

**FINNEYTOWN LOCAL SCHOOL DISTRICT**  
**Special Meeting, July 27, 2023**  
**Administrative Conference Room**  
**8916 Fontainebleau Terrace**  
**Cincinnati, OH 45231**  
**4:30pm**

The Finneytown Board of Education met in special session on Thursday, July 27, 2023, in the Administrative Office Conference Room, 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 4:34pm.

**108-23** Mr. Reeb moved, seconded by Ms. Lee, that Ms. McMullen be appointed treasurer pro tempore. The President declared the motion passed.

**OSBA Led Board Self Evaluation/Discussion**

Ms. Cheryl Ryan, OSBA Consultant, facilitated the Board Self Evaluation.

Ms. Ryan asked how the board feels they are currently with Responsible School District Governance, the first objective of the five standards.

Ms. McMullen - This is an area I feel our current board is struggling with. We don't always behave in a professional manner.

Mr. Rea - I think it's one if we have common goals, we can better access where we need to start.

Ms. McMullen - I feel our board hasn't been operating as a board. I personally feel we have been operating separately. I feel as though my voice is overlooked and unheard. Considering the board created a Diversity Equity and Inclusion committee, you would think I would play a part with this committee. I feel I have been excluded.

Mr. Gast - I have been looking into this further. I have the mental capacity to let things roll off my back. I suggest maybe after a meeting, contact the board member and let them know what offended you and discuss it.

Mr. Rea - One thing I appreciated was the month before we were sworn in as board members, we were invited to be a part of a conversation, so we could be made aware of a situation.

Mr. Rea - I think if we set a cadence, we would be more likely to do these things. Like each month we stated we would have a theme for each monthly meeting. We haven't done that.

Mr. Gast - Maybe that's something we can discuss going forward.

Ms. Lee - What is the process for a strategic plan? Is it something that is led by the superintendent or the board?

Mr. Rea - I think there needs to be a report on the strategic plan. We don't talk about it or hear about it.

Ms. Lee - I attended the OSBA conference and just about everywhere I went the Strategic Plan was mentioned. It needs to be a focal point, and there have been times I didn't even feel I knew what ours was.

Mr. Reeb - So it sounds like it needs to be led by Dr. Banks?

Mr. Rea - Not necessarily. I think the people in this room can do the work. I think the people elected to do the work can lead the work. I think even if we brought someone in to facilitate this, it would help with the process.

Mr. Rea - I would like to see more Nepali families get involved. Do they not feel welcomed?

Ms. Lee - This is a part of the reason we created the DEI community. To find ways to bring in groups within our community that normally aren't involved.

Mr. Reeb - This is something Dr. Banks does very well with, including everyone on the facilities committee.

Ms. Ryan continued to lead discussions around asking questions when approving trips and training, to ask what students and staff learned.

Ms. McMullen - I feel like if we were more positive and supportive of Dr. Banks, Mr. Oliverio, and the Administration, Dr. Banks would feel more comfortable to share information with the board. We are not always respectful to her goals and visions for the district.

Mr. Gast - There are some emails I wouldn't even send to a dog. Some of the emails are personal attacks.

Ms. Lee - We need to make sure we are giving the same responses to all of our students. Some parents share positive reflections for administration and some parents have negative perceptions.

Ms. Lee - We had a lot of open-ended questions on our last survey. How do we track the data for responses? -It's very difficult to track and analyze qualitative, open-ended answers. There are other ways to measure qualitative data as long as the same questions are asked year over year. You can establish trends.

Mr. Reeb - Would now be a good time to start the strategic plan? Considering we will potentially have new board members.

Mr. Gast - I think now would be a good time because we have an experienced board. Which doesn't mean we will have it done by January.

Mr. Reeb - So how do we move forward? I think we all agree that we need a strategic plan.

Mr. Rea - I think we need to take the lead on this. Mr. Gast can talk to Dr. Banks about board plans to take the lead on this.

Ms. McMullen - Is this typical? Do boards usually take the lead on something like this or does the superintendent?

Mr. Gast - I think it's something we need to set a timeline and ask Dr. Banks when we could achieve this? Potentially have it done by April.

Mr. Rea -Can we pay the staff since they are working outside of their contracted hours?

Mr. Reeb - No.

Ms. McMullen - I like the idea of our staff being compensated for their time with their help on the strategic plan. We do it for other areas of work like the PBIS store, etc.

Ms. Lee - I agree we want staff to come who are interested in doing the work, not just the compensation, but we need to also show them our appreciation as well. Perhaps there should be a way to compensate them or reward them as a thank you after the work is done?

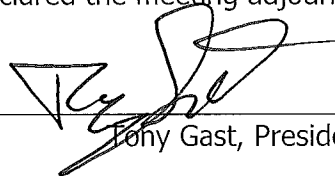
Mr. Gast - I will work on finding facilitators for this. Each board member can come up with 10 names of community members they would like to help with this process for the strategic plan.

Ms. McMullen - Mr. Gast, do you plan to take the lead on this?

Mr. Gast – Yes, I can lead this work.

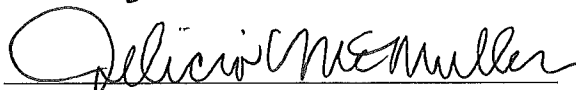
Mr. Rea - I can assist with this if you need help.

**109-23** There being no further business, Mr. Rea moved, seconded by Ms. Lee, that the meeting be adjourned. The president declared the meeting adjourned at 8:14pm.



Tony Gast, President

ATTEST:

  
Jelicia McMullen, Treasurer Pro Tempore

