

**FINNEYTOWN LOCAL SCHOOL DISTRICT**  
**Special Meeting, May 6, 2024**  
**Brent Board Office Meeting Room**  
**8791 Brent Drive**  
**Cincinnati, OH 45231**  
**6:00pm**

The Finneytown Board of Education met in special session on Monday, May 6, 2024, in the Brent Board Office Meeting Room, 8791 Brent Drive, Cincinnati, OH 45231. Ms. Lee, Ms. McMullen, Mr. Plaut and Mr. Rea were present. The President called the meeting to order at 6:04pm.

**46-24** Mr. Rea moved, seconded by Mr. Plaut, the Board approved the minutes from the Special Meeting of April 24, 2024. The President declared the motion passed.

**Discussion – Strategic Planning**

Mr. Tom Burton and Ms. Mari Phillips reviewed and led a discussion on the second draft of the district's strategic plan for 2024-2027. Conversation centered around firming up the goals, objectives, strategies, measures and monitoring components of the Strategic Plan. Dr. Laurie Banks distributed a summary of the measures and progress monitoring indicators for the three focus areas, making up the plan. Nearing the end of the discussion, Mr. Burton likened the Strategic Plan to a seed and quoted Henry David Thoreau, "Though I do not believe that a plant will spring up where no seed has been, I have great faith in a seed... Convince me that you have a seed there, and I am prepared to expect wonders." Mr. Burton and Ms. Phillips incorporated all suggested changes and promised to send out an update.

**Discussion – Surveys**

Annual staff climate, staff exit and student exit surveys were discussed. A student exit survey undertaking could become quite involved due to high student mobility trends and the research work necessary to get informative data. We may want to limit focus to specific subsets of the exit data. The idea of involving our own students in the form of a PBL research project or our Youth Advisory Council was suggested. The use of the Beyond Differences Committee for independent survey collection, to guarantee anonymity along with its positives and negatives, was discussed. Use of focus groups to go through the emerging trend data and the importance of publishing results was also mentioned. A staff climate survey was targeted for October. A staff exit survey to begin immediately was targeted for this school year.

**Discussion – Extended Care**

The ongoing viability of the Extended Care Program was discussed. Participation is down and costs are up for this valued latchkey program, which has struggled to regain its former enrollment since the COVID pandemic. Though significant participation fee increases were approved at the April regular board meeting, whether it will be enough remains in question. The Board requested members of the administration and coordination team meet to discuss possible options and alternatives for Extended Care to continue as a self-sustaining program.

### **Discussion – Facilities**

Dr. Banks shared an announcement by the Core Committee last Thursday to shift the Secondary Campus facilities construction timeline. Substantial completion of the secondary campus is now expected in spring 2026, instead of fall 2025. This shift allows us to forego the previously contemplated mid-year move and is the result of a delay in the dates Duke Energy and the Metropolitan Sewer District are able to schedule and complete their early site work. The Official Groundbreaking Ceremony will remain on August 30. Secondary Campus partial building demolitions will be delayed until Christmas Break, for student safety. The abatement and demolition of Whitaker will occur in June/July 2024 (after the Greek Festival parking fundraiser). The softball and baseball field installations will not be impacted and should be ready by spring 2027.

**47-24** Ms. McMullen, moved, second by Mr. Plaut, the Board approved the out-of-state student trip for the Voices of Harmony (choir 4<sup>th</sup>-6<sup>th</sup> grade) to Florence, Kentucky Y'all Stadium on Friday, May 10, 2024.

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

### **Consideration - New / Revised Policy po0148.1**

The Board discussed the following recommended policy revision:

The Board values the opinion of employees of Finneytown Local School District. The Board also respects the procedures and protocols in place for employee grievances, and Employees' communications with Board members should not have the purpose or effect

of circumventing established grievance resolution procedures. Individual Board members reserve the right to obtain information affecting the Boards' decisions from any source including from employees. Employees are not required to speak to board members if

approached and there shall be no repercussions whether they choose to speak to a board member or not.

Given the Board's role to represent the community, of which the employees are a part, the Superintendent is generally responsible for keeping the Board informed of all matters affecting the District, and the Board is responsible to keep the Superintendent informed of community input on matters affecting the District.

This policy does not prevent an employee from exercising the employee's protected First Amendment right to be heard on a matter of public concern. Nor does it prevent an employee from elevating an issue consistent with Board Policies 1411, 3211 and 4211 - Whistleblower Protection.

Individual Board members are not authorized to act on behalf of the Board unless in open public session or when specifically vested with such authority. Board members

and employees should not discuss individual personalities, personnel concerns, student education records, or other complaints. All matters should be addressed in accordance with the procedures established in Board Policy.

The Board was unable to come to consensus on this proposal with some favoring the original policy. The Board agreed that Mr. Plaut and Mr. Rea would work together towards a compromise and subsequent representation to the Board.

**48-24** Ms. McMullen, moved, second by Mr. Rea, the Board adopted a Resolution in Support of Hamilton County Ohio's Application for Safe Streets and Roads for All Planning Grant.

**WHEREAS**, the Hamilton County Engineer's Office is seeking funding for a Comprehensive Safety Action Plan (CSAP) to evaluate the safety performance of the County's roadway network and identify projects and strategies to mitigate fatalities and serious injuries for all roadway users; and

**WHEREAS**, Hamilton County, located in the southwestern corner of Ohio and is home to over 800,000 residents in the Greater Cincinnati region, is committed to improving safety for all residents and visitors, recognizing the significance of public amenities such as libraries, parks, and healthcare facilities; and

**WHEREAS**, the study area for the CSAP includes county and township roadways and intersections outside of the City of Cincinnati and with the City of Cincinnati concurrently developing a city-wide Transportation Safety Action Plan to complement these efforts; and

**WHEREAS**, there were 133 fatalities between 2018 and 2022 on roadways exclusive of the City of Cincinnati, according to the Fatality Analysis Reporting System (FARS), highlighting the urgent need for proactive measures to address traffic-related fatalities and serious injuries; and

**WHEREAS**, the County is committed to finding solutions that will combat these fatal and serious injury crashes, and this CSAP study is their first step in identifying known crash hotspots and contributing factors, evaluating countermeasures to mitigate crashes, promote safety, and provide a roadmap for the community to implement these strategies; and

**WHEREAS**, the Hamilton County Engineer's Office has secured the support of key stakeholders such as the Finneytown Local School District, which pledges active participation in the plan development and implementation to achieve the goal of zero deaths and serious injuries on our region's roadways;

**NOW, THEREFORE, BE IT RESOLVED**, that the Finneytown Board of Education, assembled on [Date of Assembly], hereby expresses its full support for Hamilton County Ohio's application for the Safe Streets and Roads for All Planning Grant, recognizing the

critical importance of the proposed Comprehensive Safety Action Plan in improving roadway safety and reducing fatalities and serious injuries for all users; and

**BE IT FURTHER RESOLVED**, that the Finneytown Board of Education encourages the Department to strongly consider Hamilton County's collaborative approach to enhancing safety in the region and to favorably evaluate the County's application for the grant funding.

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

**49-24** Mr. Plaut moved, second by Ms. McMullen, the Board adopted the a Resolution AWARDING CONTRACT TO MOUND WASTE AND DEMOLITION, LLC FOR THE ABATEMENT AND DEMOLITION OF OLD WHITAKER ELEMENTARY SCHOOL (BP-1) AS THE LOWEST RESPONSIBLE BIDDER AND AUTHORIZING EXECUTION OF CONTRACT WITH THE CONTRACTOR.

The Superintendent recommends awarding a contract to Mound Waste and Demolition, LLC (the "Contractor") for the abatement and demolition of the old Whitaker Elementary School (collectively the "Project") as the lowest responsible bidder and requests authority to execute a contract with the Contractor for the Project.

Rationale:

1. The District has identified a need for the Project.
2. The Board's design professional, Elevar Design Group ("Elevar"), prepared design documents for the Project.
3. Working with Elevar, the Superintendent and Treasurer/CFO solicited sealed, competitive bids in accordance with the Ohio Revised Code Section 3313.46.
4. A legal notice for the Project was placed in the local newspaper for the bid period required by the Ohio Revised Code for public school construction projects. At the bid deadline, the bids were opened publicly, read aloud, and tabulated.
5. Upon opening of the bids, the Contractor was the apparent low bidder for the Project and provided a bid of \$394,200.
6. The Superintendent and Treasurer/CFO, in consultation with Elevar, reviewed the Contractor's bid and evaluated the Contractor, and has determined that the Contractor's bid is responsive to the specifications and that the Contractor is responsible to perform the work.
7. The Superintendent recommends awarding the contract for the Project to the Contractor, as the lowest responsible bidder, in the total amount of \$394,200 (the "Contract Sum").
8. The Superintendent also requests authority for the Superintendent and Treasurer/CEO to execute change orders on behalf of the Board in a total amount not-to-exceed 10% of the Contract Sum. Change orders in excess of that aggregate amount will be brought to the Board for its approval.

The Board of Education resolves as follows:

1. Based upon the recommendation of the Superintendent, the Board awards the contract for the Project to the Contractor as the lowest responsible bidder and authorizes the Superintendent and Treasurer/CEO to execute an agreement with Contractor in the amount of the Contract Sum.
2. The Board further authorizes the Superintendent and Treasurer/CEO to sign change orders related to the Project in a total amount not to exceed 10% of the Contract Sum. Change orders in excess of that aggregate amount will be brought to the Board for its approval.

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

**50-24** Ms. McMullen moved, seconded by Mr. Rea, that the Board move to Executive Session, in accordance with Ohio Revised Code Section 121.22(G)(1), in order to consider the compensation of a public employee.

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

The Board entered Executive Session at 8:43pm.  
The Board returned to Special Session at 9:14pm.

**51-24** Mr. Rea moved, seconded by Mr. Plaut, that the Board approved a resolution authorizing the payment of stipends from ESSER funds to full and part-time administrative and exempt district employees.

**WHEREAS**, in the course of negotiations, ESSER Stipends were negotiated between the Finneytown Local School District Board of Education (Board) and its Finneytown Education Association (FEA) and Finneytown Association of Support Personnel (FASP) bargaining units; and

**WHEREAS**, in its MOUs with FEA and FASP, the Board recognized that, since March 17, 2020, all staff members of the Finneytown Local School District have been responsible for challenging and additional responsibilities due to COVID-19; and

**WHEREAS**, these negotiations did not include other full and part time administrative and exempt district employees; and

**WHEREAS**, the Board extends their gratitude for every regular employee's extra efforts to mitigate the negative effects of the COVID-19 pandemic for the students and school community and desires to provide compensation, for their commitment in fulfilling

additional job responsibilities and engaging in Allowable Activities during these challenging and unique times; and

**WHEREAS**, the Parties agreed that:

a supplemental stipend of \$600.00 be paid to each full-time member employed for the entire 2023-2024 school year for performing Allowable Activities, made in a single lump sum, less applicable withholdings and deductions, at the end of the 2023-2024 school year if still employed by the Board; and a supplemental stipend of \$300.00 be paid to each part-time (less than thirty (30) hours per week) member employed for the entire 2023-2024 school year for performing Allowable Activities, made in a single lump sum, less applicable withholdings and deductions, at the end of the 2023-2024 school year if still employed by the Board.

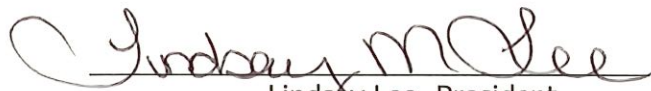
**WHEREAS**, the Parties agreed that the supplemental stipend shall be prorated for those employees who start after the first contracted work day.

**WHEREAS**, the Parties agreed that this supplemental stipend shall set no precedent and shall not be considered as creating any past practice as between the Parties.

**NOW, THEREFORE, BE IT RESOLVED**, the Board authorizes a supplemental stipend be paid to exempt and administrative full-time and part-time staff, at \$600 and \$300 respectively, employed for the 2023-2024 school year, performing Allowable Activities, if still employed by the Board at the end of the 2023-2024 school year, prorated for those employees who start after the first contracted workday. This stipend shall also be paid to the district crossing guard. This stipend shall not be paid to the superintendent or treasurer.

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

**52-24** There being no further business, Ms. McMullen moved, seconded by Ms. Lee, that the meeting be adjourned. The President declared the meeting adjourned at 9:15pm.

  
Lindsay Lee, President

ATTEST:



David L. Oliverio, Treasurer