

FINNEYTOWN LOCAL SCHOOL DISTRICT
Regular Meeting, February 21, 2023
Finneytown Secondary Campus Media Center
8916 Fontainebleau Terrace
Cincinnati, OH 45231
Open Forum 6:00pm
Regular Meeting 6:30pm

The Finneytown Board of Education met in regular session on Tuesday, February 21, 2023, in the Media Center of the Finneytown Secondary Campus, 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.

22-23 Mr. Rea moved, seconded by Ms. McMullen, that the Board approve the agenda as presented. The President declared the motion passed.

23-23 Ms. Lee moved, seconded by Mr. Reeb, that the Board approve the minutes from the Regular Meeting of January 17, 2023 and the Special Meeting of February 9, 2023. The President declared the motion passed.

Student Update

- A panel of high school students discussed the following:
 - Upcoming events include: a student led Black History Month presentation celebrating the art and talent of people of color, and Culture Week in May to celebrate the diversity of our school. Finneytown is the third most diverse school in the state. Spring sports officially started today.
 - Wednesday Schedules have been well received by students. Students get to choose the block schedules they are interested in. Students that are failing are required to take a tutoring class. There are very engaging options such as Latin dancing and art, open gym, and others. It takes place every Wednesday and consists of two 1-hour special blocks after a compressed 6 bell regular schedule.
 - Request additional focus, highlight and recognition of student accomplishments, achievements and awards in the school newsletter and special emails, to include pictures.

Administrative Report (6:47 pm)

Dr. Laurie Banks, Superintendent – discussed the following:

- Boys Varsity Basketball – Our varsity boys team made it to the second round of the tournament. They play tomorrow at Western Brown at 5:30pm
- Presentation on the Work Being Done in the District
 - I am grateful to the Board for renewing my contract. I love the work I am doing and I love my team. I appreciate the trust that is given to me and

the leadership team and the work that we do. Tonight, I will highlight the work we are leading to create the future we seek.

- Our mission is to foster academic and social growth for each student in a safe, support 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.
- Our Why?...is to nurture each person's sense of self so that they know they matter.
- These are what drive us each day and motivates us to show up and work hard together for our students, staff and community.
- "Leadership is not about being in charge. Leadership is about taking care of those in your charge" – Simon Sinek
- As a leadership team we work hard to take care of those who are directly impacting the students day-in and day-out. What you'll see is what that looks like for us.
- The team includes David Oliverio, Treasurer; Anita Ruffin, Assistant Treasurer; Jen Dinan, Assistant Superintendent; Eric Muchmore, Director of Culture and Climate; Grant Anderson, Director of Operations; Carol Miller, Secondary Campus Principal; Anton Walker, Secondary Campus Assistant Principal; Gerald Warmack, Athletic Director; Lisa Samuel, Secondary Campus Assistant Principal; Meredith Baker, Finneytown Elementary Principal; Jessie Martin, Finneytown Elementary Assistant Principal; Chad Yeargin, Finneytown Elementary Assistant Principal. We also have our teacher lead facilitator teams for Project Based Learning and Restorative Practices, which includes: Tammy Dietz, Lauren Henline, Mike Rosa and Mike Kennedy.
- Leadership Team Common Ground Statements
 - We are committed to co-creating individual pathway plans with each student focused on their gifts.
 - We are committed to hosting community conversations of possibility.
 - We are a collaborative learning community that facilitates student-led learning. We have restorative conversations that bring our community together. We identify, enhance, and empower students' gifts through Project-Based Learning. Our restorative community allows everyone to feel safe and accepted.,
 - We are committed to continually learning, unlearning, and engaging in conversations to create and sustain inclusive structures so that each student has the opportunity to achieve and succeed at the highest level possible.
- The work of the leadership takes place cross functionally, including instruction, student supports, staff professional development, operations, facilities, safety, communications and fiscal stewardship.
- The leadership team continues to monitor the external environment for the impact of new legislation and advocacy efforts. Proposals impacting school choice, school funding, dyslexia, graduation requirements, school safety, special education, federal Elementary and Secondary School Emergency Relief (ESSER) reporting and phaseout, continue to be hot topics.

- The leadership team is a learning community continually involved in books studies and the engagement of best practices and new ideas from the foremost thinkers in leadership, community, innovation, strategy, equality, pedagogy, school transformation and culturally responsive practices.

Public Address (7:14 pm)

Jen Ortiz

Thank you board and administrative team for the work you have done with bullying policies and procedures in general to best serve the whole child. Please continue to keep a strong focus on the mental health of our students and their support as a whole person. It's evident that our preteens and teenagers are struggling. The way peers treat each other, and the way they feel supported or not supported, has a big impact on them. I appreciate the work being done by our schools and ask that we continue to do all we can. It makes a big difference to some, if not many, of our students who might not get what they need outside of school. Thank you.

Chad Engleman

I previously served four years on the Board of Education. My new role is a band dad. I want to thank Dr. Banks and her team for their service in challenging roles. Thank you staff and board. These are not easy jobs. Congratulations to boys basketball, our new wrestling program, our drumline and color guard for their successes. Our marching band came in fifth in Bands of America contest. We have awesome things happening in the school district. We have students who marched in the band and play sports, including football players. We field teams in almost every sport. As a student, I went to Walnut Hills. Walnut Hills has 2800 students in their high school. We have 1235 students in total. To succeed the way we are, with this number of students, is amazing. Every one of our kids has a Chrome Book provided by the district. Why am I sharing this? Because the support organizations for our schools need help. Athletic Boosters is having a hard time staffing the concession stands for basketball games. Elementary PTA, Secondary PTA and Music Parents need help. The Finneytown Educational Foundation has money to raise for scholarships. Please volunteer. We need your efforts and your donations to help our students. Thank you.

Cindy Rebman

I'm here to thank the Board and everyone involved for taking a slow, deliberate process to decide what to do with the Whitaker property, and for engaging the township and professional developers to learn about and understand the possibilities for that property. This process started over a year and a half ago, while I was on the Board. I want to thank the board for not selling to a charter school, which would bring strangers into our community and probably decrease enrollment in our local schools. I want

to thank the board for not simply selling to the highest bidder, to develop however they please and take as long as they want, possibly years, leaving us with a vacant eyesore along Winton Road. I want to thank the Board for carefully considering options, for including Springfield Township and possible developers, and for considering long-term income, not just a onetime payout. This affects all taxpayers by extending the time until our next operating levy. These are difficult decisions and there's been a lot of concern. I appreciate when people ask questions of those actually involved in the process, rather than those with second or third hand information or from conversations that are half baked, which doesn't help our community. First take the time to be properly informed. Thank you.

Board Coordination Matters (7:26 pm)

Mr. Gast, discussed the following items:

- Secondary Campus Construction Project
 - The district will be partnering with the Ohio Facilities Construction Commission (OFCC) on the secondary campus building project.
 - The OFCC will be providing a project manager and many other resources to the project. These individuals are experts in working with districts on build buildings all over the state and will be a great asset.

Ms. McMullen, discussed the following items:

- I am the PTA Liaison and Student Achievement Liaison
- Elementary PTA – I attended this meeting
 - Our first family engagement, a Black History Celebration, that will take place March 2 from 5:30 – 7:30pm at Finneytown Elementary. It's a great way to show off our diversity with our students. There will be vendor booths, games and crafts. We need help with donations and volunteers to make that happen.
 - Congratulations to Taylor Theissen. She received the Outstanding Educator Award for the PTA. We appreciate her hard work and dedication to our students. I
 - The Penny Roundup fundraiser is going on. Donate your change; it all goes to the PTA and the students.
 - PTA needs members, volunteers and your help. It's a great way to be involved and get to know your community. If you're interested, reach out to PTA President, Brooke Woods.
- Secondary PTA –
 - AfterProm is coming up. The theme is Around the World. This is an overnight where students stay from roughly midnight to 4am. Volunteers are needed. There are also open PTA positions to be filled.
 - Amazon Smiles will no longer be donating to organizations. PTA will focus on MemberHub, an online fundraising platform. If you sign up, a portion of your purchases will be donated to the PTA, for teachers in our community. It's a great way to be involved if you don't have time to give.
- Student Achievement Liaison
 - In November, we had students that performed at the OSBA Conference. These students were invited back for an additional conference in March. They were also featured in the OSBA magazine. Kudos to their teacher,

Mr. Richmond, for investing in our students and making a huge impact and difference in our children's lives.

- ProAction Cafe
 - Thank you to Laurie and her team for hosting these events, that give our community a voice. If you have concerns, questions, it's a great place to talk and it's a great platform to be heard.
- Board Self-Assessment
 - I would like to request a board self-assessment and begin discussion on ways we can improve as a board. OSBA recommends this process begin in the spring.
 - Board members gave their consensus for the process to begin this spring. A request was made to avoid Mondays and Tuesday nights.
- Staff Survey
 - A survey process is being designed to give staff an outlet to share feedback with the Board on things going on in the district, both positive and negative.
 - Mr. Gast discussed this with the union. Ms. McMullen and Mr. Rea will lead this work.
- Staff Member Recognition
 - This idea has been discussed by the Board and Personnel Committee in the past. Mr. Warmack was recognized earlier in the year. Is the Board in agreement to continue this recognition? Is this to be led by the Board or by the Personnel Committee?
 - Board members gave consensus support for the Personnel Committee to lead this effort, reviewing nominations and making recommendations to the Board of Education.

Mr. Reeb, discussed the following items:

- Introduction – My wife and I both graduated from Finneytown in 2014. Between the two of us, we have four siblings that have either graduated or still attending Finneytown. I was appointed to the Board to fill a vacant board seat in October of 2021 through the end of this year. My wife and I also have a three-year old daughter and a one-year old foster son that we will be adopting soon.
- Finneytown Music Parents Association (FMPA)
 - I attended the meeting on February 13th.
 - The high school band is going back to concert band contests this spring.
 - The band directors have selected a marching band show—to be announced in the near future.
 - A Mattress Sale and a Butter Braids fundraiser are being planned.
 - The spring High School Band/Orchestra Concert will be on March 15th.
- Long Range Facilities Committee
 - I attended the Long Range Facilities Planning meeting on February 8th.
 - We discussed the future of our district's facilities, as we will be beginning Phase II, construction of a new building on the secondary campus, in the coming months.
 - I am especially glad that we'll be keeping the gym and PAC places where many students over the years have fond memories of their time and many future students will create memories of their own.

- Regarding the Whitaker property, I have some of the same concerns about development as many of those in this room. I am especially concerned about the idea of constructing 4-story, apartment buildings, and am glad we will have the opportunity to discuss this with community members next week. Whatever we choose to do, I would like to see it enhance our district without making it feel like the city is spreading north into out slower-paced suburb.
- In the Whitaker property, which we as a school district own, we have a unique opportunity to partner with the Township in enhancing the Winton Road corridor and the Warder Nature Preserve property, which the Township acquired in 2000 from the City of Cincinnati, with a promise to the community that "it would not be developed into something other than a park". I am pleased that the township announced in October of 2021 that the Warder Nature Preserve property will remain a park, as was promised to residents over 20 years ago.
- Even so, I'm still concerned that the Township will choose to develop the Warder Nature Preserve property whether in whole or in part, into something other than a park if the economic environment is right in the future. The 2016 Update of Springfield Township Master plan includes a road starting at the light at Timber Trail and Winton Road, through the current site of Whitaker Elementary School, with "mixed use" development of Warder that would include "residential, office/retail" in addition to park/community gathering space, green space, and community arts". Even as recently as 2019 (pre-COVID), the Township was considering the development of the property, as evidenced by the presence of a sign in the field at Whitaker on school district property advertising the Warder property for development. I think that we should take this history into account in our planning for the Whitaker property, and I'm hopeful that the Township will continue to honor their commitment that Warder Nature Preserve remain greenspace.
- As board members, I feel that we have an obligation to do what is best for the residents of Finneytown—residents who have distinct interests that differ from the other residents of Springfield Township. I would like to especially thank those community members who do not currently have a student in our schools, but are consistent and strong in their support of our district. As Finneytown only exists as a school district, our community is inextricably tied to our schools, and it is our responsibility as school board members to be faithful in our commitment to our residents.
- I'm looking forward to hearing more from community members at our community conversation a week from tonight on Tuesday, February 28 in the Media Center. I would like to echo Dr. Banks in encouraging all residents with an interest in the Whitaker property to attend. I am optimistic that moving forward, we will be able to make a decision that looks to future while remaining faithful to the Finneytown we all know and love.

Ms. Lee, discussed the following items:

- Athletic Boosters – I attended the most recent meeting

- Athletic Boosters expressed fundraising concerns, especially with the upcoming Whitaker demolition and its impact on the Greek Festival parking fundraiser they have every June. I passed their concerns and questions to Mr. Anderson to address.
- Boosters also expressed concerns about facility spaces needing upgrades, particularly the concession stand and the bathrooms outside the football stadium.
- Volunteers are badly needed to help run the concession stand. If they don't have people to run concessions, they don't have the money to support athletics. If anyone who can help, let me know, and I can set you up with the boosters.
- Finneytown Athletic Association – I attended the FAA meeting
 - Registration is currently open for baseball. FAA baseball is open to boys and girls 3 -17 years old.
 - Registration for soccer just closed.
 - Registration is open for volleyball, a new sport offered this year.
- Personnel Committee – met very briefly.
 - Mr. Rea and I have agreed to switch committees. I'm going to step away from Personnel Committee and take on the Policy committee. Mr. Rea will step into the Personnel Committee, and leave the Policy Committee.
- Long Range Facilities Committee - met this past month
 - The district is looking to remodel a portion of the 100 building to make room for the administrative team, whose building will be one demolished in preparation for the Secondary Campus building.
 - A Special Meeting will be held next Tuesday to discuss plans for the Whitaker property. I really do want to see as many people from the community as possible. I would love to hear your input, concerns, ideas. Please bring them. I will share my opinions as well. In the interest of time, I will save that for next week.
 - OFCC Kickoff Meeting – We met recently with OFCC about the upcoming project. I am really excited to work with the state. It looks like they have a lot of advocacy and expert resources to help us run this project.
 - Educational Visioning – In March we're going to an Educational Visioning presentation and look at our vision and strategy for the district.
- Ohio School Boards Association (OSBA)
 - Southwest Spring Conference – March 9 in Lebanon, OH, in person
 - Capital Conference – You have until March 1 to nominate a session for capital conference.
 - Board Leadership Institute – April 28 and April 29 in Columbus. Registration is now open. The cost goes up March 1.
 - Open Meetings Act – I listened to a podcast on February 3. It was very informative.
 - State Legislative Conferences – March 21.
 - Examining Challenging Environments in Public Schools – a 4-part webinar starting on March 8. The first session is on Poverty and Education.
 - Teacher of the Year – the deadline for nominations is March 31.
- Beyond Differences Finneytown
 - This new committee met February 7. Introductions were made and the legal requirements required for a board committee were discussed.

- The next meeting is scheduled for February 25. Topics will include purpose, expectations and the next steps.

Mr. Rea, discussed the following items:

- Springfield Township Trustees
 - I had coffee with the Township Administrator, Mr. Chris Gilbert, on February 20. I plan to informally meet with him on a regular basis to touch base and gain insight into township happenings. He shared his appreciation for the ability to use Brent Elementary for Arts Connect.
- Legislative Liaison
 - The science of reading – this popularized learning approach is being discussed in Columbus. The legislature is considering making this approach mandatory.
 - Tax Reduction - The legislature is considering a change in taxes, which involves dropping the income tax and raising the sales tax. I believe this will have a negative impact on a lot of the residents in Finneytown, and Ohio as a whole. The result will be a drop in state revenue. Cuts in school funding and county services funding are being considered to offset the tax loss. This creates another hurdle for funding the Fair Schools Funding Plan.
- Dr. Banks, thank you for a great presentation on the work the schools are doing. I propose we consider a separate meeting for the purpose of a State of the District presentation, so that more people can learn about the great work being done. I think it would be extremely beneficial.

Financial Matters (7:50 pm)

24-23 Ms. McMullen moved, seconded by Ms. Lee, the Board adopted 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 January 31, 2023*

U.S. Bank	0.0995%	\$ 349,768.78
U.S. Bank (construction fund)	0.5300%	\$ 3,684,877.59
STAR Ohio	4.5600%	\$ 20,099,158.84
STAR Ohio (construction #2)	4.5600%	\$ 3,084,020.02
STAR Ohio (construction #1)	4.5600%	\$ 1,277,090.32

c) Interest Earned on Depository and Investment Accounts as of January 31, 2023*

General Fund	\$71,007.42
Construction Fund	\$15,961.12

d) Monthly Bond Project Spending and Commitment Report*

[See attachment]

e) Adoption of Resolution – Establishment of Accounting Fund*

The Board approved the following resolution:

WHEREAS, the Auditor of State has authorized use of the Classroom Facilities Fund (010) to account for monies received and expended in connection with contracts entered into by the school district and the Ohio School Facilities Commission for the building and equipping of classroom facilities.

WHEREAS, it is necessary to establish a Classroom Facilities Fund (010) to account for the collection and disbursement of these restricted funds by the Finneytown Local School District.

NOW, THEREFORE, BE IT RESOLVED that a fund known as the Classroom Facilities Fund (010) is hereby established and created to be used for the purpose stated above, separate and distinct from all.

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

Superintendent's Recommendations (7:55 pm)

25-23 Ms. Rea moved, second by Mr. Gast, the Board adopted 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) Approval of Resolution of Participation - HCDDS*

The Board approved the following resolution of participation:

Finneytown Local School District with Hamilton County Developmental Disabilities Services (HCDDS) to provide school services during the 2023-2024 school year to children ages 6 through 21 who are identified as needing intensive educational services.

HCDDS will charge the District for services rendered at the per pupil rates as follows: \$50,000 for students served at Rost or Fairfax School and transported by the District.

b) Acknowledgement of Resignations*

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

Beverly Thal	Administrative Assistant effective February 28, 2023	(retirement)
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c) Approval of Contract – One Year Limited Exempt*

The Board approved a one year limited contract for the following new exempt staff member, effective January 19, 2023 through June 30, 2023:

LaTora Gooden	Administrative Assistant	\$30.00 Hour
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d) Approval of Contract – Continuing Exempt*

The Board approved a continuing contract for the following returning exempt staff member, effective January 31, 2023:

Nancy Buescher	Extended Care Coordinator	\$21.22 Hour
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e) Approval of Contract – Supplemental 2022-2023*

The Board approved the following supplemental contract, effective August 1, 2022 through June 30, 2023:

Michael Holland	Co- Advisor MS Yearbook	\$341.00
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f) Revision of Contract - Supplemental 2022-2023*

The Board approved the following supplemental contract revision, effective August 1, 2022 through June 30, 2023:

Kayla Miller Advisor, MS Yearbook \$370.00

g) Approval of Payrates for Athletic Support Roles*

The Board approved the following payrates for staff members who provide support services for the Athletic Department, effective August 1, 2022 through July 31, 2023:

HS Site Supervisor \$100
MS Site Supervisor \$75

h) Approval of Payment – Classified Staff Member*

The Board approved payment to the following classified staff member who will perform duties outside the regular work schedule, effective August 30, 2022 through June 30, 2023:

Santanna Parker After School Detention Monitor \$19.87

i) 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, 2022 through July 31, 2023:

Megan Geis, Interview Team, \$19.87/hr.
Kayla Fields, Interview Team, \$19.87/hr.
Joe Grothe, IRC Training \$19.97/hr.
Mike Grote, IRC Training, \$19.97/hr.

j) Approval of Family and Medical Leave *

The Board approved the following Family Medical Leave:

Sharon Morgan, Teacher, beginning February 20, 2023, and continuing for approximately three weeks.

Deborah Hartlaub, Teacher, beginning February 28, 2023, and continuing for approximately five weeks.

k) 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 February 16, 2023:

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

l) 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 district board member(s) attending the COSSBA National Conference on March 30 – April 2, 2023.

m) Acceptance of Donations*

The Board accepted the following donation(s):

Five ballpark series fields, five bobbleheads and three books from the Cincinnati Reds Hall of Fame, valued at \$500 to Finneytown Elementary from Millard H. Mack, 302 Compton Hills Dr., Cincinnati, 45215 on January 26, 2023.

A cash donation of \$25 to the Finneytown Local School District social work fund from Stephen and Joan Berning, 1187 Greenery Lane, Cincinnati, OH 45233 on December 13, 2022.

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

26-23 Ms. Lee moved, seconded by Mr. Rea, the Board adopted the following resolution.

Adoption of Resolution - Certificate of Conditional Award (COCA)

Resolution Authorizing The School District Board to Enter Into A Resolution Of Acceptance In The Ohio Facilities Construction Commission Classroom Facilities Assistance Program

WHEREAS, the Ohio Facilities Construction Commission (Commission) made a determination in favor of proceeding with a Master Facilities Plan for Classroom Facilities under ORC Section 3318.03 and conditionally approved a Scope of Project for the School District; and

WHEREAS, the Ohio Controlling Board approved the determination and conditional approval of the Commission and approved the amount of the State's portion of the project cost; and

WHEREAS, the Commission has certified the State's conditional approval and reservation of funds for the project to this School District's Board of Education pursuant to ORC Section 3318.04 based on the following funds:

STATE SHARE: \$28,602,358
LOCAL SHARE: \$19,068,239
PROJECT BUDGET: \$47,670,597

Project Budget and Shares with Project Agreement LFI of \$1,643,080

STATE SHARE: \$28,602,358
LOCAL SHARE: \$20,711,319
PROJECT BUDGET: \$49,313,677

Credit for ELPP Expenditures of \$19,589,648 which is applied to Local Share Portion of Project

STATE SHARE: \$28,602,358
LOCAL SHARE: \$ 1,121,671
PROJECT BUDGET: \$29,724,029

WHEREAS, the 120 day time limitation pursuant to ORC Section 3318.05 has not elapsed since the State's certification of conditional approval.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Finneytown Local School District, Hamilton County, Ohio that the conditional approval as granted by the Commission for the Classroom Facilities project be hereby accepted in accordance with the provisions of ORC Section 3318.05.

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

27-23 Ms. Mullen moved, second by Mr. Gast the board approved the following resolution.

Resolution Authorizing the Hiring of Architectural Firm

WHEREAS, the Finneytown Local School District Board of Education (herein after "the Board") wishes to enter into a contract with an architectural firm to provide professional design services for the construction of new school buildings;

NOW, THEREFORE, the Board authorizes the hiring of an architectural firm for professional design services following pre-qualification procedures.

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

8:03 pm

28-23 Ms. McMullen moved, seconded by Mr. Rea, the Board did not approve the following Administrative Contract, effective August 1, 2023 through July 31, 2025:

Grant Anderson	Director of Business Operations	\$114,970.00
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Mr. Reeb shared the following statement, applicable to all administrative contracts to be considered tonight: Thank you to all of our administrators. I appreciate all that you do on a daily basis for our students. Thank you for being an integral part of our district. I have concerns regarding the Superserverance provision present in each administrator's contract. I do not think this provision is fiscally responsible as currently written. For those unfamiliar, every administrator in our district has a Severance Pay clause in their contract of 32.43% of the administrator's final contract salary paid to the administrator upon retirement. In addition, the contracts of all of our administrators also include Superseverance of 29.73% of the administrator's final contract salary, if the administrator retires the first year they are eligible after 7 years of service in our district.

For example, at a salary of \$120,000, Superserverance would amount to \$35,676 at retirement per administrator, in addition to Severance pay of \$38,916 (this would be a total of 62.16% or \$74,352 per administrator at a salary of \$120,000). If each administrator whose contract we are considering tonight was to retire from the district in the future, after employment with the district of 7 or more years, Superseverance pay would amount to at least \$285,408 in additional costs to the district, assuming an average salary of \$120,000.

Mr. Gast stated administrative Superseverance is a topic that the Board has gotten into before. The Board has received recommendations in favor of its inclusion from the Superintendent and the Treasurer. This thought process recognizes its value and not just a cost.

Mr. Oliverio stated severance and superseverance are common in the state of Ohio for all school employee positions. The percentages provided in administrative contracts are designed to create parity in administrative severance and superseverance payouts, as compared to other employee classifications. Severance and superseverance calculations are primarily dependent upon the employee's daily rate. Administrative daily rates are undervalued in comparison to certified employee daily rates in the standard calculation. The administrative contract severance payout percentages were chosen to overcome the shortcomings of the standard calculation to capture the valued delivered by administrative employees working longer (i.e. 11 and 12 month) contracts.

Dr. Banks stated severance and superserverance is a benefit we offer our administrators. Many of our administrators have daily rates that are lower than our classroom teachers. The administrator's days regularly extend well beyond the

regular school day. This is an incentive to retain good leadership, which matters very much to a school district. Every time a district loses, and then has to replace, an administrator, there is also a great cost. There is not only a benefit but also a cost to maintaining consistent, high-quality leaders. I believe this benefit should remain in our administrative contracts.

Mr. Reeb stated there may be room for an alternative option but not as currently written, with such a large Superseverance payout after a minimum of only 7 years. My vote is in no way personal toward any of our administrators.

Mr. Gast requested and received clarification that the Superseverance paid out in the initial year of retirement eligibility is designed to encourage the retirement of highly paid administrators, that can be replaced with younger, more affordable, lower salaried administrators, whose reduced salary can offset the cost of the Superseverance in the early years of their employment and generate some overall savings.

RC: Ms. Lee, I oppose the superseverance language, no; McMullen, yes; Mr. Rea, I oppose the superseverance language, no; Mr. Reeb, no; Mr. Gast, yes. The president declared the item does not pass.

29-23 Ms. McMullen moved, seconded by Mr. Gast, the Board did not approve the following Administrative Contract, effective August 1, 2023 through July 31, 2025:

Jen Dinan	Assistant Superintendent	\$123,960.00
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RC: McMullen, yes; Mr. Rea, I oppose the superseverance language, no; Mr. Reeb, no; Mr. Gast, yes; Ms. Lee, I oppose the superseverance language, no. The president declared the item does not pass.

30-23 Mr. Rea moved, seconded by Mr. Gast, the Board did not approve the following Administrative Contract, effective August 1, 2023 through July 31, 2025:

Anton Walker	Assistant Principal Secondary Campus	\$95,240.00
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RC: Mr. Rea, I oppose the superseverance language, no; Mr. Reeb, no; Mr. Gast, yes; Ms. Lee, I oppose the superseverance language, no; McMullen, yes. The president declared the item does not pass.

31-23 Ms. McMullen moved, seconded by Mr. Gast, the Board did not approve the following Administrative Contract, effective August 1, 2023 through July 31, 2025:

Carol Miller	Principal Secondary Campus	\$112,205.00
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Mr. Rea requested an explanation of the Pickup on Pickup increase contained in this contract.

Dr. Banks shared that the pickup on pickup was brought to the district as a request. In looking at other districts in Hamilton County, the standard for building principals is to have this level of pickup on pickup. Mr. Oliverio and I met with the Personnel Committee to recommend this increase to draw equal to the standard benefit level found in the Principal contracts of all Cincinnati Hills League Schools and most of Hamilton County.

Mr. Gast stated this is a case where an administrator, having discovered this publicly available information, brought it to the Board for its consideration.

Mr. Reeb stated that he understood this request and that his vote would not be based upon the pick on pick up increase for a building principal; his objection concerns the severance and superseverance provision.

RC: Mr. Reeb, no; Mr. Gast, yes; Ms. Lee, no; McMullen, yes; Mr. Rea, no. The president declared the item does not pass.

32-23 Ms. McMullen moved, seconded by Mr. Gast, the Board did not approve the following Administrative Contract, effective August 1, 2023 through July 31, 2025:

Eric Muchmore	Director of Culture and Climate	\$105,306.00
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Mr. Rea stated that he has expressed no on Mr. Muchmore's contract before and will do so again for the same reasons, with additional reasons from the lawsuit that we settled. I agree this should be our ethos, but I don't think our district is big enough to have this position.

Dr. Banks commented that we heard tonight about the focus needing to be on the whole child. This position was created in order to address culture and climate, which is goal 2 in our strategic plan. Without this position we would not be able to do some of the work we are doing. I ask the Board to consider that and the work that is being done by Mr. Muchmore in this position. I don't know what it would look like without that position.

Mr. Gast requested and received confirmation that this position has not increased the net administrative position count over and above what it has been before the creation of this position.

Ms. McMullen stated that a couple of months back we renewed Dr. Banks contract, because we had full trust in her ability to lead the district and make decisions as our CEO. By not approving this recommendation, it shows that we haven't put our trust

in her. That is very disappointing to me. We gave her three years and decided she was going to lead our district, and that's what I intend to do.

RC: Mr. Gast, yes; Ms. Lee, because of the superseverance and because I think this is a position our school really shouldn't have, no; McMullen, yes; Mr. Rea, no; Mr. Reeb, no. The president declared the item does not pass.

33-23 Mr. Rea moved, seconded by Mr. Gast, the Board did not approve the following Administrative Contract, effective August 1, 2023 through July 31, 2025:

Lisa Samuel	Assistant Principal Secondary Campus	\$86,046.00
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RC: Ms. Lee, no; McMullen, yes; Mr. Rea, no; Mr. Reeb, no; Mr. Gast, yes. The president declared the item does not pass.

34-23 Mr. Rea moved, seconded by Mr. Gast, the Board did not approve the following Administrative Contract, effective August 1, 2023 through July 31, 2025:

Meredith Baker	Principal Finneytown Elementary	\$97,850.00
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RC: McMullen, yes; Mr. Rea, no; Mr. Reeb, no; Mr. Gast, yes; Ms. Lee, no. The president declared the item does not pass.

35-23 Mr. Rea moved, seconded by Mr. Gast, the Board did not approve the following Administrative Contract, effective August 1, 2023 through July 31, 2025:

Anita Ruffin	Assistant Treasurer	\$83,353.00
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RC: Mr. Rea, no; Mr. Reeb, no; Mr. Gast, yes; Ms. Lee, no; McMullen, yes. The president declared the item does not pass.

36-23 Ms. Lee moved, seconded by Mr. Gast, the Board approved the following Administrative Contract Revision:

Jessica Martin	Assistant Principal Finneytown Elementary	\$86,232.00
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Mr. Rea requested and received confirmation from Dr. Banks that these recommendations are not to approve new contracts but only for percentage increases to contracts already in place. Alterations can't be made to these contracts.

Ms. Lee indicated that if she would have known about the benefits last year, it would have been a different discussion. That's the only reason for the inconsistency on her end.

Mr. Reeb stated if there were a special meeting tomorrow with slight adjustments, he would vote yes on pretty much every contract. The only contract he would be voting no, would be the Director of Culture and Climate. He did not agree with the creation of that position a year and a half ago. Mr. Muchmore is doing a fantastic job, as best he possibly could in the position. I just do not feel that the position is necessary.

Dr. Banks stated that everything she presented to the board earlier, is at stake with the decisions being made tonight, including her ability to lead the district in the work shared tonight.

Ms. McMullen said to be prepared for some setbacks. It's going to set our district back tremendously. That just devastates me. All the work that they put in over the last year has been phenomenal.

Mr. Rea stated we're not saying no to the people. What we're saying no to is something in the contract that I think we expressed our concern with a few months ago. And this has been brought on us, now, in tons of contracts. I haven't found any school districts that I've spoken to, that have it written like this. I think, if the discussion had been had where this was explained to us before being brought to us tonight, this could have been different.

Dr. Banks stated that this conversation did take place before tonight.

Mr. Rea agreed that it did and that some of us told you that we were against this aspect of a contract. There has been no discussion about it since.

Mr. Gast stated there are specific comments about a role that seems like semantics. There's a certain number of administrators needed to run this district and this number has not increased. Because some don't like this title, they've decided that the district should not have the amount of resources needed to run the district.

Ms. Lee disagreed this is just semantics. The high level of pay for a role she didn't agree with, was discussed with Dr. Banks. The count is not the issue.

Ms. McMullen stated we're not supposed to run the day-to-day operations in the school. That's not our job as a Board. Nor can it, or the effort it takes, be understood by those not responsible for the work. They're working long hours, repeatedly. School district administration, and running a school district, is a hard place to be in.

Mr. Gast addressed the fiscal aspect. There is value and there's cost. Our treasurer has learned a bit about education over the years and sees the value in these roles. I

trust the superintendent and treasurer in their support for these positions and the value being delivered.

Mr. Rea stated that certain board members were pretty clear that another conversation, and additional reasoning were necessary. It just never came, before these contract tonight. I was opposed to it then. I haven't had time to process what I've just been told tonight. I think it was known this was going to be an issue. I think a conversation should have been had about it, maybe not just with the Personnel Committee, but with the board in executive session. Let's talk about it and come back next month, and see if we can come to agreement. It's not personal. It's something that I was against. It's never been brought up again.

RC: Mr. Reeb, yes; Mr. Gast, yes; Ms. Lee, yes; McMullen, yes; Mr. Rea, yes. The president declared the item passes.

37-23 Ms. McMullen moved, seconded by Mr. Gast, the Board approved the following Administrative Contract Revision:

Chad Yeargin Assistant Principal Finneytown Elementary \$82,915.00

RC: Mr. Gast, yes; Ms. Lee, yes; McMullen, yes; Mr. Rea, yes; Mr. Reeb, yes. The president declared the item passes.

38-23 Ms. Lee moved, seconded by Mr. Gast, the Board approved the following Administrative Contract Revision:

David Oliverio Treasurer \$137,939.00

RC: Ms. Lee, yes; McMullen, yes; Mr. Rea, yes; Mr. Reeb, yes; Mr. Gast, yes. The president declared the item passes.

Review of Action Steps (8:34 pm)

- 1)** Send out the live stream link for the Black History Month celebration – Dr. Banks
- 2)** Put together a presentation on the Wednesday Schedule for the April Board Meeting – Dr. Banks
- 3)** Create a staff member recognition/celebration nomination Google form for use by the Personnel Committee in making recommendations to the Board – Dr. Banks
- 4)** Reach out to Cheryl at OSBA for her availability to facilitate a board self-assessment session in the upcoming weeks; preferably on a Wednesday or Thursday evening – Ms. McMullen

The next regular meeting of the Finneytown Board of Education will take place on Monday, March 20, 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.

A special meeting of the Finneytown Board of Education, regarding possibilities at Whitaker, will take place on Tuesday, February 28 2023 at 6:00pm in the Media Center of the Finneytown Secondary Campus, 8916 Fontainebleau Terrace, Cincinnati, OH 45231. Representatives of Springfield Township Trustees will also be in attendance.

39-23 There being no further business, Ms. McMullen moved, seconded by Mr. Gast, that the meeting be adjourned. The President declared the meeting adjourned at 8:38pm.



Tony Gast, President

ATTEST:



David L. Oliverio, Treasurer