

**FINNEYTOWN LOCAL SCHOOL DISTRICT**  
**Regular Meeting, August 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 Monday, August 21, 2023, in the Media Center of the Finneytown Secondary Campus, 8916 Fontainebleau Terrace, Cincinnati, OH 45231. Ms. Lee, Ms. McMullen, Mr. Rea and Mr. Reeb were present. The Vice President called the meeting to order at 6:30pm.

**110-23** Mr. Reeb moved, seconded by Ms. McMullen, the Board approved the agenda as presented. The Vice President declared the motion passed.

**111-23** Mr. Rea moved, seconded by Ms. McMullen, the Board approved the minutes from the Regular Meeting of July 17, 2023 as amended and the minutes from the Special Meeting of July 25, 2023. The Vice President declared the motion passed.

**Administrative Report**

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

- We welcomed our staff back last Thursday. We kicked it off with shared learning. We started a book on collective efficacy which was discussed in small groups. PTA hosted a fantastic breakfast.
- Fall Sports Kick-off and the Marching Band Preview Show took place. Both were well attended.
- We met with some of our faith-based leaders and talked about possible partnerships.
- Our ProAction Café schedule is out for this school year with six gatherings on different days and different times, including two in-service days, to increase community and staff attendance.
- We started our Core Construction Team meetings for the secondary campus project. We meet twice a month with Skanska, Elevar and OFCC on that planning.
- We had our annual Connect Day, which was a big success.
- We had a 3-day new staff orientation event, which includes restorative practices and project-based learning training.
- Kindergarten enrollment is up; at last count we had 99 students.
- Food Service – We met with Tina Reynolds, our Food Service Director for Milford Food Services. The state will begin covering the cost of reduced meals for any family that qualifies for reduced lunch beginning October 3. Milford has generously agreed to cover this cost until that date. Ms. Reynolds will attend the September board meeting to give an update and share information on food choices and options.

- The heat is impacting us. We will be doing early release starting tomorrow through the end of the week for our secondary campus students. Communication was sent out by email, text and posted to our website and social media. Staff will still report. We have air-conditioned space for them to work. Finneytown Elementary will run as normal.
- Our football team played in Indiana this past week. They started off the season with a win, so that's very exciting for them.
- We will be working hard to post upcoming school events on social media weekly, so everyone can go out and support our Wildcats.
- We had our literacy kickoff for grades K-3. Our literacy Leadership Team led a great evening event where staff came in to explore the materials, have conversations and dinner together and think about what this looks like for kids this year.

**Public Address**  
**Michael Hamel**

I am here this evening to ask again that the bathroom's which were constructed at the K-6 Elementary School and labeled "non-gender", be re-constructed and appropriately labeled as "boys and girls" bathrooms; to honestly serve the young children that participate in the educational process of this school district. Why am I asking this to be done again? Because we are doing a great disservice to our children by not allowing them to identify with the God given identity they were born into. They were not born with the label: "In question" or "I dunno". They were born into this imperfect world as perfect gifts from our Heavenly Father. They were born with the status of either "male" or "female". "Non-gender" isn't a definition these kids should be defined by. They are created by either XX or XY chromosomes which clearly define their genders and sexes; two genders, male and female, that's it. They should be awarded the knowledge that their privacy is secure and safe every time they ask to be excused from their classroom to visit their appropriately labeled bathrooms. Unless we are willing to forgo that privacy and security by allowing boys into our daughters' bathrooms, dressing rooms, gym locker rooms and showers in the future, which I am not in favor of by any means, I am not willing to allow this to become the "new normal" for my daughters, nor any of their friends.

K-6 is a very impressionable age for kids. This is the time that they usually believe anything a teacher or adult tells them as "the truth". We need to deal and work with our children honestly, and with nothing but the truth. By imposing this vile nonsense on students to the point of forcing these twisted ideologies and agendas on them is not being truthful to them. Nothing could be further from the truth. Are we allowing an agenda to be taught here? or the truth? Is it not the goal of education to teach truth? If it is not truth, which should be the foundation of our educational process, then we are allowing lies, falsehoods, and deceit to stand-in for the truth and allowing the basis or foundation of our schools to be a lie.

A lie which we are forcing our children to learn and take to heart. If education is not grounded in truth, then it is worthless...worse than that, it is poison. So, I am asking this board to interpose on behalf of the children and the taxpayers of this district and be responsible for ensuring truth is taught here. It is my hope that the design for the new secondary school will have restrooms that are appropriately labeled for the young men and women who will be using them.

### **Board Coordination Matters**

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

- Welcome to all new staff members. You're important and we're happy that you're here.
- PTA –
  - The Fall Carnival is coming up September 9 from 2pm – 6pm. It's a great way to get involved. If you're interested in volunteering, reach out to Brooke Woods, April Bruder or me.
  - The elementary PTA musical is *Seussical* this year for grades 3 to 6. Audition dates are August 26 and 27. Rehearsals are August 31 through October 5, after school from 3:30pm to 5:30pm. The show will be on October 6 and 7.
  - PTA memberships are due. Proceeds go out to our staff, students and AfterProm hospitality and make a difference in our community.
- FMPA – A fundraiser carwash will be held on August 26 from 11am to 3pm at Finneytown Elementary. Come and show your support.
- OSBA – The Student Achievement Fair is coming up in November. We are looking for people to nominate in the district for art, special programming or after school programming. Our district was represented last year.
- Dr. Kareem Moffett, from Cincinnati Public Schools, invited us to a Board Admin Open House at Union Terminal on Thursday, August 31, from 4:30pm to 6:30pm. I believe it is at no cost and a great way to connect and partner with other districts.
- District newsletter –Obtained clarification that Mr. Gast will write one article on behalf of the entire Board to include any input provided from other members.
- Staggered start communications – Suggested a One Call Now message be sent out to clarify the staggered start for elementary parents and students.

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

- Finneytown Music Parents Association (FMPA) – Did not meet this month. I received a summary of upcoming events. The carwash is on August 26 at 11am at Finneytown Elementary. Memberships have been restructured for different tiers at different cost levels, to get more parents involved and remove any cost barriers for those willing to volunteer their time.
- Long Range Facilities Planning Team (LRFP) – Did not meet this month.

- The Warder Park property adjacent to Whitaker Elementary School has been improved by Springfield Township to include a paved walking path, a larger pond constructed from the two smaller ponds, and electric service.
- I have expressed concerns to Mr. Anderson about the lack of shade on the playground at Finneytown Elementary and the possible purchase of some sort of covering to make the playground more useful during periods of excessive heat, as well as a need for some better playground equipment for the older elementary students.
- In my capacity as a teacher in Northern Kentucky, I got to visit a number of educational related businesses and organizations, including a tour of Diamond Oaks, where some of our students attend.

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

- Finneytown Athletic Boosters – I attended a meeting at the end of July. Fall sports are kicking off. The biggest concerns are finding enough volunteers to help and encouraging parents to be active and involved with their kid's sports teams. Boosters is devising a program to require all parents to take at least one concession stand shift.
- Policy Committee – Has a meeting on September 11.
- Ohio School Boards Association (OSBA) – The Capital Conference is coming up November 12-14. Board members need to let Ms. Gooden know if you are attending by September 7. There is mandatory training due on the Sunshine Law due by October 31.

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

- EdChoice Expansion Scholarship – We've discussed our concerns about the universal EdChoice Scholarship expansion included in the budget bill. What worries me the most for the district is the unknown; not knowing the impact that it will have on us. Mr. Oliverio, if there's a way that we can gain some insight into figuring out how it is likely to impact us as it is coming into effect and down the road, this would be helpful so we can plan and answer questions from the community. No one really knows currently. It's something to keep in mind.
- District Support Organizations – I'm going to reiterate, if you want to get involved in the community, please help our support organizations help our schools. These programs are great, providing wonderful services for the kids and the community. If you can get involved, please do. As for concession stand duty, if basketball parents can help the football team, then football parents can repay it back during basketball season. This is a good way to allow parents to watch their kids and see all the action. If you have friends that would volunteer, reach out and let them know how much it would help our families.

### **Strategic Planning**

**Dr. Laurie Banks, Superintendent**, introduced Mr. Tom Burton, of We Empower LLC, to explain his strategic planning process proposal.

**Tom Burton** shared the following:

Effective strategic planning requires that we get outside of ourselves and think differently. It's critical that we understand where we are, where we want to go, and how we are going to achieve the goals necessary to get us to our destination. This will require strict measurement to measure how far we've come. Each objective must be measurable. A strategic plan that ends up on the shelf, is a failed process. This is a livable breathable document that's constantly evaluated over its life. Students, staff, families, alumni, Board of Education members and community are all engaged in conversations and intimately involved in the process. This is accomplished with a strategic planning framework: prepare, assess, collaborate, present, launch, and operationalize. There must be monitoring throughout. Dr. Mary Phillips and I would guide this process, which would begin in September and ultimately operationalize in May.

### **Acceptance of Committee Report**

**Beyond Differences Finneytown - 8/21/23** report accepted; Kelly Lynch and Scott Myer, co chairs

### **Beyond Differences Finneytown Committee Update**

**Scott Myer**, co-chair, shared the following:

Kelly Lynch and I met last week with Ms. Lee, Mr. Gast, members of the administrative team and other staff to discuss and learn about DEI efforts within district and express our willingness to play a supporting role in that work. One takeaway from that meeting was the concept that equity isn't just its own separate thing; it's all part of the greater whole. Project Based Learning, Restorative Practices, and the House System are all intertwined with our goal to serve all students and give each the best education. Thanks to everyone who helped us put out our survey. We received over 300 responses. Our plan is to sort these out and put a summative report together for our next quarterly report in November. The survey gave us a positive way to facilitate dialogue while gaining a lot of information. We also collected a long list of those that wanted to be contacted. We will follow up with these individuals to find out how they want to be involved, their skills and talents. It was suggested and we are considering the creation of a directory. We plan to be at the next ProAction Café on September 11.

### **Video Recording of Meetings Discussion**

The District currently livestreams and records its regular board meetings. It has been proposed that the District livestream all meetings, including special board meetings.

The pros and cons of this proposal were discussed by Board Members and Administrators.

Pros discussed for livestreaming and recording all meetings included:

- 1) Increased transparency
- 2) Reduces obstacles for people attending (i.e. conflicts or childcare issues the night of the meeting)
- 3) Allows community to watch at a later date or to rewatch a meeting.
- 4) Increases community engagement.
- 5) Minutes alone aren't always as clear when there is a lot of back and forth discussion on a topic between individuals.
- 6) Recording meetings might have the effect of shortening them.

Cons discussed for livestreaming and recording all meetings included:

- 1) Set up, recording, teardown and related tasks take 3 hours on average per meeting. This would be a large additional time commitment.
- 2) It would be unfair to add this to Mr. Anderson 's already very full schedule and responsibilities.
- 3) Special sessions often include, or entirely consist of, lengthy executive sessions. Required livestreaming would have no value in these situations.
- 4) Recorded meetings can show up anywhere.

It was decided that the following additional information is needed:

- 1) What costs would be incurred to expand livestreaming for all meetings?
- 2) Can we get online meeting viewership statistics?
- 3) Expanded livestreaming –
  - a. Who would be responsible?
  - b. How much additional time would be needed?
  - c. Do we have anyone with the capacity (skill set and time) in-house?
  - d. Would we need to hire someone and at what cost?
- 4) Can the videography be done in less time than it currently takes with process or equipment improvements?
- 5) Can videography be consistently and/or effectively produced by more than one person?
- 6) Do we have any accommodation or consent issues associated with expanded livestreaming of board meetings?

Mr. Anderson was asked how many people usually watch the live stream on a given night. He responded that 8 people have connected to tonight's meeting at some point, two are still connected. Historically, the viewership varies according to the meeting and the topic of conversation discussed; some meetings have had as few as 30-40 viewers all-time, other as many as 250 and 350 viewers; these are total views not unique viewers.

An expanded livestream and recording of all, including special, board meetings proposal was run by the district's legal counsel. Ms. Lee reported that our attorney's response

consisted of constraints and things to consider, which seemed primarily logistical problems. None seemed unsolvable. Some policies would need to be revised to align, if this change was made.

### **Paid Parental Leave Notice on Job Postings**

The District currently does not include any specific benefits on its job postings. It is being proposed that the District include information about the paid parental leave benefit, recently approved by the Board of Education, on its postings.

Superintendent, Dr. Laurie Banks, shared a sample of a current job posting, showing that no benefit information is currently included on any of our postings. This is pretty standard among the schools in our area, if you look online. Mr. Oliverio and I discussed this and concluded that it didn't make sense to list only one benefit on the posting, without listing the entire benefit package.

Ms. McMullen: I want to know the benefit. I looked on the website to see if any other benefits are offered and I didn't see that anywhere. So why would you put that on there when there's no other packages on there? Typically, when you receive the position is when benefits packages are discussed. We want to make sure people are coming to Finneytown for the right reasons. We are doing a great deed by offering this, but we don't necessarily have to advertise it or receive a pat on the back or recognition for doing so, in my opinion.

Mr. Rea: I don't think it has anything to do with a pat on the back. When you're hiring people, it's a funnel. Your process should be what eliminates people that aren't applying for the right reason. You want a whole bunch of applications, then your review process narrows that list down through your interview process. Why do people turn down jobs when we offer? It's our salary and benefits. Isn't that what we've heard? Here at Finneytown we are different. That differentiates us more than any school district in Ohio. Restorative Practices and that sort of thing. It's great that we do it. It doesn't differentiate us. Lots of schools do that. I think we need to expand the top of the funnel. We want more people applying and then the next steps of our process should be what narrows down the field. For the teachers that I've talked to, paid parental leave is a massive deal. Benefits are a recruiting tool. Just telling the people that we've offered the job to about it, isn't enough. The teacher shortage is real. We have to differentiate ourselves to get the people to apply. That's why. I truly think this is a recruiting tool.

Dr. Banks: Our salary is very competitive. I am not aware of anyone turning us down for our salary. I wonder if we could provide a link on the posting that could be clicked to view our benefit package.

Ms. Lee: I think paid parental leave could be listed on the posting with an electronic link for the full benefits package summary. We would get a lot more applications and have a lot more variety to choose from for positions with that on there. It would be a big

recruitment thing if you could say comprehensive benefits package, including paid parental leave. Teachers are going to see that and apply here.

Ms. McMullen: I saw a staff member yesterday at a soccer game who said he left another district and came here and he's happier than ever. He took a pay cut, but he's here because he wants to be here because our administrators and our staff members. They show up, and they show out, and they bring that energy. So I don't think paid parental leave is going to guarantee people will come here.

Ms. McMullen: This is going to add more work for staff, adding this information to each application. Benefits will likely vary depending on the position.

Dr. Banks: I want us to be cautious. If we have everybody coming here for paid parental leave, we still need teachers in the classroom. It gets back to my earlier doubts and reservations about paid parental leave and the impact on our students in the classroom. If we're looking at it as a recruiting tool, it could also set us up to be in a difficult staffing position, depending on the numbers. We can ask about getting a link to our benefits and what that might look like. I can work with Ms. Ruffin.

Mr. Reeb: A job posting link to our benefits could be a positive, especially if our benefits are competitive. I think it should be on there.

Ms. McMullen: I'd like to request this be presented as an item that we vote upon.

**112-23** Ms. McMullen moved, second by Mr. Rea, that 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 July 31, 2023\***

U.S. Bank	0.1500%	\$ 261,181.15
U.S. Bank (construction fund)	0.5200%	\$ 3,672,993.06
STAR Ohio	5.3100%	\$ 25,567,641.65
STAR Ohio (construction #2)	5.3100%	\$ 3,140,778.15
STAR Ohio (construction #1)	5.3100%	\$ 1,223,743.39
STAR Ohio (OFCC state share)	5.3100%	\$ 1,392,953.26



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

General Fund	\$92,310.25
Construction Fund	\$19,354.11

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

**e) Approval of Payment - FY24\***

The Board approved payment of the following invoice(s) representing purchases that were made prior to the issuance of a valid purchase order of the district:

<b>DATE</b>	<b>VENDOR</b>	<b>AMOUNT</b>
7/25/23	AP Global Insurance Services LLC (Master Cyber Liability Policy 2023-2024)	\$4,354.00
8/11/23	Bricker Graydon LLP (Legal services rendered through 7/31/23)	\$5,955.66

**f) Approval of Permanent Appropriations Adjustments for the 2022-23 School Year\***

The Board approved the following Permanent Appropriations adjustments for the 2022-23 School Year:

BE IT RESOLVED by the Board of Education of the Finneytown Local School District, Hamilton County, Ohio, that to provide for the current expenses and other expenditures of said Board of Education, during the fiscal year, ending June 30, 2023, the following sums be and the same are hereby set aside and appropriated for the several purposes for which expenditures are to be made and during said fiscal year, as follows, viz:

	<b><u>TOTAL</u></b>
<b><u>GENERAL FUND</u></b>	
001 General Fund	779,353
<b>Total General Fund</b>	<b><u>779,353</u></b>
<b><u>SPECIAL REVENUE FUNDS</u></b>	
018 Public School Support	-666
019 Other Grants	-1,590

300 Student Activity	-10,212
401 Auxiliary Service	-3,805
507 CARES Act ESSER	-54,836
590 Supporting Effective Instruction	-4,356
<b>Total Special Revenue Funds</b>	<u><u>-75,464</u></u>
<b><u>CAPITAL PROJECTS FUNDS</u></b>	
004 Construction Fund	-360,338
<b>Total Capital Projects Funds</b>	<u><u>-360,338</u></u>
<b><u>ENTERPRISE FUNDS</u></b>	
009 Uniform Supplies	-1,250
<b>Total Enterprise Funds</b>	<u><u>-1,250</u></u>
<b>GRAND TOTAL ALL FUNDS</b>	<u><u>342,301</u></u>

**g) Approval of Total Amount From All Sources Available for Expenditures and Balances – FY24\***

The Board approved the Certificate of the Total Amount From All Sources Available for Expenditures and Balances for the 2023-2024 fiscal year.

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

**113-23** Ms. McMullen moved, second by Ms. Lee, 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 have been previously accepted by the Superintendent:

**Kim Hoog** Account Specialist  
effective July 17, 2023 (personal)

**b) Approval of Family and Medical Leave\***

The Board approved the following Family Medical Leaves:

**Tammy Beilke**, Teacher, beginning August 17, 2023, and continuing on an intermittent basis for a maximum period of twelve weeks.

**Nancy Rouse**, Teacher, beginning August 17, 2023, and continuing on an intermittent basis for a maximum period of twelve weeks.

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

The Board approved one year limited contracts for the following new certified staff members, effective August 17, 2023 through May 31, 2024:

**Michelle Fisk** Intervention Specialist  
**Lacey Casanova** Intervention Specialist

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

The Board approved a continuing contract for the following classified staff member, effective August 17, 2023:

**Amy Abell** Health Aide

**e) Approval of Contract – Building Substitute\***

The Board approved a contract for the following building substitutes, effective August 17, 2023 at the rate of \$125.00 per day:

**Queylah Gaines** 6<sup>th</sup> Grade ELA  
**Armand Tatum** Intervention Specialist FSC

**f) 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:

<b>Jen Bayless</b>	1 Extended Service Day	\$451.18
<b>Mike Grote</b>	1 Extended Service Day	\$286.88
<b>Janelle Sowders</b>	1 Extended Service Day	\$440.75
<b>Tammy Dietz</b>	4 Extended Service Days	\$1,543.92
<b>Lauren Hemline</b>	4 Extended Service Days	\$1,898.60
<b>Mike Kennedy</b>	4 Extended Service Days	\$1,773.40
<b>Mike Rosa</b>	4 Extended Service Days	\$1,199.64

**g) 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, 2023 through July 31, 2024:

<b>Jen Bayless</b>	10 Extended Service Days	\$4,727.70
<b>Al Bolton</b>	10 Extended Service Days	\$3,196.60
<b>Cathy Counts</b>	15 Extended Service Days	\$8,380.95
<b>Diana Cosco</b>	10 Extended Service Days	\$4,888.90
<b>Marina Deters</b>	10 Extended Service Days	\$3,465.20
<b>Tammy Dietz</b>	10 Extended Service Days	\$4,969.50
<b>Kristen Duffey</b>	15 Extended Service Days	\$4,553.10
<b>Kerry Finley</b>	10 Extended Service Days	\$3,438.30
<b>Mike Grote</b>	10 Extended Service Days	\$3,035.40
<b>Lauren Henline</b>	10 Extended Service Days	\$4,056.10
<b>Mike Kennedy</b>	10 Extended Service Days	\$4,647.10
<b>Cathy McNair</b>	10 Extended Service Days	\$5,050.00
<b>Mike Rosa</b>	10 Extended Service Days	\$3,169.70
<b>Mat Rouse</b>	10 Extended Service Days	\$3,465.20
<b>Janelle Sowders</b>	10 Extended Service Days	\$4,620.20
<b>Emily Styles</b>	15 Extended Service Days	\$7,575.00
<b>Britany Utley</b>	10 Extended Service Days	\$4,056.10
<b>Lara Walker</b>	10 Extended Service Days	\$4,647.10
<b>Whitney Walker</b>	10 Extended Service Days	\$3,706.90

**h) Acknowledgement of Reassignment – Certified Staff\***

It is recommended that the Board acknowledge the following reassignment:

**Darla Fiedeldej**                      Second Grade Intervention Teacher

**i) 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 August 16, 2023:

Anderson, Kamesha	Davis, Rollins	Howard, Elaine
Baker, Nadia	Denlinger, Scott	Hudson, Denesha
Barnes, Cheryl	Dunn, Tim	Hughes Jr., George
Barnett, Althea	Duskin, Deemiah	Jones, Darrell
Behrman, Matthew	Eldridge, Meghan	Karle, Gail
Bell, Danny	Elliott, Bianca	Kelley-Gerton, Lisa
Bellamah, Christopher	Emch, Holly	Lemon, Richard
Binford, Cornelia	Evans, Deborahagh	Lockett, Teylar
Blank, Diana	Evans, Patricia	Marshall, Gwen
Blanks, Earl	Fairman, Dara	Martin, Artis
Blunt, Sharron	Fegelman, Todd	Maxam, William
Blyberg, Zachary	Fischhoff, Ann	May, Emily
Bonds, Alexia	Gandert, Elizabeth	McKinley, Arlinda
Brewer, Valeri	Garvin, Barbara	Meder, Hannah
Brinkman, Rosa	Giffin, David	Meier, Paulette
Brown, Camryn	Gilbert, Jaylin	Mollineaux, Susan
Brown, Kara	Gray, Kiara	Mosher, Parker
Burton, LaGina	Haarlammert, Stephanie	Nelson, Diamond
Calhoun, Brenda	Hardy, Diane	Osterbrock, Dylan
Cobb, Brianna	Hartman, Matthew	Page, Candace
Colvin, Gayle	Hartman, Ronald	Paige-Mack, Aysia
Cook, Gary	Hayden, Larita	Palmore, Cori
Cooper, Edward	Henderson-Pitts, DeLaine	Parham, Ebony
Copeland, David	Hershey, Caroline	Perez, Adesina
Crumpley, Tanagna	Hess, Leanne	Phipps, Marilyn
Davis, Elonah	Hopkins, Samuel	Pittman, Felicia
Davis, Gordon	Horton, Vanius	Pollington, Connie

Powell, Victoria
Price, Tanya
Ray, Colleen
Reppart, Jackson
Rice, Alisha
Richey, Sheila
Ruffner, Sara
Scholles, Emilie
Schuler, Emily
Sears, Demetria
Shaw, Phyllis
Smith, Kimberly

Smith, Tamara
St.Hilaire, Melissa
Stegman, Jessica
Stevenson, Alisha
Sullivan, Clyde
Tennyson, Emma
Thomas, Jenna
Trebus, Pattie
Tubbs, Quinetta
Utrecht, Kimberly
Underwood, Mason
Vaughan, Randall

Vaught, Alijah
Walton, Ronald
Watson, Todd
Weiler, Michael
Williams, Tracey
Wilson, Makayla
Winter, Stephany
Wise, Donnise
Wood, Jeffery
Wrentz, Kyra
Yisrael, Nesyah
Zupon, Lisa

**J) Approval of Overnight Student Trip\***

The Board approved the following overnight student trip:

**Bands of American Louisville Regional**

**Destination:** Cardinal Stadium, Louisville, KY

**Depart:** Saturday, September 15, 2023

**Return:** Sunday, September 16, 2023

**Transportation:** Yellow School Buses

**Supervision:** Band Director, Assistant Band Director and 6 Supplemental Band staff

**Anticipated Cost per Student:** \$37.00

**k) Approval of Yearly Student Tuition Rate FY24\***

The Board approved the district's tuition rate:

Finneytown Local School District's tuition rate for the 2023-2024 school year is \$9,530.84 per student. This rate is set by the Ohio Department of Education.

**l) Approval of Agreement- Springfield Township, SRO\***

The Board approved the following agreement:

Finneytown Local School District with Springfield Township to provide a certified law enforcement officer to act as a resource for law enforcement duties at Finneytown Local School District for the 2023-2024 school year at a cost of \$58,000.00.

Mr. Reeb stated: \$58,000 for a School Resource Officer (SRO) is not that expensive. I would personally like if we had a SRO at each school campus. The township has said they are able to provide that. I think it's something we should consider. I would be supportive. It would reduce the response time by a few minutes, which could make a huge difference.

Dr. Banks: In terms of building administration, we feel we are right sized with one SRO for our district. This year the SRO will be at the Elementary at drop off and pick up and at the Secondary campus at drop off. We anticipate greater SRO visibility on both campuses this year.

**m) 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, 2023 through July 31, 2024:

**Patti Ferris** Student Services Records Consolidation \$22.00/hr.

**Beth Noble** Student Services Records Consolidation \$22.00/hr.

**n) Approval of Contract – Supplemental 2022-2023\***

**Al Bolton** Technology Support \$25.00/hr.

**o) Approval of Contract – Supplemental 2023-2024\***

**Al Bolton** Technology Support \$25.00/hr.

**RC:** Mr. Rea, yes; Mr. Reeb, yes; Ms. Lee, yes; Ms. Mullen, yes. The Vice President declared the motion passed.

**114-23** Mr. Rea moved, second by Mr. Reeb, that the Board adopted the Resolution Authorizing Superintendent Change Order Approval Authority Up To \$50,000:

**WHEREAS**, the Finneytown Local School District (School District Board) and the Ohio Facilities Construction Commission (Commission) have entered into an agreement to cooperate in the design, construction and closeout of a Classroom Facilities Assistance Program (CFAP) Project; and

**WHEREAS**, it is necessary to implement an efficient process for the School District Board to process and approve change orders in a timeframe that keeps the design and construction project moving and on schedule.

**NOW THEREFORE, BE IT RESOLVED** that the Superintendent or designee is authorized on behalf of the School District Board to approve all change orders for the OFCC 7-12 Middle High School construction project, which are not in excess of \$50,000, provided that all such change orders are within budget, within the scope of the project to which they are related, and are approved by the architect engineering construction manager.

Resolved further, change orders which are in excess of \$50,000 shall be subject to separate action by the Board of Education.

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

**115-23** Ms. McMullen moved, second by Ms. Lee that the Board adopted the resolution of a Construction Manager at Risk Agreement with Skanska USA Building, Inc. In Conjunction with the Ohio Facilities Construction Commission \*

**WHEREAS**, the Finneytown Local School District (School District Board) and the Ohio Facilities Construction Commission (Commission) have entered into an agreement to cooperate in the design, construction and closeout of a Classroom Facilities Assistance Program (CFAP) Project; and

**WHEREAS**, the School District Board and Commission require professional design services and related construction administration services for the construction of the Finneytown New Middle/High School, demolition of the Finneytown High School, demolition of Brent Elementary and demolition of Whitaker Elementary (Project); and

**WHEREAS**, the School District Board with approval of the Commission, shall competitively bid, or otherwise award, execute and administer contracts for construction on the Project and all other contracts as necessary, in compliance with applicable federal, state and local statutes, ordinances, codes and regulations; and

**WHEREAS**, the Commission has pre-qualified firms to provide services including, but not limited to, Partnering and Commissioning/Maintenance Planning, from which the School District Board and Commission shall co-select a firm.

**WHEREAS**, the School District Board and Commission require and have co-selected a Construction Manager at Risk, the Commission has successfully negotiated a contract,



and based on the current budget for the Project, Skanska USA Building, Inc. has agreed to provide Preconstruction services for an amount not to exceed \$125,390.00, with at least one GMP Amendment for the construction stage to follow.

**NOW, THEREFORE, BE IT RESOLVED** that the Finneytown Local School District Board of Education approves an agreement with Skanska USA Building Inc. to provide Construction Manager at Risk Preconstruction services required for the Project in an amount not to exceed \$125,390.00 with at least one GMP Amendment for the construction stage to follow, and authorizes the Board President and Treasurer to enter into such agreement.

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

**First Reading – Memorandum of Understanding Between Finneytown Schools Educational Foundation and the Finneytown School District Board of Education In Conjunction with the Ohio Facilities Construction Commission**

Mr. Scott Haarlammert, representing the Finneytown Schools Educational Foundation, made the following statements:

The Foundation, since our inception in 1986, has largely been a passive organization. We've enabled scholarships, enabled some pretty sizable capital construction projects, with McNulty Stadium, being the biggest, most visible one. We also helped renovate the Performing Arts Center (PAC) several years ago. But largely we're a passive organization that allows donors to donate in a tax advantaged way to the district. We exist solely to help support the district. The Foundation is evolving. Our intent is to become more of a forward leaning organization, to run some special campaigns, to raise funds for special projects, to run annual campaigns, and to also to create a functioning Alumni Association.

This memorandum of understanding is not a legal agreement. It's not a contract. It can be updated whenever we need to make updates to it. The intent is to provide some guardrails between our two organizations for accountability, for operational procedures, and for information security. The idea here is that there's less opportunity for misunderstanding, especially as we get into large projects, and begin campaigning for contributions for large projects. Having this agreement in place enables us to be transparent with the board and transparent with the community about what we hoped to help with. I'm happy to answer any questions the Board or the public might have.

Memorandum of Understanding between the Finneytown Local School District and the Finneytown Schools Educational Foundation, Inc.

**This MEMORANDUM OF UNDERSTANDING ("MOU")** is entered into on this 18th day of September, 2023, by and between the Finneytown Local School District ("School District") and the Finneytown Schools Educational Foundation, Inc. ("Foundation").

Recitals:

**WHEREAS**, the School District is a public educational institution committed to providing a high quality education to its students and serving as a hub for overall development of the Finneytown community, and

**WHEREAS**, the Foundation, established in 1986, is a designated IRS section 501(c)(3) non-profit organization dedicated to supporting and advancing educational initiatives and programs within the School District, and

**WHEREAS**, both parties recognize the importance of collaboration to enhance the educational opportunities and resources available to current and former students and staff, as well as all stakeholders of the School District.

**NOW, THEREFORE**, in consideration of the mutual covenants contained herein, the School District and the Foundation hereby agree as follows:

1. Purpose and Objectives:

- a. The School District and the Foundation will work cooperatively to advance and promote educational infrastructure, initiatives, and programs for the benefit of the School District's students, staff, and community.
- b. The Foundation will support the School District by providing additional financial resources, fundraising efforts, and outreach in order to strengthen educational opportunities for current and future students.

2. Roles and Responsibilities:

a. The School District will:

- i. Provide the Foundation with relevant information about its educational infrastructure and programming needs to enable the Foundation to align its support effectively.
- ii. Collaborate with the Foundation to prioritize the areas for funding and support.
- iii. Maintain effective lines of communication with the Foundation which may include appointing a School District liaison to sit on the Foundation's board of trustees or working directly with a Foundation-appointed liaison to the School District's central office.
- iv. Designate a representative or representatives to act as primary points of contact for each of the School District's funding priorities.

b. The Foundation will:

- i. Promote the mission, vision, and goals of the School District to the local and alumni communities.
- ii. Engage in fundraising activities, which may include seeking outside grants, to provide financial support for the School District's educational infrastructure and programming needs.
- iii. Work with the School District to ensure that funds and resources are allocated effectively and transparently for the intended purposes.

c. No third party has any right or standing to challenge decisions made by the School District or the Foundation with respect to the use of the resources or capabilities of either party.

3. Decision-Making and Governance:

- a. The Foundation will maintain a governing board of trustees that will include representatives from the School District, alumni, and community.
- b. The Foundation will hold periodic meetings of its board of trustees, not less than semiannually, where funding priorities will be established considering the needs and goals of both parties.
- c. Decisions made by the Foundation concerning resource allocation and support will be guided by the best interests of the School District and in accordance with the Foundation's mission.

4. Financial Matters:

- a. The Foundation will maintain accurate financial records and provide periodic reports to the School District or its representatives regarding fund balances, including receipts and expenditures.
- b. The Foundation will direct financial support to the School District in a manner consistent with the mutually agreed priorities and with the consent of the School District's representative(s).
- c. Any fundraising program exceeding \$100,000 in aggregate requires the establishment, and mutual approval, of a separate fundraising agreement between the Foundation and the School District that defines the scope, timing, intended financing, governance, and, if applicable, any in-kind contributions of the campaign.
- d. Disbursement of funds from the Foundation to the School District will be made when documentation is provided to the Foundation regarding the nature and purpose of the expense that is consistent with the goals and purpose of each fundraising program.
- e. Both parties agree, unless otherwise established within a separate fundraising agreement, that no residual responsibility exists for either party beyond the scope of each individual disbursement.

5. Information Custodianship and Publicity:

- a. The School District owns, and is responsible for the privacy and/or public use of, information about its students, staff, and educational programs.

- b. The Foundation owns, and is responsible for the privacy and/or the public use of, information about School District alumni, its fundraising programs, or events.
- c. Neither party may use private information owned by the other party without prior written consent, in a manner inconsistent with applicable law, or not guided by the best interests of the other party.
- d. The security and integrity of information owned by either party should be governed by sound professional practice, applicable law, and by policy of the owning party.
- e. Any individual released from employment from either the School District or the Foundation must promptly return any information owned by either party to the respective party.
- f. Either party may, at any time, request the other party to alter the use of its proprietary information to better serve its interests.
- g. Upon discovery that information owned by either party has been improperly disclosed or accessed, the incident will be promptly reported to the other party and, if necessary, to the proper law enforcement agency.

6. Survivability and Amendment: a. This MOU will survive turnover within the leadership of the School District or leadership of the Foundation b. This MOU can be amended at any time by either party by providing such amendment in writing to the other party. The amendment must be approved by the boards of both parties in public session, which approval will not be unduly withheld.

7. Term and Termination: a. This MOU will commence upon the adoption date and continue for a period of five (5) years (the "Initial Term") unless either party sooner terminates the agreement, which it may do by providing written notice to the other party not less than one hundred eighty (180) days prior to the date of termination. Subject to early termination, this MOU will automatically renew for successive five (5) year terms (the "Renewal Term"), and together with the Initial Term, collectively, the "Term".

8. Entirety of Agreement: a. This MOU represents the entire agreement between the parties and supersedes all prior negotiations, representations, and agreements, whether oral or written.

**PASSED AND ADOPTED** by the Board of Education of the Finneytown Local School District this 18th day of September, 2023

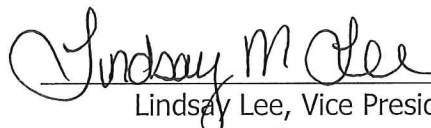
**IN WITNESS WHEREOF**, the School District and the Foundation have caused this Governance Agreement to be executed by their duly authorized representatives.

**Review of Action Steps**

- 1) Meet to finalize the superintendent's evaluation – Mr. Gast, Mr. Reeb.
- 2) Draft employee benefit package summary options that could be used as a link for Finneytown Local School District online job postings – Dr. Banks, Ms. Ruffin.
- 3) Look into the cost of potentially hiring someone to livestream all district Board of Education meetings – Dr. Banks
- 4) Prepare an analysis of the potential financial and operational impact of the EdChoice voucher expansion program for the Board of Education once such information, as to project the local impact, becomes available – Mr. Oliverio
- 5) Prepare an agenda item for the September regular board meeting for an up or down vote on the question as to whether employee benefit package summary information should be linked to all new job postings – Dr. Banks, Mr. Oliverio

The next regular meeting of the Finneytown Board of Education will take place on Monday, September 18, 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.

**116-23** There being no further business, Mr. Rea moved, second by Ms. McMullen that the meeting be adjourned. The Vice President declared the meeting adjourned at 8:07pm.

  
\_\_\_\_\_  
Lindsay Lee, Vice President

ATTEST:

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

