Board Policy, Teacher and Counselor Evaluation Handbook and Timeline), the Board shall notify the Association President at least two (2) weeks in advance of any contemplated change and convene the Evaluation Policy Consultation committee for the purposes of discussing the changes and collaborating to resolve any conflicts.
4. If consensus is not reached, and the outlying issues materially affect terms and conditions of employment, the Board will have a bargaining obligation over those areas that are in disagreement before implementation. The Association may exercise any and all rights in accordance with the Collective Bargaining Agreement and with Ohio Revised Code Chapter 4117.
5. Schedule for Evaluation

All teachers shall receive one formal written evaluation each school year except as follows:

Teachers who received a final summative educator effectiveness rating of "Accomplished" or "Skilled" on their most recent evaluation.

Teachers who receive a final summative educator effectiveness rating of "Accomplished" on their most recent evaluation may be evaluated every three years as long as the teacher's student academic growth measure the most recent school year which data is available is average or higher.

Teachers who receive a final summative educator effectiveness rating of "Skilled" on their most recent evaluation may be evaluated every two years as long as the teacher's student academic growth measured for the most recent school year for which date is available is average or higher.

In any year in which a teacher who has not been formally evaluated as a result of having previously received a rating of "Accomplished" or "Skilled", the credentialed evaluator shall conduct a minimum of a walk through and hold one post conference with the teacher. A teacher who does not receive a full evaluation under this section must still complete a growth plan.

A teacher who is on leave for 50% or more of the school year will not be evaluated.

A teacher who is retiring at the end of the school year will not be evaluated as long as the teacher has submitted and the Board of Education accepts a notice of retirement on or before December 1 of the school year.

Notwithstanding any of the exceptions listed above, all teachers shall be evaluated in any year in which their contract is up for renewal or nonrenewal, or in which the teacher shall become eligible for a continuing contract.

The evaluation shall be conducted and completed no later than the first day of May and the teacher being evaluated shall receive a written report of the results of this evaluation not later than the tenth day of May, unless the teacher is being recommended for non-renewal. In that case, the teacher shall receive a written report of the results of the evaluation by May 1.

6. Only personnel on administrative contracts with proper certification and credentialing from the Ohio Department of Education shall evaluate bargaining unit members. However, those credentialed evaluators serving in a dual administrator/teaching role shall be permitted to conduct only walkthroughs on bargaining unit members.

**MEMORANDUM OF UNDERSTANDING  
REGARDING STIPENDS VIA ESSER FUNDS**

**FINNEYTOWN LOCAL SCHOOL DISTRICT BOARD OF EDUCATION AND  
FINNEYTOWN EDUCATION ASSOCIATION**

This Memorandum of Understanding ("MOU") is entered into by and between the Board of Education of the Finneytown Local School District (the "Board") and the Finneytown Education Association (the "Association") (collectively, the "Parties").

**WHEREAS**, the Board and the Association are parties to a collective bargaining agreement for the period of August 1, 2022 through July 31, 2025 (the "Agreement"); and

**WHEREAS**, in the course of negotiations, the Parties acknowledged that since March 17, 2020, all staff members of the Finneytown Local School District have been responsible for challenging and additional responsibilities due to COVID-19; and

**WHEREAS**, Elementary and Secondary School Emergency Relief (ESSER) Fund dollars were appropriated to state education agencies (SEAs) based on the previous year's Title I shares, with 90% allocated to local education agencies that received a Title I allocation in the most recent fiscal year; and

**WHEREAS**, the law allows districts to spend their ESSER funds on a broad range of "Allowable Activities," including, but not limited to the following:

1. Coordinate preparedness and response efforts of the district to prevent, prepare for, and respond to COVID-19.
2. Activities to address unique needs of low-income students, students with disabilities, English learners, racial and ethnic minorities, students experiencing homelessness, foster youth.
3. Develop and implement procedures and systems to improve the preparedness and response efforts of LEA.
4. Training and PD for staff on sanitation and minimizing spread of infectious diseases.
5. Provide mental health services and supports.
6. Plan and implement summer learning and supplemental after-school activities.
7. Addressing learning loss by: administering and using high-quality assessments to assess students' academic progress and meet students' academic needs, including through differentiating instruction; implementing evidence-based activities to meet the comprehensive needs of students; providing information and assistance to parent and families on how they can effectively support students, including in a distance learning environment; and/or tracking student attendance and improving student engagement in distance education.
8. School facility repairs and improvements to enable operation of schools to reduce risk of virus transmission and exposure to environmental health hazards, and to support student health needs.
9. Inspection, testing, maintenance, repair, replacement, and upgrade projects to improve the indoor air quality in school facilities, including mechanical and non-mechanical heating, ventilation, and air conditioning systems, filtering, purification

and other air cleaning, fans, control systems, and window and door repair and replacement.

10. Other activities necessary to maintain the operations and continuity of services in the LEA and continuing to employ existing staff of the LEA.

**WHEREAS**, the Board extends their gratitude for every Teacher's extra efforts to mitigate the negative effects of the COVID-19 pandemic for the students and school community and desires to provide compensation, for their commitment in fulfilling additional job responsibilities and engaging in Allowable Activities during these challenging and unique times; and

**WHEREAS**, the Parties wish to outline the terms under which compensation will be paid, which will be in accordance with the terms of this MOU.

**NOW THEREFORE**, the Parties agree as follows:

1. The Parties agree that a supplemental stipend of \$600.00 will be paid to each full-time Teacher who employed for the entire 2022-2023 school year for performing Allowable Activities. Such payment shall be made in a single lump sum, less applicable withholdings and deductions, at the end of the 2022-2023 school year if still employed by the Board.
2. The Parties agree that a supplemental stipend of \$600.00 will be paid to each full-time Teacher who employed for the entire 2023-2024 school year for performing Allowable Activities. Such payment shall be made in a single lump sum, less applicable withholdings and deductions, at the end of the 2023-2024 school year if still employed by the Board.
3. The Parties agree that a supplemental stipend of \$300.00 will be paid to each part-time (less than thirty (30) hours per week) Teacher who employed for the entire 2022-2023 school year for performing Allowable Activities. Such payment shall be made in a single lump sum, less applicable withholdings and deductions, at the end of the 2022-2023 school year if still employed by the Board.
4. The Parties agree that a supplemental stipend of \$300.00 will be paid to each part-time (less than thirty (30) hours per week) Teacher who employed for the entire 2023-2024 school year for performing Allowable Activities. Such payment shall be made in a single lump sum, less applicable withholdings and deductions, at the end of the 2023-2024 school year if still employed by the Board.
5. The Parties agree that the supplemental stipend shall be prorated for those employees who start after the first contracted work day.
6. The Parties affirm and agree that this MOU shall prevail over any contrary provision in the Agreement.



7. This MOU shall set no precedent and shall not be considered as creating any past practice as between the Parties. The Parties acknowledge that this is a one-time MOU only, for the purposes of addressing the unique facts and circumstances presented herein and as related to the COVID-19 pandemic.
8. This MOU constitutes the entire agreement between the Board and the Association regarding the issues outlined herein. There are no other written or verbal agreements, understandings or arrangements between the Parties regarding the issues outlined herein. Any amendment to this MOU must be in writing and signed by the Parties.
9. The Parties have reviewed this MOU with their representatives, understand its terms and conditions, are voluntarily executing this MOU, and each signatory to this MOU represents that he or she has the authority to enter into this MOU on behalf of his or her party.

**RC:** Ms. Lee, yes; Ms. McMullen, yes; Mr. Rea, yes; Mr. Reeb, yes; Mr. Gast, yes. The president declared the motion passed.

**58-22** Mr. Rea moved, seconded by Ms. McMullen that the Board approve the Negotiated Master Contract between Finneytown Local School District and Finneytown Association of Support Personnel, effective July 1, 2022 through June 30, 2025, including the following memoranda of understanding:

**MEMORANDUM OF UNDERSTANDING  
REGARDING CERTAIN MEMBER WORK WEEK**

FINNEYTOWN LOCAL SCHOOL DISTRICT BOARD OF EDUCATION AND  
FINNEYTOWN ASSOCIATION OF SUPPORT PERSONNEL

WHEREAS, the Finneytown Local School District Board of Education (hereinafter the "Board") and the Finneytown Association of Support Personnel (hereinafter the "Association") are parties to a Master Contract Agreement which is in effect from July 1, 2022 through June 30, 2025; and

WHEREAS, in accordance with the agreement reached between the parties, a Memorandum of Understanding is to be drafted regarding the one (1) Education Support Personnel whose hours will be changed from 30 hours per week to 29 hours per week;

NOW, THEREFORE, BE IT AGREED, by the Board and the Association as follows:

1. The one (1) Education Support Personnel - Helen Weirich - will be assigned to work 29 hours per week starting at the beginning of the 2022-2023 school year.

2. The Education Support Personnel named above will be paid a Stipend equivalent to the wages lost as a result of working one less hour per week. The stipend will be paid out over 12 months.

This stipend will continue as long as the named employees remain employed by the Finneytown Local School District in an active status. The MOU becomes null and void for any named employee who either returns to 30 or more hours per week or voluntarily reduces their weekly hours below 29 hours per week. An increase in hours must be approved by the Superintendent.

3. Each year, the stipend will increase as the named employees' respective salaries increase.

4. The parties will meet at the end of each school year to determine whether changes in any State or Federal law could require changes to, or the cessation of, the Agreement.

5. This MOU applies only to the one named individual. It sets no precedent nor past practice and it does not apply to future hires. Nothing herein is intended to prohibit the Board of Education from exercising any rights it may have in the collective bargaining agreement with FASP.

6. The named employee knowingly enters into this Agreement and holds the Board harmless for its decision to reduce the employees' hours and the consequences thereof.

### **MEMORANDUM OF UNDERSTANDING REGARDING SUPPLEMENTAL POSITIONS**

#### **FINNEYTOWN LOCAL SCHOOL DISTRICT BOARD OF EDUCATION AND FINNEYTOWN ASSOCIATION OF SUPPORT PERSONNEL**

**WHEREAS**, the Finneytown Local School District Board of Education (hereinafter the "Board") and the Finneytown Association of Support Personnel (hereinafter the "Association") are parties to a Master Contract Agreement which is in effect from July 1, 2020 through June 30, 2025; and

**WHEREAS**, in accordance with the agreement reached between the parties, a Memorandum of Understanding is to be drafted regarding the availability of supplemental positions in the Finneytown Local School District to the Association;

**NOW, THEREFORE, BE IT AGREED**, by the Board and the Association as follows:

1. Per R.C. Section 3313.53(D)(1), licensed teachers in the Finneytown Local School District are offered supplemental positions by the Board first. Per this agreement, all members of the Association's bargaining unit may apply for any open supplemental positions remaining after those positions have been offered to licensed teachers. These

positions are attached to and incorporated into this Memorandum. It is understood between the parties that new positions may be created or eliminated depending on the need of the school district from year to year.

2. Per R.C. Section 3313.53(D)(2:) and Section 4120.08 - EMPLOYMENT OF PERSONNEL FOR COCURRICULAR/EXTRA-CURRICULAR ACTIVITIES of the Finneytown Local School District Bylaws and Policies, "The Board may renew the contract of any non-licensed individual, currently employed by the Board for one or more years, without first offering the position held by that individual to employees of the District who are licensed individuals or advertising the position as available to any qualified licensed individuals who are not currently employed by the Board unless otherwise prohibited by a collective bargaining agreement."

3. Both parties agree that all listed positions are defined as "nominal" and shall be treated as with such a designation.

### **MEMORANDUM OF UNDERSTANDING REGARDING STIPENDS VIA ESSER FUNDS**

#### **FINNEYTOWN LOCAL SCHOOL DISTRICT BOARD OF EDUCATION AND FINNEYTOWN ASSOCIATION OF SUPPORT PERSONNEL**

This Memorandum of Understanding ("MOU") is entered into by and between the Board of Education of the Finneytown Local School District (the "Board") and the Finneytown Association of Support Personnel (the "Association") (collectively, the "Parties").

WHEREAS, the Board and the Association are parties to a collective bargaining agreement for the period of July 1, 2022 through June 30, 2025 (the "Agreement"); and

WHEREAS, in the course of negotiations, the Parties acknowledged that since March 17, 2020, all staff members of the Finneytown Local School District have been responsible for challenging and additional responsibilities due to COVID-19; and

WHEREAS, Elementary and Secondary School Emergency Relief (ESSER) Fund dollars were appropriated to state education agencies (SEAs) based on the previous year's Title I shares, with 90% allocated to local education agencies that received a Title I allocation in the most recent fiscal year; and

WHEREAS, the law allows districts to spend their ESSER funds on a broad range of "Allowable Activities," including, but not limited to the following:

1. Coordinate preparedness and response efforts of the district to prevent, prepare for, and respond to COVID-19.
2. Activities to address unique needs of low-income students, students with disabilities, English learners, racial and ethnic minorities, students experiencing homelessness, foster youth.

3. Develop and implement procedures and systems to improve the preparedness and response efforts of LEA.
4. Training and PD for staff on sanitation and minimizing spread of infectious diseases.
5. Provide mental health services and supports.
6. Plan and implement summer learning and supplemental after-school activities.
7. Addressing learning loss by: administering and using high-quality assessments to assess students' academic progress and meet students' academic needs, including through differentiating instruction; implementing evidence-based activities to meet the comprehensive needs of students; providing information and assistance to parent and families on how they can effectively support students, including in a distance learning environment; and/or tracking student attendance and improving student engagement in distance education.
8. School facility repairs and improvements to enable operation of schools to reduce risk of virus transmission and exposure to environmental health hazards, and to support student health needs.
9. Inspection, testing, maintenance, repair, replacement, and upgrade projects to improve the indoor air quality in school facilities, including mechanical and non-mechanical heating, ventilation, and air conditioning systems, filtering, purification and other air cleaning, fans, control systems, and window and door repair and replacement.
10. Other activities necessary to maintain the operations and continuity of services in the LEA and continuing to employ existing staff of the LEA.

WHEREAS, the Board extends their gratitude for every member's extra efforts to mitigate the negative effects of the COVID-19 pandemic for the students and school community and desires to provide compensation, for their commitment in fulfilling additional job responsibilities and engaging in Allowable Activities during these challenging and unique times; and

WHEREAS, the Parties wish to outline the terms under which compensation will be paid, which will be in accordance with the terms of this MOU.

NOW THEREFORE, the Parties agree as follows:

1. The Parties agree that a supplemental stipend of \$600.00 will be paid to each full-time member employed for the entire 2022-2023 school year for performing Allowable Activities. Such payment shall be made in a single lump sum, less applicable withholdings and deductions, at the end of the 2022-2023 school year if still employed by the Board.
2. The Parties agree that a supplemental stipend of \$600.00 will be paid to each full-time member employed for the entire 2023-2024 school year for performing Allowable Activities. Such payment shall be made in a single lump sum, less applicable withholdings and deductions, at the end of the 2023-2024 school year if still employed by the Board.
3. The Parties agree that a supplemental stipend of \$300.00 will be paid to each part-time (less than thirty (30) hours per week) member employed for the entire

- 2022-2023 school year for performing Allowable Activities. Such payment shall be made in a single lump sum, less applicable withholdings and deductions, at the end of the 2022-2023 school year if still employed by the Board.
4. The Parties agree that a supplemental stipend of \$300.00 will be paid to each part-time (less than thirty (30) hours per week) member employed for the entire 2023-2024 school year for performing Allowable Activities. Such payment shall be made in a single lump sum, less applicable withholdings and deductions, at the end of the 2023-2024 school year if still employed by the Board.
  5. The Parties agree that the supplemental stipend shall be prorated for those employees who start after the first contracted work day.
  6. The Parties affirm and agree that this MOU shall prevail over any contrary provision in the Agreement.
  7. This MOU shall set no precedent and shall not be considered as creating any past practice as between the Parties. The Parties acknowledge that this is a one-time MOU only, for the purposes of addressing the unique facts and circumstances presented herein and as related to the COVID-19 pandemic.
  8. This MOU constitutes the entire agreement between the Board and the Association regarding the issues outlined herein. There are no other written or verbal agreements, understandings or arrangements between the Parties regarding the issues outlined herein. Any amendment to this MOU must be in writing and signed by the Parties.
  9. The Parties have reviewed this MOU with their representatives, understand its terms and conditions, are voluntarily executing this MOU, and each signatory to this MOU represents that he or she has the authority to enter into this MOU on behalf of his or her party.

**RC:** Ms. McMullen, yes; Mr. Rea, yes; Mr. Reeb, yes Mr. Gast, yes; Ms. Lee, yes. The president declared the motion passed.

**59-22** Mr. Rea moved, seconded by Ms. Lee, that the Board adopt the following Resolution expressing opposition to Ohio HB 616:

WHEREAS, Ohio House Bill 616 (134th General Assembly) has been introduced to amend sections 3313.21, 3314.03 and 3326.11 and to enact section 3313.6029 of the Ohio Revised Code regarding the promotion and teaching of divisive or inherently racist concepts in public schools; and

WHEREAS, the provisions in this bill run contrary to our school district's Mission, Vision, and Core Beliefs; and

WHEREAS, as written, this legislation would allow a body consisting of a population dissimilar to that of the Finneytown Local School District to determine what is controversial or divisive and would threaten the funding of any district that operates counter to that determination; and

WHEREAS, Finneytown Local School District is proudly one of the most diverse school districts in the State of Ohio; and

WHEREAS, Finneytown Local School District recognizes that teaching controversial subjects benefits students and is a way to improve students' critical thinking skills; and

WHEREAS, Finneytown Local School District currently has a policy in place (2240) that allows parents to request that their children not be taught controversial topics if they have a religious or strong values-based objection to the material; and

WHEREAS, Critical Race Theory is a Master's Level Social Studies or upper-level Law School course and is not taught in Finneytown Local School District;

NOW THEREFORE BE IT RESOLVED that the Finneytown Local School District Board of Education does hereby express its opposition to this legislation, HB 616.

BE IT FURTHER RESOLVED that the Finneytown Local School District be directed to broadcast this resolution upon the minutes of the Board of Education and that copies of the resolution be forwarded to members of the Ohio House of Representatives and the Ohio Senate.

**RC:** Mr. Rea, yes; Mr. Reeb, no; Mr. Gast, yes; Ms. Lee, yes; Ms. McMullen, yes. The president declared the motion passed.

### **Review of Assignments -**

- 1) YMCA Extended Summer Camp publicity – Ms. McMullen, Dr. Banks
  - a. Distribute registration packets via the Thursday Folders
  - b. Make extra copies available in the elementary school Principals' Offices
  - c. Announce in the Community Newsletter and Principal Newsletters
  - d. Post on social media
- 2) Forward copies of the Finneytown Board of Education's Resolution Expressing Opposition to Ohio HB 616 to members of the Ohio House of Representatives and the Ohio Senate – Mr. Rea

### **Administrative Report**

#### **Dr. Laurie Banks, Superintendent**

– discussed the Juneteenth Holiday:

- o Ohio law recently authorized Juneteenth as a paid holiday for 11 and 12 month, regular, non-teaching employees. This would apply to all of our employees, except those 11 and 12 month employees in union-covered positions and administrative positions.
- o The approved 2022-2025 negotiated agreements authorize Juneteenth as a paid holiday beginning in 2023, for 11 and 12 month employees in classified union covered positions
- o 11 and 12 month administrative employees would not be authorized to receive Juneteenth as a paid holiday unless or until authorized by the Board of Education by resolution and/or amendment of their individual employment contracts.

**60-22** Ms. Lee moved, seconded by Ms. McMullen, that the Board adopt the following resolution, authorizing Juneteenth as a paid holiday for regular, administrative and union covered 11 and 12 month non-teaching employees:

Whereas Ohio law currently recognizes Juneteenth as a paid holiday for only some of the school district's 11 and 12 month regular, non-teaching employees, and

Whereas the Board wishes to recognize Juneteenth as a paid holiday for all of its 11 and 12 month regular non-teaching employees,


Therefore, the Finneytown Board of Education officially recognizes and authorizes Juneteenth as a paid holiday for all regular, administrative and union covered 11 and 12 month, non-teaching contract employees for whom paid holidays are typically and/or contractually awarded, and for which the employee has been scheduled to work under their position job calendar the preceding and following contract day, effective immediately and continuing from this point forward

Further, if required by statute, each individual 11 and 12 month (administrative and/or other) contract shall immediately be considered amended by this resolution to include and authorize payment of this Board recognized holiday.

**RC:** Mr. Reeb, yes; Mr. Gast, yes; Ms. Lee, yes; Ms. McMullen, yes; Mr. Rea, yes. The president declared the motion passed.

The next regular meeting of the Finneytown Board of Education will take place on Monday, June 20, 2022 at 6:30pm in the Media Center of the Finneytown Secondary Campus, 8916 Fontainebleau Terrace, Cincinnati, OH 45231. Open forum will begin at 6:00pm.

**61-22** There being no further business, Mr. Rea moved, seconded by Mr. Gast, that the meeting be adjourned. The president declared the meeting adjourned at 9:19pm.

  
\_\_\_\_\_  
Tony Gast, President

ATTEST:

  
\_\_\_\_\_  
David L. Oliverio, Treasurer

