

FINNEYTOWN LOCAL SCHOOL DISTRICT
Regular Meeting, August 20, 2024
Brent Board Office Meeting Room
8791 Brent Drive
Cincinnati, OH 45231
Open Forum 6:00pm
Regular Meeting 6:30pm

The Finneytown Board of Education met in regular session on Tuesday, August 20, 2024, in the Brent Board Office Meeting Room, 8791 Brent Drive, Cincinnati, OH 45231. Ms. Lee, Mr. Plaut, Mr. Rea and Mr. Reeb were present. The President called the meeting to order at 6:32pm.

108-24 Mr. Rea moved, seconded by Mr. Plaut, the Board approved the agenda as presented and amended. The President declared the motion passed.

109-24 Ms. Lee moved, seconded by Mr. Plaut, the Board approved the minutes from the Special Meetings of July 27, 2024, July 28, 2024, August 8, 2024, and August 12, 2024. The President declared the motion passed.

Administrative Report

Dr. Laurie Banks, Superintendent – introduced the revised Strategic Plan

Strategic Plan

This plan outlines our mission, vision, and objectives for the next three years (2024-2027). Developed alongside our key stakeholders—students, staff, families, partners, alumni, and community members—it reflects our commitment to fostering a community of learning and belonging.

As one of the most diverse districts in the state, the first goal centers around increasing student and staff engagement to better address the various needs of our students. Through continuous learning, experimentation, and reflection, our staff will be equipped to create meaningful student learning experiences that promote growth and development.

The second goal aims to build stronger connections between our schools and community through events, worthwhile conversations, and improved communication.

Third, retaining top-notch teachers and staff and providing safe and secure facilities, up-to-date technology, and environments where students feel inspired to be the best they can be are vital to student success now and in the future. These initiatives take careful fiscal planning to meet our long-term goals.

Our Mission – is to foster a community of learning and belonging.

Our Vision – is to be a learning community centered on strengths and possibilities to empower our students and staff to think critically, grow intellectually, and live with integrity.

Our Why – to nurture each person's sense of self so they know they matter.

Our Core Values and Beliefs

- We value diversity, equity, inclusion, and belonging.
- We are committed to learning, unlearning, rethinking, and engaging in conversations so each individual has the opportunity to achieve and succeed.
- We believe in fostering a safe, accepting, and restorative community.
- We believe in fostering a collaborative learning community that focuses on identifying, enhancing, and empowering individuals' gifts through Project-Based Learning.

- We are committed to fiscal responsibility and good stewardship to maintain the trust and confidence of our stakeholders.

Our Three Key Areas of Focus

- 1) Student, Staff, and Community Learning
- 2) Community and Connection
- 3) Facilities and Fiscal Stewardship

Description	Measures
1) Student, Staff, and Community Learning Design instruction and experiences that include project-based learning and restorative practices to foster individual growth, allowing for contribution to the learning community.	<ul style="list-style-type: none"> • Graduation Rate • Literacy Component • Gifted Indicator • Staff Professional Development Hours • Quality Profile • Student Performance Assessments • Student, Staff, and Community Surveys
2) Community and Connection Design and host gatherings that build meaningful connections, allow for conversations that matter, and create a community of belonging.	<ul style="list-style-type: none"> • Attendance Data • Student involvement in extracurricular and co-curricular activities • Staff and Student Survey • Equity Audit • Quality Profile • Observations and Reflections • Participant Feedback Surveys
3) Facilities and Fiscal Stewardship Maximize the financial infrastructure and strategic resource allocation to support the district’s long-term goals, ensuring safety, technological advancement, and facility development to meet the evolving needs of students, staff, and the community.	<ul style="list-style-type: none"> • Complete Finneytown Secondary Campus Project On Time • Complete Construction of Softball and Baseball Fields on the Secondary Campus • Relocate District Office • Renovate Performing Arts Center and Gym • Meet Budget Allowances • Operate With No New Taxpayer Money Through the 2026-2027 Academic Year • Align Budget With Strategic Plan

Student, Staff & Community Learning

- Our staff will actively engage in continuous, collaborative learning and experimentation sessions aimed at fostering both social and academic development.
- Our district will increase proficiency in grade-level cohorts by 15% or more as measured by state performance assessments in Math, Reading, and English Language Arts by the end of the 2026-2027 academic year.
- To enhance support and success in meeting each student’s diverse needs our staff will engage in collaborative reflection, observation, and feedback processes.

- Our district aims to foster deeper connections, learning, and collective ownership of our continuous improvement endeavors by designing and facilitating ten community gatherings annually by students and staff.

Community & Connection

- Host gatherings to foster connectivity, collaboration, and shared ownership of our collective vision.
- Prioritize community building both within and beyond the classroom, fostering meaningful connections with each student and enhancing overall student engagement.
- A comprehensive communication plan to share information to staff, students, families, and the broader community.

Facilities & Fiscal Stewardship

- Strategically design and construct facilities that prioritize student needs, facilitate high-quality programming, accommodate future growth, and align with the long-term objectives of the district.
- Demonstrate fiscal prudence by procuring funding from diverse channels to ensure long-term sustainability, thereby upholding the district's mission and objectives.

Superintendent's Report – Dr. Laurie Banks

- Groundbreaking Ceremony – The Secondary Groundbreaking Ceremony will take place Friday, August 30 at 5:30pm. The football home opening game will follow this event.
- Finneytown Alumni Weekend – hosted by the Finneytown Alumni Network will take place that weekend (August 30 & 31). It will be a great celebration with all kinds of events.
- New Staff Onboarding – Approximately 20 new staff members have been involved in orientation and training in preparation for the start of school.
- Back to School – Our PTA's hosted a wonderful Welcome Back Breakfast for staff on Monday. Students start back this week on Wednesday and Thursday.
- School Calendar – Per Core Construction Team discussions, a decision to extend winter break from two to three weeks to accommodate demolition and enabling work at the Finneytown Secondary Campus is recommended. The additional time will be added to the backend of the originally scheduled break. Students will be given 5 calamity days. Staff will be given 2 calamity days and 3 professional learning days. This change will provide breathing room for a very tight schedule, time lost for holidays and inclement weather possibilities. Additional time to complete should also reduce the cost of bids received for this work. The board had no objection to the proposal. Because calamity days are being used, no formal board action is required. Our students will remain well above state minimum hours of instruction requirements because of the extra time build into our school calendar. The district will communicate this calendar change to our community as soon as possible, so they can begin planning for its impact on their childcare options and planning.
- Reimagining the School Day and Calendar – I would like to suggest a conversation with our stakeholders to reconsider the length and structure of the school day and academic calendar for options that could better serve students, staff, and the community. The current setup has remained unchanged primarily because it's traditional, not necessarily because it's optimal. Perhaps ProAction Café could be used to get this started.

Public Address

Matt Wilbur

Lives at 8746 Cavalier. Praised the Finneytown Elementary Back to School Open House. Shared thoughts on the importance of understanding and acknowledging the challenges others face. Many people are unaware of what they don't know. This lack of awareness can limit their understanding of the social issues many in our community currently face. Vulnerable children, dealing with complex life situations or family instability can be greatly helped with positive community, school and family support systems to overcome these challenges and achieve success.

Review of Action Steps from last month

- 1) Distribution of NEOLA policy updates and revisions to Board of Education members – Complete
- 2) Beyond Differences will meet to design what it will look like as a centralized function over all support organizations, ProAction café and key communicators – A meeting is set for 8/21/24.
- 3) A recommendation for adjusting the winter break schedule due to construction disruption risk at the Secondary Campus for the August 2024 regular board meeting – Complete
- 4) The Finance committee will meet and recommend targets for budgeting by November 2024 – A meeting is tentatively planned for October
- 5) The communication policy proposal will be included in the August regular meeting agenda for a second reading for discussion, approval or revision – Complete
- 6) A meeting will be set up to draft recommended administrative guideline additions for the communication policy to further guide staff on when it is and is not appropriate to have discussions with the board – Complete

Board Coordination Matters **Board Member Reports**

Mr. Reeb, discussed the following items:

- Springfield Township Trustees – meeting highlights
 - Fire Department Levy - The township will place a levy for the fire department on the ballot in November. The levy is set at three and a half mills, with the current one-mill levy expiring in 2027. The net effect will be an additional \$123 per \$100,000 until 2027, decreasing by \$35 after 2027, resulting in a net effect of \$95 per \$100,000. Funds from the levy are solely for maintaining current service levels, not for new personnel or equipment.
 - Whitaker Property – The Township Administrator, Chris Gilbert, mentioned that the township is awaiting action from the school district regarding the property with respect to development activities.
 - Resource Officer Update – The current resource officer is on leave. Note: Officer Bill Summe has been filling in and servicing in this capacity at Finneytown Schools.
 - Electric and Gas Bids – The township went out to bid for electric and gas, resulting in a 30% expected decrease in natural gas rates.
 - Park and Playground Updates –
 - New benches have been installed at Warner Park.
 - New playground has been installed at Stephanie Hummer Park, recommended for children over five or six due to safety concerns. An opening ceremony is scheduled for September 10th from 10 a.m. to noon.
 - JEDZ Applications – Board members and township residents are reminded to submit their JED applications by September 2nd.
 - Marijuana Dispensaries – Discussion on lifting the moratorium on marijuana dispensaries following the passing of Issue 2 last year. Concerns were raised about the proximity of dispensaries to schools, but it appears the moratorium will be lifted.
 - Traffic Concerns on Winton Road – A resident raised concerns about traffic on Winton Road. The township clarified that they do not have the authority to install speed bumps or add traffic lights without county approval.

Ms. McMullen arrived at 7:10pm.

Ms. Lee, discussed the following items:

- Board Member training requirements due by October 31
 - Ohio Ethics Law
 - Fraud Reporting Prevention Training
- School Events Centralized Calendar – A centralized calendar has been created to coordinate attendance at school events, ensuring balanced participation and preventing burnout among members. Upcoming events include:
 - August 30th: Groundbreaking Ceremony – All members are invited to attend.
 - September 12th – ProAction Café – Scheduled from 5 to 7 p.m., some members have already signed up.
 - September 26th – Homecoming Parade – All members are invited to participate, with logistics to be determined.
 - September 27th – Homecoming Dance – All members are invited to participate, with logistics to be determined.
 - October 10th – Volley for the Cure – Members expressed interest in attending.
 - October 11th – Fall Senior Night – Members are considering attending.
- Finneytown Athletic Boosters –
 - Boosters are celebrating 65 years of service to the district.
 - They are still seeking a volunteer for the secretary position.
 - The Fall Kick Off Event took place
 - August 30 is the first home football game and the Groundbreaking Event
- Finneytown Athletic Associations –
 - Noted a high level of student participation in soccer, with around 200 sign-ups.

Mr. Rea, discussed the following items:

- No report

Mr. Plaut, discussed the following items:

- Sports Kickoff Event – I attended this very successful event with had strong support from athletes, parents, coaches, and alumni. Thanks to everyone.
- Finneytown Athletic Booster is actively recruiting members and volunteers to work concessions at games.
- Youth Football Program – Efforts are underway to bring youth football back to Finneytown. The first game was held at Finneytown High School Stadium, with positive feedback despite the team needing further development. Thanks to Mr. Warmack for his support.
- PTA Updates –
 - Elementary PTA – The PTA organized a breakfast for administration and teachers, with a small group of volunteers assisting. There is an ongoing need for additional support in classrooms and other areas.
 - Secondary Campus PTA – The PTA is actively fundraising through initiatives like the "Mayor of Finneytown" contest, where donations go towards school programs. Community members are encouraged to participate and support the PTA's efforts.
- Finneytown Alumni Network (FAN):
 - Alumni Engagement – The FAN is actively involved in the upcoming groundbreaking event and will assist with tours and other activities. They also have a golf scramble and legacy ceremony planned for the same weekend.
 - Membership Encouragement – Anyone with connections to Finneytown is encouraged to join FAN at FinneytownAlumni.org to stay involved and support the community.

Ms. McMullen, discussed the following items:

- PTA Breakfast – I was able to attend and really enjoyed seeing both familiar and new faces. Welcome our new staff. We’re glad you chose Finneytown.
- Finneytown Music Parents Association – I attended the meeting last week.
 - They just launched a new online clothing purchase store in support of band and orchestra. Please check out the website. 10% of proceeds benefit FMPA.
 - Still looking to fill a couple of officer positions, including Pancake Breakfast Rep., Membership Chair, and Butter Braids. Reach out to April Bruder if interested.
 - Next meeting is September 9 at 7pm.
- Fall Sports Kickoff – An awesome event; the energy was through the roof.
- Back To School Bash – A great event, well attended. Thankyou PTA.
- Note for those needing to make child care arrangements, there will be no school on the following dates:
 - Labor Day – September 2
 - Staff Inservice – September 20

110-24 Mr. Plaut moved, seconded by Ms. McMullen, 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 July 31, 2024*

U.S. Bank	0.0893%	\$ 233,226.29
U.S. Bank (construction fund)	0.5800%	\$ 2,852,703.45
STAR Ohio	5.4300%	\$ 27,944,586.44
STAR Ohio (construction #2)	5.4300%	\$ 3,183,517.66
STAR Ohio (construction #1)	5.4300%	\$ 2,027,421.99
STAR Ohio (OFCC state share)	5.4300%	\$ 2,275,348.23

c) Interest Earned on Depository and Investment Accounts as of July 31, 2024*

General Fund	\$ 118,174.27
Construction Fund	\$ 24,199.58

d) Monthly Bond Project Spending and Commitment Report*

[See attachment]

e) Approval of Payment - FY25*

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:

DATE	VENDOR	AMOUNT
7/1/24	Hamilton County Educational Serv Ctr	\$51,689.19
	(ITC Network, state software, DASL, Gradebook, SameGoal, EMIS, INFOhio, OnBase, Final Forms) 7/1/24 Hamilton County Educational Serv Ctr	\$31,271.89
	(Absence management, recruiting and hiring, FrontLine central, professional learning management, time and attendance)	
7/1/24	Bricker Graydon LP (legal services)	\$20,000.00
7/1/24	AP Global Insurance Services LLC (cyber liability insurance program FY25)	\$4,500.00

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

111-24 Ms. McMullen moved, seconded 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:

Abbigayle Burcham Education Aide
effective June 30, 2024 (personal)

b) Approval of Contracts – One Year Limited Certified*

The Board approved one year limited contracts for the following new certified staff members, effective August 19, 2024 through June 4, 2025:

Stacey Cass Intervention Specialist

c) 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, 2024, through June 30, 2025:

Jen Bayless	10 Extended Service Days	\$4,952.53
Al Bolton	10 Extended Service Days	\$3,292.47
Diana Cosco	5 Extended Service Days	\$2,559.27
Marina Deters	10 Extended Service Days	\$3,652.15
Tammy Dietz	10 Extended Service Days	\$5,478.23
Kerry Finley	10 Extended Service Days	\$3,624.46
Mike Grote	10 Extended Service Days	\$3,375.48
Lauren Henline	10 Extended Service Days	\$4,260.81
Mike Kennedy	10 Extended Service Days	\$4,869.52
Cathy McNair	10 Extended Service Days	\$5,284.52
Nancy Rouse	10 Extended Service Days	\$3,652.15
Janelle Sowders	10 Extended Service Days	\$4,841.88
Emily Styles	15 Extended Service Days	\$7,926.77
Britany Utley	10 Extended Service Days	\$4,260.81
Lara Walker	10 Extended Service Days	\$4,869.52
Whitney Walker	10 Extended Service Days	\$3,901.13
Autumn Christensen	15 Extended Service Days	\$4,814.19
Haley Hansberry	15 Extended Service Days	\$4,814.19
Caroline Slone	10 Extended Service Days	\$3,541.45

d) 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 15, 2024:

Amann, Michael	Dunigan, Janee	Karle, Gail
Anderson, Kamesha	Dunn, Tim	Kaufman, Fletcher
Baker, Nadia	Duskin, Deemiah	Kelley-Gerton, Lisa
Behrman, Matthew	Elliott, Bianca	Madry, Thomas
Bellamah, Christopher	Evans, Deborah	Martin, Artis
Besl-Ali, Carley	Evans, Patricia	Maxam, William
Binford, Cornelia	Fairman, Dara	McKinley, Arlinda
Blanks, Earl	Fischoff, Ann	Meder, Hannah
Blyberg, Zachary	Fisk, Summer	Meier, Paulette
Bonifas, Elizabeth	Garner, Noah	Miday, Nicole
Bram, Kerri	Giffin, David	Miles, Linda
Braswell, Keith	Gilbert, Jaylin	Mobley-Brown, Sheryl
Brewer, Valier	Gray, Kiara	Namenyi, Tytus
Brightwell, Faye	Griffith, Klarke	Nashid, Wadeeah
Brinkman, Rosa	Haarlammert, Stephanie	Page, Candace
Brown, Camryn	Hall, Dennis	Phipps, Marilyn
Burkhardt, Heather	Hardy, Diane	Pittman, Felicia
Cargile, Kaneatra	Harris, Dominique	Pollington, Connie
Casada, Abigail	Harris, Sharon	Potensky, Chris
Chaffer, La'shawntay	Hartman, Matthew	Price, Tanya
Clark, Sterling	Hartman, Ronald	Ray, Colleen
Cobb, Brianna	Hess, Leanne	Reppart, Jackson
Coleman, London	Hicks, Grace	Rice, Alisha
Colvin, Gayle	Horton, Vanius	Richey, Sheila
Cook, Gary	Howard, Elaine	Rivers, LaStarr
Cooper, Edward	Howard, Savannah	Robinson, Marilyn
Copeland, David	Imhulse, Andrew	Schnur, Bethany
Coyne, Eleanor	Jones, Brianna	Sears, Demetria
Davis, Gordon	Jones, Darrell	Sfarnas, Jim
Davis, Rollins	Jones, Tykeisha	Shaw, Phyllis
Demus, Clemon	Kahle, Anna	Simpson, Estacia

Smith, Kimberly	Tubbs, Quinetta	Wilson, Celina
Stevenson, Alisha	Walker, Kimberly	Wilson, Makayla
Still, Cameryn	Walton, Ronald	Winter, Stephany
Sullivan, Clyde	Ward, Nicole	Wise, Donnise
Tennyson, Emma	Washington, Adolphus	Wood, Jeffery
Thomas, Jenna	Watkins, Aimee	Yisrael, Nesyah
Thompson, Saige	Weiler, Michael	Zupon, Lisa
Tirschek, Katelin	Wilkerson, Kenyon	

e) Approval of Payment – New Employee Orientation*

The Board approved payment to the following staff members who have performed duties outside of the regular work schedule, effective August 12 - 14, 2024:

Lindsey Brinkman	New Employee Orientation	\$300.00
Ronda Byndon	New Employee Orientation	\$300.00
Sedrick Edwards	New Employee Orientation	\$300.00
Rebecca Facktor	New Employee Orientation	\$300.00
Jonathan Schramm	New Employee Orientation	\$300.00
Victoria Sweeney	New Employee Orientation	\$300.00
Constance Turner	New Employee Orientation	\$300.00
Thomas Snyder	New Employee Orientation	\$300.00
Haley Hansberry	New Employee Orientation	\$200.00
Madeline Matson	New Employee Orientation	\$300.00
Ariel McCoy	New Employee Orientation	\$300.00
Breanna Miller	New Employee Orientation	\$300.00
Breahna Satterfield	New Employee Orientation	\$300.00
Caroline Slone	New Employee Orientation	\$300.00
Briona Alcorn	New Employee Orientation	\$300.00
Stacey Cass	New Employee Orientation	\$300.00
Maddelyn Banks	New Employee Orientation	\$300.00
Sophia Long	New Employee Orientation	\$300.00
Autumn Christensen	New Employee Orientation	\$200.00
Julia Burchwell	New Employee Orientation	\$300.00
Jessie Stegman	New Employee Orientation	\$300.00

f) Approval of Substitute Rates*

The Board approved the following rates for Certified and Classified Substitutes:

- Daily Substitute Teacher** - \$110 daily
- Building Substitute Teacher** - \$125 daily
- Long-term Substitute Teacher** - \$125 daily
- Substitute Educational Aide** - \$15 hourly
- Substitute Secretary** - \$16 hourly

g) 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 2024-2025 school year at a cost of \$58,000.00.

h) Approval of Consultant Contract - Intervention Specialist*

The Board approved the following consultant contract:

Michelle Yauss with Finneytown Local School District to provide intervention specialist consulting services to special education students at St. Xavier High School during the 2024-2025 school year in the amount of \$34,545.00, to be paid using Special Education IDEA-B funds.

i) Adoption of Resolution for the employment of substitute teachers in response to the extension of HB 583 (codified at R.C. 3319.102; Sections 107.30 and 107.31; R.C. 3319.081).

The Board approved the following policy:

A 1-Year Multi-Age (P-12) Temporary Non-Bachelor's Substitute Teaching License is available for candidates who do not hold a post-secondary degree but meet the employing school or district's set of educational requirements to serve in the role of a substitute teacher. This license may be issued only at the request of the employing school or district. It is valid for teaching in any assigned class of any subject area and grade level. Applicants must have current background checks on file with the State Board of Education.

HB 33 permitted, on a permanent basis, schools and ESCs to employ substitute teachers without postsecondary degrees. Thus, this resolution is optional and available for districts that wish to state clearly and proactively that they will hire substitutes without a postsecondary degree. The resolution can also be used to identify additional educational requirements established by the district, such as certifications or training.

HB 33 also authorized the use of student teachers to serve as substitutes, which is codified in R.C. 3319.0812.

j) Acceptance of Donations*

The Board accepted the following donation(s):

A cash donation of \$2,000.00 to the Finneytown social work fund for student basic necessities from the Neediest Kids of All on July 10, 2024.

A cash donation of \$100.00 to the Finneytown High School Athletic Department from The Honerlaw Firm, LLC, 9227 Winton Rd., Cincinnati, OH 45231 on July 11, 2024.

A cash donation of \$1,000.00 to the Finneytown High School Athletic Department Football Program from the Finneytown Schools Educational Foundation on July 21, 2024.

A cash donation of \$1,000.00 to the Finneytown High School Athletic Department Football Program from the NFL Foundation on July 24, 2024.

A cash donation of \$2,000.00 to the Finneytown High School Athletic Department from the Ohio High School Athletic Association, 4080 Roselea Place, Columbus, OH 43214 on July 25, 2024.

k) The Board adopted the following new/revised policies

The Board adopted the following new/revised policies, which were first presented for consideration at the regular meeting of the Board on July 15, 2024:

- 0100 DEFINITIONS**
- 2340 FIELD AND OTHER DISTRICT-SPONSORED TRIPS**
- 2623 STUDENT ASSESSMENT AND ACADEMIC INTERVENTION SERVICES**
- 2623.02 THIRD GRADE READING GUARANTEE**
- 3120.04 EMPLOYMENT OF SUBSTITUTES**
- 3140 TERMINATION AND RESIGNATION**
- 4124 EMPLOYMENT CONTRACT**
- 4140 TERMINATION AND RESIGNATION**
- 5310 HEALTH SERVICES**
- 8600 TRANSPORTATION**
- 8600.04 BUS DRIVER CERTIFICATION**
- 8640 TRANSPORTATION FOR NON-ROUTINE TRIPS**
- 8650 TRANSPORTATION BY VEHICLES OTHER THAN SCHOOL BUSES**
- 8660 INCIDENTAL TRANSPORTATION OF STUDENTS BY PRIVATE VEHICLE**

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

112-24 Mr. Rea moved, seconded by Mr. Plaut, that the Board adopt the following new/revised Policy po0148.1

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.

Discussion

- This policy revision reserves the right for individual board members to obtain information affecting board decisions from any source, including from employees, fosters a more open environment where staff feel comfortable sharing their thoughts without fear of repercussions, protects employees that choose not to share their thoughts with a board member, and can be used to elevate concerns that seemingly go unaddressed through normal communication chain of command channels.
- The concern was expressed that the policy could lead to circumvention of the communication chain of command.
- Board members will always encourage use of the formal communication chain of command and ask if this step has been attempted.
- Board members may be at risk learning information that puts them in a position they don't want to be in, or serves as a liability in the performance of their duties.
- There was a concern that the current wording needs modification for clarification.

Ms. Lee moved, seconded by Ms. McMullen, that the proposed communication policy 0148.1 revision be modified to insert the word "formal" between "other" and "complaints" in the second to last sentence for additional clarification.

Ms. Lee withdrew the motion to modify the language communication policy 0148.1 based upon administrative guidance that this change would restart the clock on the policy as a first reading.

Mr. Reeb moved that the proposed communication policy 0148.1 revision be modified to insert the word "formal" between "other" and "complaints" in the second to last sentence for additional clarification. There was no second for this motion.

Ms. Lee called for a vote on the original Communication policy 0148.1 motion and second.

RC: Mr. Reeb, no; Ms. Lee, yes; Mr. Plaut, no; Ms. McMullen, yes; Mr. Rea, yes. The President declared the motion passed.

Review of Action Steps

- 1) Gather information for the comparison and review of COG substitute rates – Dr. Banks.
- 2) Review Board Handbook and propose recommendations for update – Ms. McMullen, Mr. Plaut
- 3) Contact Boosters concerning a date the Finneytown Board of Education members could volunteer to run the concession stand as a group – Ms. Lee
- 4) Send out administrative guidelines regarding the amended communication policy to Board Members – Dr. Banks
- 5) The Finance Committee will meet and recommend targets for budgeting by November 2024 – Mr. Oliverio, Dr. Banks, Finance Committee members

The next regular meeting of the Finneytown Board of Education will take place on Monday, September 16, 2024 at 6:30pm in the Brent Board Office Meeting Room, 8791 Brent Drive, Cincinnati, OH 45231. Open forum will begin at 6:00pm.

113-24 Mr. Rea moved, seconded by Mr. Plaut, that the Board move to Executive Session, in accordance with Ohio Revised Code Section 121.22(G)(2), to consider the disposition of property, since disclosure at this time would give an unfair competitive or bargaining advantage to persons whose personal, private interest is adverse to the general public interest.

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

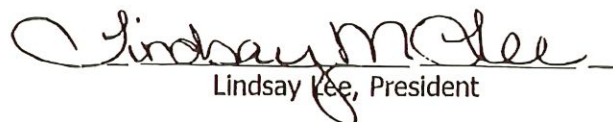
The board entered executive session at 8:00pm.

Ms. Lee left the meeting at 8:40pm.

Ms. McMullen left the meeting at 8:49pm.

The board exited executive session at 9:28pm.

114-24 There being no further business, Mr. Plaut moved, seconded by Mr. Reeb, that the meeting be adjourned. The meeting adjourned at 9:29pm.


Lindsay Lee, President

ATTEST:


David L. Oliverio, Treasurer