

FINNEYTOWN LOCAL SCHOOL DISTRICT
Regular Meeting, March 18, 2024
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, March 18, 2024, in the Media Center of the Finneytown Secondary Campus, 8916 Fontainebleau Terrace, Cincinnati, OH 45231. Ms. Lee, Ms. McMullen, Mr. Plaut, Mr. Rea and Mr. Reeb were present. The President called the meeting to order at 6:31pm.

29-24 Ms. McMullen moved, seconded by Mr. Rea, the Board approved the agenda as presented and amended. The President declared the motion passed.

30-24 Mr. Rea moved, seconded by Ms. McMullen, the Board approved the minutes from the Special Meeting of March 4, 2024. The President declared the motion passed.

Administrative Report

Finneytown Elementary PBIS Team Presentation

Ms. Utley and Mr. Yeargin presented the following overview on the Positive Behavior Interventions & Supports (PBIS) program at Finneytown Elementary:

- The program provides a multi-tier continuum of student support.
- Tier I – meets the unique needs of all students (i.e. family group; classroom guidance).
- Tier II – meets the needs of children needing additional behavioral support (i.e. small group counseling)
- Tier III – meets the more intense needs of children (i.e. Catalyst counseling; check-in/check-out).
- It's a data-driven program to be responsive to our students' specific needs.
- Utilizes four active committees: Communications, Acknowledgement/Fundraising; Teaching Team and Interactive Modeling
- There are three Schoolwide Expectations: Be Respectful, Be Responsible, Be Safe.
- Student of Week/Student of Month awards are given out.
- Cat Cash – good behavior incentive cash that can be redeemed at the school store.
- Fundraising – events needed to help finance the purchase of store merchandise.
- Rehearse/Practice Expectations – routine checklists.
- Discipline Process – A discipline matrix is used for consistency and continual refinement.

Project Based Learning and Restorative Practices Team Presentation

Ms. Dietz and Mr. Kennedy presented the following overview on the Project Based Learning (PBL) and Restorative Practices (RP) programs:

- There are four facilitators – Ms. Dietz, Mr. Kennedy, Ms. Henline and Mr. Rosa.
- Our mission is to co-plan with teachers; adult facing, focused on staff learning.
- Staff learning across grade levels twice per month was implemented this year.
 - Primary focus on collective efficacy and the collaborative inquiry process, particularly action research.
 - Thirteen (13) learning cohorts on topics of like interest were formed to design interventions for use in the 4th quarter.

- Finneytown is partnering with educators from several other area schools to provide feedback and reflection protocol on their action research projects.
- Each facilitator is working with 7.4 teachers per day on average for co-planning meetings.
- Districtwide 45% of staff are meeting with facilitators, up from 33% last year.
- Hundreds of RP Circles for staff, students, parents in various combinations have been led by facilitators this year.
- PBL Showcase – will be May 22 at Secondary and Elementary campuses this year, featuring students from 33 teaching staff.
- PBL success is reliant upon RP and Responsive Classroom school community building practices.

Superintendent's Report

Dr. Laurie Banks, Superintendent – discussed the following:

- Little Shop of Horrors production – I got the chance to see this fantastic show; all the students on stage and behind the scenes did a great job.
- Strategic Plan – Mr. Burton wants to meet with the Board to fine tune the strategic plan at our next Special Board Meeting on April 10th.
- Celebrate Excellence – Mr. Chuck Grosser was selected as our exemplary educator to be honored and represent Finneytown Schools at the HCESC Sharonville Convention Center event in May.
- March Board Walk – 1:30pm this Thursday at the Secondary Campus.
- Freddy's Dine-To-Donate Fundraiser – The House System leadership asked if an early release can be offered to secondary campus students if the \$2000 sales threshold can be reached. No decision yet.
- Stronger Connections Grant – Held first sessions last Thursday morning and evening. Twenty-eight families attended. The next session will be April 4th. The purpose is to create pathways and connections for future kindergarten students.
- Communications are going out to the community about the early release for the solar eclipse, the opening of kindergarten registration, and the new residency documentation requirements taking effect at the beginning of next school year.
- Administrative Office Move – The administrative office is being demolished in preparation for the new OFCC Secondary Campus construction project. District office staff will be moving to Brent Elementary during the week of spring break. The original plan was to move into a renovated 100 building. When bids came in well over budget, short on time and money, our plans shifted to a temporary solution. While other open secondary campus space was considered, a temporary move to the vacant Brent Elementary would be far less disruptive, once construction begins in the fall. This move gives the district time to reevaluate all its options and their associated costs, and seek input from Elevar and the Long Range Facilities Planning Team.
- ProAction Café – Our next event is April 1st, which is a staff in-service day, from 2-4pm at Brent Elementary.
- Youth Advisory Council – We hosted a gathering last Wednesday in which leaders from the National Advisory Council were in attendance. Scholarships to participate in a weeklong National Advisory Council leadership camp, free of cost, are available to our students.

Administrative Report

Mr. Grant Anderson, Director of Operations – discussed the following:

- Zoning – The district is scheduling an upcoming meeting with the Springfield Township Zoning Board for approval of its Secondary Campus OFCC project.
- A draft handout was distributed showing the sequencing stages of the project.
 - Demolition of district office, gym locker rooms – Jun/Jul
 - Foundations laid – Aug/Sep
 - Substantial secondary building completion – Fall 2025
 - Move furnishings into new building – December 2025
 - Start second semester in new building – January 2026
- The tentative plan is to maintain a roughly typical school district school year with some shifting of teacher in-service days to avoid stretching the school year any further into June than necessary.
- Baseball/Softball Diamonds –
 - Locations have changed from earlier versions to accommodate keeping 100% of the 100-building, and to improve overall use of the site.
 - Construction of these venues is outside of the OFCC project.
 - Old secondary campus 200 and 300 building demolition – spring 2026
 - Baseball and softball construction – fall 2026
 - Baseball and softball games – spring 2027
- Zoning process –
 - Neighbors within 200 feet of the property line must be notified of the proposed zoning plan 10 days prior to the township zoning hearing.
 - The zoning board will act on the proposal at an open public hearing. A decision to approve would take effect 30 days after the decision hearing.
 - The district plans to submit this proposal in March.
- Secondary Campus Construction –
 - The building project is deep into design development at this point.
 - The utility site plan is almost complete. Summer work will include refeeding the secondary campus electric, gas, water, and sewage lines.

Public Address

Christopher Page

My name is Christopher Page and I'm speaking on behalf of myself and my wife, Rebecca Page. We live at 9104 Fontainebleau Terrace. We are proud parents of a Finneytown graduate, and Rebecca is a proud Finneytown alum, as well.

I'd like to take this opportunity to urge the Board to not be swayed by regressive attitudes and opinions, as they relate to the gender-neutral bathrooms of the Finneytown Elementary School and, potentially, the new Secondary Campus.

To clarify, for those who have not seen them or have any false notions in their heads as to what the facilities at Finneytown Elementary are... They are not some wide-open rooms that

any person, regardless of gender identity or age, can walk in to use. They are not wall-less auditoriums devoid of privacy. They are individual, secure stalls with floor-to-ceiling doors. More secure and much more private than the stalls you will find in any conventional gender-specific bathroom.

If you have ever attended an outdoor sporting event or concert and have seen or used the long line of gender-neutral Port-O-Lets, you have an idea of what I am talking about, though, I hope cleaner and more hygienic.

When I was a kid, and honestly even to this day, I've never felt comfortable using a restroom in a public setting where one or more people are present in the room. I find the idea of these individual, private stalls to be a much better option, and would have saved me from a lot of undue anxiety as a child.

Imagine my horror in attending a Cincinnati Reds game at the old Riverfront Coliseum and discovering that the facilities for men were nothing more than an open trough against the wall.

To convert the existing facilities to single-gender restrooms would be asking the school district to undertake a major remodel and spend hundreds—if not thousands—of taxpayer dollars. The only other alternative would be to label each door for its intended gender. I can't see how this would accomplish anything, other than possibly creating longer lines and keeping the students in a queue rather than in their classrooms.

I used the term 'regressive,' earlier and that might imply that my opinion of what Finneytown Schools have done is 'progressive.' I would argue, however, that a gender-neutral bathroom is nothing new, and is much more common than many who argue against them realize.

Aside from the example I've already given, our homes have gender-neutral bathrooms. Many businesses do, as well. I recently had my car's oil changed and tires rotated at one of our community's business establishments, and they have a single gender-neutral bathroom. My doctor's office, as well as my dentist's office, each have only a single restroom for their patients to use.

No one using these facilities is confused about who or what they are, and no child is going to have trouble discovering who THEY are just because a door does not have a label on it.

The arguments FOR the facilities at Finneytown Schools being and staying gender-neutral far outweigh the fears and uncomfortableness of those who aren't even the ones using them!

It doesn't matter what gender the person identifies with. Having these gender-neutral bathroom stalls help eliminate the hideaway for smoking and other abuses that all of us in the older generations have likely experienced. It also provides a safer and more comfortable experience for many people who may have any number of health-related concerns, or even just a shy bladder.

While I applaud the members of the community who have spoken out in their attempt to

protect our children as they feel is best, I would ask them to ask themselves who and what they are really trying to protect.

I believe that the arguments to change the facilities to be gender-specific are based on a lack of understanding of the current facilities, on archaic anti-LGBTQ sentiments, and on the premise of, "Well, that wasn't how it was when I was in school." I believe those arguments are supported only by fear of change and misunderstanding. The older generations are always the ones that have the hardest time accepting the progress of technology and attitudes adopted by the younger generations. We have to be willing to be uncomfortable, but accepting, of these changes, as it is not OUR world that the next generation will be living in.

I thank you for your time.

Tammy Beilke

My name is Tammy Beilke and I am president of the Finneytown Education Association. I am here tonight to represent my fellow colleagues to share our collective concerns that we face in our district. Unfortunately, these concerns are not unique - they are concerns facing many districts across Hamilton County, the state of Ohio, and across the nation. Regardless, these are concerns that we as a district need to not only be aware of, but more importantly, listen to, and respond to accordingly so that we can maintain a high standard of education for our students.

The first major concern that we are experiencing in this district is addressing student behaviors that take away from student learning. We have had numerous instances this year of students across all grade levels exhibiting behaviors that are dangerous to themselves, other students, as well as staff. It is important for our staff at all levels to come together as a working unit to find ways to help our more challenging students learn how to manage their brains and their bodies to grow their minds, interact safely with others, and be valuable members to the Finneytown community.

Secondly, we are concerned about recruitment and retention of high-quality educators. At the August board meeting this past year, it was noted that we have 19 new staff members for this year. For reference, a study published last year and updated this month discusses that on average 23% of teachers left their school last year. So we are roughly on par. Additionally, the number of people going into education is declining. According to a study published in Edweek, Ohio has seen a 55% drop in teacher prep program enrollments in the last decade. With fewer and fewer educators entering the field, Finneytown's ability to retain new staff is critical.

These concerns cannot be addressed and fixed in one night, but I look forward to working with my colleagues and administrators to alleviate some of the stressors that are taking away from the very important work we do on a daily basis.

Thank you for your time.

Review of Action Steps from last month

- 1) Work on finalization of a work session agenda for the tentative March 4 special meeting – Done
- 2) Contact district attorney to confirm availability for a tentatively scheduled March 4 at 6pm special meeting – Done

Board Coordination Matters

Mr. Reeb, discussed the following items:

- Springfield Township Trustees – I did not attend this meeting.
- Personnel Committee – I attended. It was a positive meeting. There is nothing specific to report at this time.
- Special Board Meetings – The special meetings have been very productive. As a reminder these are open to the public and minutes are posted on the district website.

Ms. McMullen, discussed the following items:

- Primary PTA –
 - A drama reunion will be held for the Cain's to honor them and their hard work over the years, on April 11 from 7 to 8:30pm at Finneytown Elementary.
 - Hamilton County Council of PTAs Reflections Dessert will take place at the Hamilton County ESC on April 17 at 6:30pm to honor student artwork.
- Secondary PTA –
 - Geering up for AfterProm which takes place on April 28. Volunteers are needed.
- Finneytown Music Parents Association (FMPA) –
 - Having a Mattress Sale on April 28. \$100 goes back to FMPA for every mattress sold.
 - The Annual Golf Outing will be held on May 18. \$100 includes 18 holes, golf cart, dinner, and drink tickets.
- Student Achievement –
 - The OSBA Black Caucus Leo Lucas Scholarship is now open for culturally diverse high school seniors. April 7 is the deadline to apply.
 - Wax Museum – A shoutout to all the staff involved in putting together this powerful event with our students.

Mr. Plaut, discussed the following items:

- Beyond Differences Finneytown
 - I attended the March 5 meeting. The committee is working on the direction they should head with future activities and events. The next meeting is April 9.
- Finneytown Alumni Network (a.k.a. Finneytown Schools Educational Foundation)
 - Mike Steel has been hired on a part-time basis to assist this group with event coordination and fundraiser facilitation.
- Finneytown Athletic Association (FAA)/ Finneytown Athletic Boosters –
 - Mr. Warmack is trying to reintroduce youth tackle football to our area, with the Crusaders, for ages 4 – 12. Early registration ends on May 15. Hopefully, the games will start mid-August.

Ms. Lee, discussed the following items:

- None of my committees met this month.
- Finneytown Athletic Association (FAA) – meets later this month.
- Dr. Banks and I continue to have productive weekly meetings.

Mr. Rea, discussed the following items:

- No committee updates this month.
- The mid-month special meetings are working effectively.

Beyond Differences Finneytown (BDF) Discussion

- The BDF committee is seeking some additional clarity on what the Board is looking to receive, and what the district really needs, from this committee.
- The BDF Co-Chairs will be invited to attend the April 10 special meeting to collectively discuss what everyone is thinking and where we want to go.

Acknowledgement of District Committee Reports

- Beyond Difference Finneytown – Minutes March 5, 2024
- Personnel Committee – Minutes March 13, 2024

31-24 Mr. Reeb, moved, second by Ms. Mullen, that the Board adopt the Consent Calendar as follows:

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

a) Monthly Financial Report*

b) Depository and Investment Balances as of February 29, 2024*

U.S. Bank	0.0997%	\$ 412,166.49
U.S. Bank (construction fund)	0.5300%	\$ 3,680,154.66
STAR Ohio	5.4900%	\$ 25,715,064.75
STAR Ohio (construction #2)	5.4900%	\$ 3,233,649.71
STAR Ohio (construction #1)	5.4900%	\$ 1,169,892.27
STAR Ohio (OFCC state share)	5.4900%	\$ 1,325,739.28

c) Interest Earned on Depository and Investment Accounts as of February 29, 2024*

General Fund	\$100,434.26
Construction Fund	\$ 19,161.55

d) Monthly Bond Project Spending and Commitment Report*

[See attachment]

e) Approval of Payment - FY24*

It is recommended that Board approve payment of the following invoice(s) representing purchase that were made prior to the issuance of a valid purchase order or the district:

DATE	VENDOR	AMOUNT
2/26/2024	Elevar	\$49,531.23
Construction documents		

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

32-24 Mr. Plaut moved, second by Mr. Reeb, 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 request that any such item be removed from the "Consent Calendar" and voted upon separately.

a) Approval of Contract – Supplemental 2023-2024*

The Board approved the following Administrative Contract, effective August 1, 2023 through July 31, 2024:

Aubrey Heinlein	Assistant Varsity Softball Coach	\$1,130.00
Molly Profitt	Assistant HS Track Coach	\$1,600.00
Chris Williams	Boy Freshman Head Basketball Coach	\$1,656.00
Daniel Geisel	Orchestra Director	\$2,338.00

b) 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 March 14, 2024:

Amann, Michael	Espel, Linda	McKinley, Arlinda
Anderson, Kamesha	Evans, Deborah	Meder, Hannah
Baker, Nadia	Evans, Patricia	Meier, Paulette
Barnes, Cheryl	Fairman, Dara	Miday, Nicole
Behrman, Matthew	Fischoff, Ann	Miles, Linda
Bellamah, Christopher	Fisk, Summer	Namenyi, Tytus
Binford, Cornelia	Garner, Noah	Nashid, Wadeeah
Blank, Diana	Garvin, Barbara	Osterbrock, Dylan
Blanks, Earl	Giffin, David	Page, Candace
Blyberg, Zachary	Gilbert, Jaylin	Palmer, Jasmine
Bonifas, Elizabeth	Gray, Kiara	Parham, Ebony
Bram, Kerri	Griffith, Klarke	Phipps, Marilyn
Braswell, Keith	Gunnell, Brittany	Pittman, Felicia
Brewer, Valeri	Haarlammert, Stephanie	Pollington, Connie
Brightwell, Faye	Hardy, Diane	Potensky, Chris
Brown, Camryn	Harris, Dominique	Price, Tanya
Burkhardt, Heather	Hartman, Matthew	Ray, Colleen
Bush, Brianna	Hartman, Ronald	Rice, Alisha
Cargile, Kaneatra	Hauck, Samantha	Richey, Sheila
Casada, Abigail	Hayashi, Donna	Rivers, LaStarr
Chaffer, La'shawntay	Hess, Leanne	Schnur, Bethany
Christian, Auree	Hicks, Grace	Schuler, Emily
Clark, Sterling	Horton, Vanuis	Sears, Demetria
Cobb, Brianna	Howard, Elaine	Sfarnas, Jim
Colvin, Gayle	Howard, Savanah	Sharp, Stephen
Cook, Gary	Imhulse, Andrew	Shaw, Phyllis
Cooper, Edward	Jones, Darrell	Smith, Kimberly
Copeland, David	Jones, Tykeisha	Springs, Margo
Coyne, Eleanor	Jouharizadeh, Joy	St.Hilaire, Melissa
Davis, Gordon	Karle, Gail	Stevenson, Alisha
Davis, Rollins	Kelley-Gerton, Lisa	Still, Cameryn
Dunn, Tim	Marshall, Gwen	Sullivan, Clyde
Duskin, Deemiah	Martin, Artis	Tennyson, Emma
Elliott, Bianca	Maxam, William	Thomas, Jenna

Thompson, Saige	Walton, Ronald	Wilson, Makayla
Tirschek, Katelin	Washington, Adolphus	Winter, Stephany
Tubbs, Quinetta	Watkins, Aimee	Wise, Donnise
Vanarsdall-Schwartz, Mary	Weiler, Michael	Wood, Jeffery
Vaughan, Randall	Wilkerson, Kenyon	Zupon, Lisa
Walker, Kimberly	Wilson, Celina	

c) Approval of Administrative Contract*

The Board approved the following Administrative Contract, effective August 1, 2024 through July 31, 2026:

Jessica Martin	Assistant Principal	\$89,681.00
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d) Approval of Limited Contract for Non- Teaching Employee*

The Board approved the following Limited Non - Teaching Employee Contract, effective August 1, 2024 through July 31, 2026:

Gerald Warmack	Athletic Director	\$98,800.00
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RC: Mr. Rea, yes; Mr. Reeb, yes; Ms. Lee, yes; Mr. Plaut, yes; Ms. McMullen, yes. The president declared the motion passed.

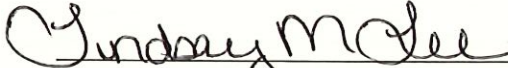
Review of Action Steps

- 1) Add a Beyond Differences Finneytown Discussion and invite the BDF Co-Chairs to the April 10th special meeting work session – Dr. Banks, Ms. Lee
- 2) Include staff survey planning as part of the April 10th special meeting Strategic Plan Discussion with Mr. Burton – Dr. Banks, Ms. Lee

There will be a special meeting on Wednesday, April 10, 2024 at 6:00pm in the Brent Elementary School Library, 8791 Brent Dr. Cincinnati, OH 45231.

The next regular meeting of the Finneytown Board of Education will take place on Monday, April 15, 2024 at 6:30pm in the Brent Elementary School Library, 8791 Brent Dr. Cincinnati, OH 45231. Open forum will begin at 6:00pm.

33-24 There being no further business, Mr. Rea moved, seconded by Mr. Plaut, that the meeting be adjourned. The President declared the meeting adjourned at 8:07pm.



Lindsay Lee, President

ATTEST:



David L. Oliverio, Treasurer

