

FINNEYTOWN LOCAL SCHOOL DISTRICT
Regular Meeting, March 20, 2023
Finneytown Secondary Campus Media Center
8916 Fontainebleau Terrace
Cincinnati, OH 45231
Open Forum 6:00pm
Regular Meeting 6:30pm

This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. FLSD Policy 0165.1

1. Call to Order

2. Opening Ceremony

Our mission is to foster academic and social growth for each student in a safe, supportive school environment.

Our vision is to be a learning community that inspires our students and staff to think critically, grow intellectually, and live with integrity.

3. Additions to and Approval of the Agenda

4. Approval of Minutes from the Regular Meeting of February 21, 2023 and the Special Meetings on February 28, 2023 and March 13, 2023.

5. Honor our Exemplary Educators

6. Student Update

7. Administrative Report

8. Public Address

9. Board Coordination Matters

- **Board Members**

10. Financial Matters

10.1 Adoption of the Consent Calendar

It is recommended 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 February 28, 2023*

U.S. Bank	0.0999%	\$ 290,416.01
U.S. Bank (construction fund)	0.5300%	\$ 3,684,602.68
STAR Ohio	4.7600%	\$ 22,523,775.24
STAR Ohio (construction #2)	4.7600%	\$ 3,073,040.39
STAR Ohio (construction #1)	4.7600%	\$ 1,217,629.83

c) Interest Earned on Depository and Investment Accounts as of February 28, 2023*

General Fund	\$80,829.68
Construction Fund	\$15,617.35

d) Monthly Bond Project Spending and Commitment Report*

[See attachment]

11. Superintendent’s Recommendations

11.1 Adoption of the Consent Calendar

It is recommended 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*

It is recommended that the Board acknowledge the following resignations, which have been previously accepted by the Superintendent:

Rachael Gosdin French Teacher Secondary Campus Effective April 6, 2023

b) Approval of Contract – Supplemental 2022-2023*

It is recommended that the Board approve the following Administrative Contract, effective August 1, 2022 through July 31, 2023:

Queylah Gaines	Head Varsity Cheer Coach	\$1,130.00
Randy Kent	Assistant Wrestling Coach	\$2,241.00
Joseph Grothe	Head Varsity Cross County Coach	\$1,656.00
Joseph Grothe	Head MS Cross County Coach	\$1,208.00

c) Approval of Substitute Teachers Provided by Comprehensive Substitute Solutions*

It is recommended that the Board approve 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 March 16, 2023:

Anderson, Kamesha	Gaines, Queylah	Osterbrock, Dylan
Barnes, Cheryl	Giffin, David	Page, Candace
Barnett, Althea	Gilbert, Jaylin	Palmore, Cori
Bell, Danny	Gray, Kiara	Parham, Ebony
Bellamah, Christopher	Haarlammert, Stephanie	Perez, Adesina
Binford, Cornelia	Hardy, Diane	Phipps, Marilyn
Blank, Diana	Hartman, Matthew	Pittman, Felicia
Blanks, Earl	Hartman, Ronald	Pollington, Connie
Blunt, Sharron	Hayden, Larita	Powell, Victoria
Blyberg, Zachary	Henderson-Pitts, DeLaine	Price, Tanya
Bonds, Alexia	Hershey, Caroline	Ray, Colleen
Brewer, Valeri	Hess, Leanne	Reppart, Jackson
Brinkman, Rosa	Hopkins, Samuel	Rice, Alisha
Brown, Camryn	Horstman, Zach	Ruffner, Sara
Brown, Charles	Horton, Vanius	Ryan, Samantha
Brown, Kara	Howard, Elaine	Scholles, Emilie
Burton, LaGina	Hudson, Denesha	Schuler, Emily
Calhoun, Brenda	Hughes Jr., George	Shaw, Phyllis
Chenault, Kennedy	Jackson, Dionna	Skidmore, Carson
Colvin, Gayle	Jones, Darrell	Smith, Tamara
Connor, Kathryn	Jurell, Megan	St.Hilaire, Melissa
Cook, Gary	Kelley-Gerton, Lisa	Stegman, Jessica
Cooper, Edward	Laird, Maggie	Stevenson, Alisha
Copeland, David	Lemon, Richard	Sullivan, Clyde
Crumpley, Tanagna	Lockett, Teylar	Tennyson, Emma
Davis, Elonah	Long, Austin	Thomas, Jenna
Davis, Gordon	Lopez Corpus, Uriel	Tubbs, Quinetta
Davis, Rollins	Marshall, Gwen	Uetrecht, Kimberly
Denlinger, Scott	Martin, Artis	Underwood, Mason
Dunn, Tim	May, Emily	Vaughan, Randall
Duskin, Deemiah	McKinley, Arlinda	Vaught, Alijah
Evans, Deborahagh	Meier, Paulette	Walton, Ronald
Evans, Patricia	Mollineaux, Susan	Watson, Todd
Fegelman, Todd	Mosher, Parker	Weiler, Michael
Fischhoff, Ann	Nelson, Diamond	Williams, Tracey

Wilson, Makayla
Winter, Stephany

Wise, Donnise
Wrentz, Kyra

Yisrael, Nesyah
Zupon, Lisa

d) Approval of Overnight Student Trip*

It is recommended that the Board approve the following overnight student trips:

Michigan Speech Coaches, Inc. Mackinac Tournament

Destination: Mackinac Island, MI

Depart: Friday, May 19, 2023

Return: Sunday, May 21, 2023

Transportation: District van, driven by staff members certified as drivers

Supervision: Two staff members

Anticipated Cost per Student (limit of 7): \$344.00 - \$501.00

e) Approval of Extended Care Program Rate and Fee – FY24*

It is recommended that the Board approve the following Extended Care Program rate and fee for the 2023-24 school year:

	<u>2022-23</u>	<u>2023-24</u>
Hourly Tuition Rate	\$6.75	\$7.00
Registration Fee per Child	\$50.00	\$50.00
Registration Fee per Family	\$75.00	\$75.00

The Extended Care Program is expected to remain financially self-sufficient. The school district reserves the right to increase the hourly tuition rate in January 2024, if required to keep the program from operating at a deficit.

f) Consideration of New / Revised Policies*

It is recommended that the Board consider the following new/revised policies, which will be presented for final adoption at the next regular meeting of the Board:

0131.1	TECHNICAL CORRECTIONS
1615	TOBACCO USE PREVENTION
2114	MEETING STATE PERFORMANCE INDICATORS
2271	COLLEGE CREDIT PLUS PROGRAM
2412	HOMEBOUND INSTRUCTION PROGRAM
3120.09	RESCIND VOLUNTEERS
3215	TOBACCO USE PREVENTION
4120.09	RESCIND VOLUNTEERS
4215	TABACCO USE PREVENTION
5310	HEALTH SERVICES
5460	GRADUATION REQUIREMENTS
5512	TOBACCO USE PREVENTION
5610	REMOVAL, SUSPENSION, EXPULSION AND PERMANENT EXCLUSION OF STUDENTS
6325	PROCUREMENT – FEDERAL GRANT/FUNDS
7434	TOBACCO USE PREVENTION
7540	TECHNOLOGY
7540.01	TECHNOLOGY PRIVACY
7540.02	WEB ACCESSIBILITY, CONTENT, APPS AND SERVICES
7540.03	STUDENT TECHNOLOGY ACCEPTABLE USE AND SAFETY
7540.04	STAFF TECHNOLOGY ACCEPTABLE USE AND SAFETY
8120	REPLACEMENT FOR 3120.09 & 4120.09 VOLUNTEERS
8300	CONTINUITY OF ORGANIZATIONAL OPERATIONS PLAN
8305	INFORMATION SECURITY
8315	REPLACEMENT- ONE UPDATE BEHIND INFORMATION MANAGEMENT
8390	ANIMALS ON DISTRICT PROPERTY
8400	SCHOOL SAFETY
8420	EMERGENCY SITUATIONS AT SCHOOLS
8462	STUDENT ABUSE AND NEGLECT
9160	PUBLIC ATTENDANCE AT SCHOOL EVENTS
9700.01	ADVERTISING AND COMMERCIAL ACTIVITIES

g) Acceptance of Donations*

It is recommended that the Board accept the following donation(s):

A cash donation of \$100.00 to the Finneytown Local School District Secondary Campus Art Department from Conover Family Dental Inc., 9312 Winton Rd., Cincinnati, OH 45231 on October 17, 2022.

A \$750.00 cash donation to the Finneytown High Athletic Department from the Kilroy Family McDonald's Restaurants, Owner/Operator, 409 Elliot Avenue, Cincinnati, OH 45215 on February 14, 2023.

A silent PA system for the hearing impaired, valued at \$289.00, for the William R. Swartzel Performing Arts Center from Vineyard Finneytown Community Church on February 20, 2023.

A \$200.00 cash donation to the Finneytown High School Senior Class of '23 House Fund from the Finneytown Boosters Association on February 27, 2023.

12. Approval of Contract - Administrative*

It is recommended that the Board approve the following Administrative Contract, effective August 1, 2023 through July 31, 2025:

Grant Anderson	Director of Business Operations
\$114,970.00	

13. Approval of Contract - Administrative*

It is recommended that the Board approve the following Administrative Contract, effective August 1, 2023 through July 31, 2025:

Jen Dinan	Assistant Superintendent
\$123,960.00	

14. Approval of Contract - Administrative*

It is recommended that the Board approve the following Administrative Contract, effective August 1, 2023 through July 31, 2025:

Anton Walker Assistant Principal Secondary Campus
\$95,240.00

15. Approval of Contract - Administrative*

It is recommended that the Board approve the following Administrative Contract, effective August 1, 2023 through July 31, 2025:

Carol Miller Principal Secondary Campus
\$112,205.00

16. Approval of Contract - Administrative*

It is recommended that the Board approve the following Administrative Contract, effective August 1, 2023 through July 31, 2025:

Eric Muchmore Director of Personnel and System Design
\$105,306.00

17. Approval of Contract - Administrative*

It is recommended that the Board approve the following Administrative Contract, effective August 1, 2023 through July 31, 2025:

Lisa Samuel Assistant Principal Secondary Campus
\$86,046.00

18. Approval of Contract - Administrative*

It is recommended that the Board approve the following Administrative Contract, effective August 1, 2023 through July 31, 2025:

Meredith Baker Principal Finneytown Elementary
\$97,850.00

19. Approval of Contract - Administrative*

It is recommended that the Board approve the following Administrative Contract, effective August 1, 2023 through July 31, 2025:

Anita Ruffin
\$83,353.00

Assistant Treasurer

20. Executive Session

- **In accordance with ORC 121.22(G)(4), in order to prepare for bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment**

and

- **In accordance with ORC 121.22(G)(1), in order to consider the employment and compensation of a public employee**

and

- **In accordance with ORC 121.22(G)(2), to consider the disposition of property, since disclosure at this time would give an unfair competitive or bargaining advantage to persons whose personal, private interest is adverse to the general public interest**

21. Approval of Memorandum of Understanding – Paid Parental Leave*

MEMORANDUM OF UNDERSTANDING BETWEEN
THE FINNEYTOWN EDUCATION ASSOCIATION AND THE FINNEYTOWN LOCAL
SCHOOL DISTRICT BOARD OF EDUCATION

The Finneytown Local School District Board of Education (the "Board") and the Finneytown Education Association enter into this Memorandum of Understanding ("MOU") regarding paid parental leave. The parties agree as follows:

WHEREAS, the parties are currently subject to the terms of a collective bargaining agreement effective August 1, 2022-July 31, 2025 ("Collective Bargaining Agreement"); and

WHEREAS, the Board values time with loved ones and supports a work-life balance that allows employees to feel fulfilled and meet obligations, both professionally and personally. The Board desires to provide our employees with Paid Parental Leave ("PPL") following the

birth, adoption, or placement of a child. The Board supports time with family and believe this time is important to heal, bond, and connect.

NOW, THEREFORE, by and between the Board and the Association that the following language, effective August 1, 2023, shall constitute their Agreement as it relates to this matter:

Eligibility

To be eligible for PPL, employees must be full-time or part-time, permanent employees. Temporary employees and interns are not eligible for this benefit. In addition, employees must be employed by Board for at least one year, and for at least 1,250 hours over the twelve (12) months prior to the leave AND must meet one of the following Qualifying Family Events:

- Be the biological parent to and legal guardian of a newborn child; or
- The placement with the staff member of a child¹ for adoption or foster care.²

Time Provided

PPL will run concurrently with any time taken under the Family Medical Leave Act ("29 CFR Part 825"). Employees may use up to six weeks of sick time, subject to the permissible reasons under law and the collective bargaining agreement, to supplement their PPL, with any time taken under Family Medical Leave Act for the Qualifying Family Event.

Eligible full-time employees will receive a maximum of six weeks (30 business days) of PPL per Qualifying Family Event. Employees designated as part time shall receive PPL in the amount of hours of hours they work per week for six weeks per Qualifying Family Event.³

The birth, adoption or placement of multiple children does not increase the thirty day or fifteen day allotment of PPL. Employees are not eligible for more than one allotment of PPL in any rolling 12-month period. Additionally, employees shall only be permitted one allotment of PPL in a rolling twenty-four month period for the adoption or foster placement of a child.

¹ Adopted or foster placed child must be younger than compulsory school age for an employee to be eligible for a full allotment of PPL. In other words, if the child to be placed for adoption or foster care is older than compulsory school age, employee shall not be eligible for PPL. "Compulsory school age" shall be defined as in ORC 3321.01(A)(1) which states: "A child between six and eighteen years of age is "of compulsory school age" [.] A child under six years of age who has been enrolled in kindergarten also shall be considered "of compulsory school age" [.]"

² Employees shall not be eligible for PPL for the foster placement and adoption of child. Employee, shall be eligible for foster placement or adoption of child, whichever occurs first.

³ For example, an employee who works 25 hours a week, will receive 150 hours (25 hours x 6 weeks) of PPL.

Employees who have a child placed with them for adoption or foster care, and the child is older than compulsory school age, shall be eligible for one week of PPL (5 days for full-time employees) and the amount of hours worked per week for part-time employees.

PPL must be used within the three-month period following a Qualifying Family Event.

Request and Authorization Process

To receive PPL, employees must provide 30 days' notice of their need to take PPL when the need is foreseeable and such notice is practicable. If PPL is foreseeable less than thirty (30) days in advance, the employee must provide notice as soon as practicable. When the need for PPL is not foreseeable, the staff member must provide notice as soon as practicable under the facts and circumstances of the particular case.

Employees must complete the forms and provide documentation as required by the District to substantiate the request.

Pay and Benefits

PPL pay will be administered on regularly-scheduled pay dates according to the employees' normal schedule. PPL shall not include any overtime pay. PPL shall not be permitted for leave for during extended day contracts. Holidays that occur during the leave period shall be counted as one day of Parental Leave and paid as such. PPL must be taken in full days, except if part-time employees normally work only partial days, they must use PPL in increments which equates to a normal work day.⁴

If both parents are employees who work in the same building, the parents may not use PPL simultaneously. If both parents are employees in different buildings, they may take PPL at the same time.

Employees on PPL receive all employer-paid benefits and continue to accrue all other forms of paid leave as if they were in active pay status.

⁴ For example, an employee who works 4 hours per day, must take their leave in 4 hour increments.

22. Approval of Memorandum of Understanding – Paid Parental Leave*

MEMORANDUM OF UNDERSTANDING BETWEEN THE FINNEYTOWN ASSOCIATION OF SUPPORT PERSONNEL AND THE FINNEYTOWN LOCAL SCHOOL DISTRICT BOARD OF EDUCATION

The Finneytown Local School District Board of Education (the "Board") and the Finneytown Association of Support Personnel enter into this Memorandum of Understanding ("MOU") regarding paid parental leave. The parties agree as follows:

WHEREAS, the parties are currently subject to the terms of a collective bargaining agreement effective July 1, 2022-June 30, 2025 ("Collective Bargaining Agreement"); and

WHEREAS, the Board values time with loved ones and supports a work-life balance that allows employees to feel fulfilled and meet obligations, both professionally and personally. The Board desires to provide our employees with Paid Parental Leave ("PPL") following the birth, adoption, or placement of a child. The Board supports time with family and believe this time is important to heal, bond, and connect.

NOW, THEREFORE, by and between the Board and the Association that the following language, effective August 1, 2023, shall constitute their Agreement as it relates to this matter:

Eligibility

To be eligible for PPL, employees must be full-time or part-time, permanent employees. Temporary employees and interns are not eligible for this benefit. In addition, employees must be employed by Board for at least one year, and for at least 1,250 hours over the twelve (12) months prior to the leave AND must meet one of the following Qualifying Family Events:

- Be the biological parent to and legal guardian of a newborn child; or
- The placement with the staff member of a child⁵ for adoption or foster care.⁶

Time Provided

⁵ Adopted or foster placed child must be younger than compulsory school age for an employee to be eligible for a full allotment of PPL. In other words, if the child to be placed for adoption or foster care is older than compulsory school age, employee shall not be eligible for PPL. "Compulsory school age" shall be defined as in ORC 3321.01(A)(1) which states: "A child between six and eighteen years of age is "of compulsory school age"[] A child under six years of age who has been enrolled in kindergarten also shall be considered "of compulsory school age" []"

⁶ Employees shall not be eligible for PPL for the foster placement and adoption of child. Employee, shall be eligible for foster placement or adoption of child, whichever occurs first.

PPL will run concurrently with any time taken under the Family Medical Leave Act ("29 CFR Part 825"). Employees may use up to six weeks of sick time, subject to the permissible reasons under law and the collective bargaining agreement, to supplement their PPL, with any time taken under Family Medical Leave Act for the Qualifying Family Event.

Eligible full-time employees will receive a maximum of six weeks (30 business days) of PPL per Qualifying Family Event. Employees designated as part time shall receive PPL in the amount of hours of hours they work per week for six weeks per Qualifying Family Event.⁷

The birth, adoption or placement of multiple children does not increase the thirty day or fifteen day allotment of PPL. Employees are not eligible for more than one allotment of PPL in any rolling 12-month period. Additionally, employees shall only be permitted one allotment of PPL in a rolling twenty-four month period for the adoption or foster placement of a child.

Employees who have a child placed with them for adoption or foster care, and the child is older than compulsory school age, shall be eligible for one week of PPL (5 days for full-time employees) and the amount of hours worked per week for part-time employees.

PPL must be used within the three-month period following a Qualifying Family Event.

Request and Authorization Process

To receive PPL, employees must provide 30 days' notice of their need to take PPL when the need is foreseeable and such notice is practicable. If PPL is foreseeable less than thirty (30) days in advance, the employee must provide notice as soon as practicable. When the need for PPL is not foreseeable, the staff member must provide notice as soon as practicable under the facts and circumstances of the particular case.

Employees must complete the forms and provide documentation as required by the District to substantiate the request.

Pay and Benefits

PPL pay will be administered on regularly-scheduled pay dates according to the employees' normal schedule. PPL shall not include any overtime pay. PPL shall not be permitted for leave for during extended day contracts. Holidays that occur during the leave period shall be counted as one day of Parental Leave and paid as such. PPL must be taken in full days, except if

⁷ For example, an employee who works 25 hours a week, will receive 150 hours (25 hours x 6 weeks) of PPL.

part-time employees normally work only partial days, they must use PPL in increments which equates to a normal work day.⁸

If both parents are employees who work in the same building, the parents may not use PPL simultaneously. If both parents are employees in different buildings, they may take PPL at the same time.

Employees on PPL receive all employer-paid benefits and continue to accrue all other forms of paid leave as if they were in active pay status.

23. Review of Action Steps

24. Announcements

The next regular meeting of the Finneytown Board of Education will take place on Monday, April 17, 2023 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.

25. Adjournment

⁸ For example, an employee who works 4 hours per day, must take their leave in 4 hour increments.