

FINNEYTOWN LOCAL SCHOOL DISTRICT
Regular Meeting, October 21, 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 Monday, October 21, 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 6:32pm.

124-24 Mr. Rea moved, seconded by Ms. McMullen, that the Board approve the agenda as presented and amended. The President declared the motion passed.

125-24 Ms. McMullen moved, seconded by Mr. Plaut, the Board approved the minutes from the Regular Meeting of September 16, 2024 and the Special Meeting of September 30, 2024. The President declared the motion passed.

Administrative Report

Dr. Laurie Banks, Superintendent – discussed the following:

- District State Report Card
 - The district received a 3-star overall rating (meets state expectations)
 - Component rankings were as follows: Achievement - 2 stars; Progress - 3 stars; Gap Closing - 3 stars; Graduation – 4 stars; Early Literacy - 1 star (missed 2 stars by 0.3%)
 - Areas of Strength: Graduation, English Learners and Gifted
 - Areas of Focus: Chronic Absenteeism, Math
 - Mobility rate increased to 12.2%
 - Student and staff attendance improved
 - Next Steps include:
 - Implementation of our new Strategic Plan
 - Collaborative learning and experimentation to foster student academic and social growth
 - Sharing our Stories (Quality Profile)
 - Advocacy on behalf of our students
- Student Participation at Board Meetings – Ms. Lee, Ms. McMullen, Mr. Anderson and I met to discuss what this could look like. I have distributed proposed topics for each month, beginning in November, that showcase items linked to the strategic plan.
- Board Member Building Visits – Dates have been selected and will be added to the Board Calendar for one or two Board Members to meet with staff in each building for lunch and conversation. These take the place of the Boardwalks utilized last year.
- Strategic Plan Measures & Monitoring – I received word from Sandra George that the American Youth Foundation and Interact for Health is giving us a \$100,000 grant over the next two years to continue our partnership and its support of our Youth Advisory Council, retreats and other activities.
- Extended Care – Starting Wednesday, extended care students will be temporarily served at the Powell Crosley YMCA instead of at Finneytown Elementary. Families will need to drop off

their children at the YMCA in the morning and pick them up by 5:30 p.m. at the same location. The school district will provide bus pickup to and from the YMCA each afternoon and morning, until licensing is secured by the YMCA for the Finneytown Elementary site.

- Great Oaks – The district has started a new partnership with Great Oaks and DECA, a developmental career technical workforce program for students participating in the satellite business program at Finneytown Secondary Campus.
- Facilities Update –
 - Finneytown Secondary School (7-12)

Bids for the new Finneytown Secondary School came in more than 20% over our budget. The contractors' feedback indicates that the site's complexity and the timeline posed challenges in meeting the original project cost. We are working closely with the Ohio Facilities Construction Commission (OFCC), Skanska, and Elevar to navigate these challenges and find the best path forward. This includes reducing scope to OSDM minimums and value engineering with bidders to reduce cost. As a result, demolition will now begin in June, pushing back the overall completion date. We will keep you updated as we gather more information.
 - Winter Break Adjustment

As previously communicated, winter break was extended to accommodate construction. However, with the shift in timeline, the extended break is no longer necessary. That said, we understand that many of our staff and families already made plans during this time, so we are keeping the extended break in place. As a reminder, winter break is December 23-January 3, 2025. Additional calamity days for staff will be January 6-7, and professional development days on January 8-10. Staff and community updates will go out promptly. Conversations continue with the YMCA about additional child care options for that week and will be communicated once known.
 - Long Range Facilities Committee (LRFC)

The district is planning a meeting for this committee in mid-to-late November to present an update and discuss plans to address the budget overages, project scope and new timeline.

Review of Action Steps from last month

- 1) Personnel Committee to review and discuss COG substitute pay – will be added to the next Personnel Committee meeting agenda by Dr. Banks
- 2) Reprogram board of education swipe card badge access – Done; Dr. Banks will provide specific details.
- 3) Review Board policy and determine process for hiring a Treasurer – Done
- 4) Document the Superintendent and Treasurer evaluation process – Meeting scheduled for Tuesday, October 29 at 5:30p.m.
- 5) Follow up on the ProAction Café walker safety session topic – A meeting is scheduled for next week with Springfield Township
- 6) Send out event calendar link to Board of Education members – Done
- 7) Treasurer evaluation review meeting – Done

- 8) Schedule special board meeting for approval of secondary campus construction project GMP#1 – Done
- 9) Finance Committee to recommend targets for budgeting by November 2024 – Done.

Board Coordination Matters

Board Member Reports

Mr. Rea, discussed the following items:

- Finance Committee – met this month
 - the five year forecast was reviewed
 - budget spending targets for next year were established
- Springfield Township Whitaker Zoning Open House
 - community feedback on property development was neutral to positive
 - Information shared by the developer along with disclosure that the proposal completely aligns with the township's established master plan, helped ease concerns
 - Over 100 people attended the event.

Mr. Plaut, discussed the following items:

- Finneytown Schools Educational Foundation (dba Finneytown Alumni Network) – Did not meet this month.
- Youth Football Program – The Crusaders concluded their first season. They had 3 home games. They are considering a league change to help improve their position as a feeder program. The U9-10 boys made the playoffs in their first season.
- Marching Band – Congratulations to the Band on their 2nd place finish at Turpin and qualification for the OMEA Finals.
- I attended Volley for the Cure and Soccer Senior Nights which were both great events.

Ms. McMullen, discussed the following items:

- Finneytown Music Parents Association – unable to attend; update per meeting notes
 - Grandparents' Day – Scheduled for November 26th, 8–10am, with Voices performing.
 - Winter Concerts – Preparations are underway
 - Special Performances – Students will perform at Florence Y'all for the tree lighting and at Brookdale Finneytown senior living community. Volunteers are needed to assist with these events.
 - 83 students are participating in the choir this year.
 - Band Success – Congratulations to the band for winning 2nd place in Class B and advancing to the finals.
- Secondary PTA –
 - The next meeting is on October 29th in the media center
 - Fundraisers and donations underway, include the Mayor of Finneytown and a coat drive for families in need.
 - Thanks to all who contributed to Conferences with meals and their time.
 - Fall Fest is scheduled for October 23rd with games, contests, and other fun activities.
 - Fall Into Reading Event – Set for October 30th, with reading activities for students.

- Coffee Webinars – Will take place at the secondary campus for those looking for information about Great Oaks. Programs include: engineering, robotics, nursing, surgical technology, dentistry and more.
- College Prep workshops – November 16th from 12-4:30pm at Pleasant Ridge Montessori
- College Assistance – If a senior, University of Cincinnati Gen1 applications are now open for first generation college students to gain financial and social support to help cultivate a successful transition to college.
- Cincinnati State – Will be visiting secondary campus Thursday, October 31st
- Winter Sports Kickoff – will be November 7th from 6-7:30pm at Finneytown Elementary
- Diamond Oaks – 8th graders will be visiting on October 24th.

Ms. Lee, discussed the following items:

- Athletic Events – Attended men’s and women’s Fall Senior Sports night events and the Volley for the Cure event.
- OSBA Conference –
 - November 10-12th in Columbus
 - Two resolutions to be voted upon:
 - Legislation that would allow districts to charge for labor costs directly associated with receiving and fulfilling a public records request.
 - Legislation that would prohibit a township, municipality, or county from imposing a unilateral tax exemption upon a school district, and requires school tax levy money which has been voted upon to be used for the funding of schools be exempt from Tax Increment Financing (“TIF”) allowed under ORC 5709.40 and Community Reinvestment Area (“CRA”) abatements.
 - Board members and the administration expressed general favorability to both OSBA legislative recommendations.
- Board Event Calendar – Advance online signup and attendance (limit 2) encouraged:
 - October 25th – Finneytown Elementary Social
 - November 7th – Winter Sports Kickoff
 - November 15th – Band of America competition in Indianapolis
 - November 18th – ProAction Café
 - December 4th – Orchestra Concert
 - December 6th – K-3 Family Event
 - December 10th-12th – Art Show and Book Fair
 - December 11th – Band Concert
- Walker Safety – A meeting is scheduled for next Monday with Springfield Township to address concerns about the safety of student walkers to Finneytown Elementary. The discussion will focus on improving light timing, enhancing school zone visibility, and increasing enforcement around the area.

Board Member Handbook Edit Acknowledgement

- The Board of Education acknowledged receipt of the Board Handbook updates made by Ms. McMullen and Mr. Plaut.

Public Address

Fatima Jones

Concerns were voiced about restricted access to the track despite signage indicating resident access is permitted during certain hours. Having been in the area for eight years, access has not been denied until this year. Suggestions such as cameras, specific hours, or access codes for residents to use the track were offered as possible solutions. A second concern was expressed about the apparent lack of support for junior high athletes, particularly in basketball, noting difficulties in accessing gym facilities and a strained relationship between the district and the FAA (local sports organization). The board was urged to better support athletes to prevent them from transferring to neighboring districts with stronger athletic programs. The potential impact on students' future opportunities, including scholarships for college, was noted.

Chad Parker

Highlighted the importance of summer programs (i.e. educational, sports, gardening, drama, etc.) in keeping students engaged and balanced, while providing necessary life skills and exposure to career options that may not include college. There are opportunities for more parent volunteers, and for older students to help younger students. Secondly, a request was made to allow students that missed the Great Oaks visit during COVID, the chance to visit that campus to see programs being offered, as sophomores and juniors.

Anthony Jones

Echoed concerns regarding the matter of the FAA basketball program and the district's unfavorable rules for opening the gym to young athletes in the community. Aspiring athletes seem to be very unsatisfied with the opportunities given to them, including being denied access to gym facilities and coaching staff, especially during the winter, when severe weather limits outdoor playing opportunities.

126-24 Mr. Plaut moved, second 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 September 30, 2024*

U.S. Bank	0.0877%	\$ 1,302,498.01
U.S. Bank (construction fund)	0.5800%	\$ 2,852,003.19
STAR Ohio (construction #1)	5.2900%	\$ 2,042,414.24
STAR Ohio	5.2900%	\$ 27,852,776.09
STAR Ohio (construction #2)	5.2900%	\$ 3,210,606.78
STAR Ohio (OFCC state share)	5.2900%	\$ 2,048,829.80

c) Interest Earned on Depository and Investment Accounts as of September 30, 2024*

General Fund	\$ 122,915.88
Construction Fund	\$ 22,823.68

d) Monthly Bond Project Spending and Commitment Report*

[See attachment]

e) Approval of the Amended Official Certificate of Estimated Resources*

The Board approved the Amended Official Certificate of Estimated Resources.

[See Attachment]

f) Approval of Permanent Appropriations for the 2024-25 School Year*

The Board approved the following Permanent Appropriations resolution for the 2024-25 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, 2025, 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:

	<u>TOTAL</u>
<u>SPECIAL REVENUE FUNDS</u>	
499 Ohio SLR Grant	150,000
Total Special Revenue Funds	<u>150,000</u>
GRAND TOTAL ALL FUNDS	<u>150,000</u>

g) 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	School Insurance Consultants LLC (Insurance consultant annual services fee)	\$ 4,264.00

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

127-24 Ms. McMullen moved, second by Mr. Plaut, 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:

Sedrick Edwards	Special Education Aide effective September 27, 2024	(personal)
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b) Approval of Payment - Classified Staff Member*

The Board approved payment to the following classified staff member who will perform duties outside of the regular work schedule, effective August 19, 2024 through June 30, 2025:

Mike Weiler	Detention Monitor/ Apex/Tutoring	\$19.87/hr.
Misty Alcorn	Detention Monitor/Apex/Tutoring	\$19.87/hr.

c) Approval of Payment – Certified Staff Members*

The Board approved payment to the following certified staff member who will perform duties outside of the regular work schedule, effective August 1, 2024 through July 31, 2025:

Deborah Hartlaub	Extended School Year	\$19.87/hr.
Lintonia Wyche	Detention Monitor/ Apex/Tutoring	\$19.87/hr.

d) Approval of Contract – Athletic Supplemental 2024-2025*

The Board approved the following supplemental contract, effective August 1, 2024 through June 30, 2025:

Aubrey Heinlein	Head JV Volleyball Coach	\$1,656.00
Gerri Williams	M.S. Cheer Coach	\$1,013.00
Armand Tatum	Site Manager -Winter	\$2,000.00
Misty Alcorn	Facility (FSC) Site Supervisor	\$1,500.00

e) Approval of Contract – Academic Supplemental 2024-2025*

The Board approved the following supplemental contract, effective August 1, 2024 through June 30, 2025:

Shannon Cleghorn	Ebenezer Co- dean	\$1,450.00
Carolyn Althoff	Art Department	\$500.00

Kayla Fields	Elementary Choir Director	\$1,753.00
David Backer	Math Department Head	\$1,688.00

f) Approval of Athletic Support Roles and Payment(s)*

The Board approved the following pay rates for staff members who provide support services for the Athletic Department, effective August 1 thru June 30, 2025:

Site Supervisor \$100/ game

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, 2024 through July 31, 2025:

Amanda Stevenson	LLT	\$19.87/hr.
Jennifer Bayless	LLT	\$19.87/hr.
Karen Bause	LLT	\$19.87/hr.
Shelly Westerfield	LLT	\$19.87/hr.
Whitney Walker	LLT	\$19.87/hr.
Ariel McCoy	LLT	\$19.87/hr.
Lauren Woodward	LLT	\$19.87/hr.
Mary Pat Grosser	LLT	\$19.87/hr.

Shannon Backer	LLT	\$19.87/hr.
Jessie Stegman	LLT	\$19.87/hr.

h) Approval of Substitute Rates*

The Board approved the following rates for Certified and Classified Substitutes effective 8/1/2024:

Hourly Substitute Nurse rate - \$25/hour

Daily Substitute Nurse rate - \$272.00/day

i) Approval of Unpaid Leave of Absence*

The Board approved the following Unpaid Leave of Absence:

Mary Beavan Extended Care Attendant, beginning October 28, 2024, and continuing Through May 31, 2025.

j) 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 October 17, 2024:

Alcorn, Briona	Gorby, Lily	Phipps, Marilyn
Amann, Michael	Gray, Kiara	Pickett, Jonathan
Baker, Tyler	Green, Keaira	Pittman, Felicia
Baldock, Jason	Haarlammert, Stephanie	Pittman, Felicia
Bellamah, Christopher	Hall, Dennis	Pollington, Connie
Besl-Ali, Carley	Hardy, Diane	Potensky, Chris
Binford, Cornelia	Harris, Dominique	Powell, Christina
Blanks, Earl	Hartman, Ronald	Price, Tanya
Blyberg, Zachary	Haugan, Andrea	Redburn, Jalen
Bonifas, Elizabeth	Hawkins-Hyde, Kellie	Reppart, Jackson
Brewer, Valeri	Hess, Leanne	Rice, Alisha
Brinkman, Rosa	Horton, Vanius	Richey, Sheila
Burkhardt, Heather	Howard, Elaine	Robinson, Marilyn
Buskirk, Delores	Howard, Savannah	Ruffner, Sara
Campbell, Emily	Hunter, Toccara	Schnur, Bethany
Cargile, Kaneatra	Jaccobs, Corey	Schuster, Jason
Casada, Abigail	Jackson, Shirley	Sfarnas, Jim
Chaffer, La'shawntay	Jones, Brianna	Shaw, Phyllis
Champion-Hughes, Bianca	Jones, Darrell	Simpson, Estacia
Chapple, Keariah	Jones, Trevor	Smith, Kimberly
Clark, Sterling	Kahle, Anna	Stevenson, Alisha
Coleman, London	Karle, Gail	Still, Cameryn
Colvin, Gayle	Kaufman, Fletcher	Sullivan, Clyde
Cook, Gary	Kelley-Gerton, Lisa	Tennyson, Emma
Copeland, David	Lalley, Teresa	Thomas, Jenna
Davis, Gordon	Lyons, Dayonna	Thomas, Nyla
Davis, Rollins	Madriz, Gabriela	Thompson, Saige
Demus, Clemon	Madry, Thomas	Tirschek, Katelin
Dunigan, Janee	Martin, Artis	Tubbs, Quinetta
Duskin, Deemiah	Mason, Ebony	Turner, Alisha
Espel, Linda	Maxam, William	Tyree, Alfred
Evans, Deborah	Meder, Hannah	Walker, Kimberly
Evans, Patricia	Meier, Paulette	Walton, Ronald
Falhaber, Leslie	Miday, Nicole	Ward, Nicole
Fischhoff, Ann	Miles, Linda	Washington, Autumn
Fisk, Summer	Mobley-Brown, Sheryl	Watkins, Aimee
Fowler, Niah	Namenyi, Tytus	Watkins, Aimee
Fromme, Ashley	Nashid, Wadeeah	Weiler, Michael
Garner, Noah	Nienaber, Jennifer	Weirich, Helen
Gentry, Jennifer	Page, Candace	Winter, Stephany
Giffin, David	Periferaki, Despina	Wise, Donnise

Yisrael, Nesyah

Zupon, Lisa

k) Adoption of Resolution - Payment In Lieu of Transportation*

The Board adopted the following resolution declaring transportation impractical for a certain pupil, pursuant to the requirements of Ohio Revised Code §3327 and the procedures set forth by the Ohio Department of Education:

WHEREAS the student identified below have been determined to be a resident of this school district, and eligible for transportation services; and

WHEREAS after a careful evaluation of all available options, it has been determined that it is impractical to provide transportation for this student to the selected schools; and

WHEREAS the following factors as identified in Revised Code §3327.02 have been considered:

1. The time and distance required to provide the transportation
2. The number of pupils to be transported
3. The cost of providing transportation in terms of equipment, maintenance, personnel, and administration
4. Whether similar or equivalent service is provided to other pupils eligible for transportation
5. Whether and to what extent the additional service unavoidably disrupts current transportation schedules
6. Whether other reimbursable types of transportation are available; and

WHEREAS the option of offering payment-in-lieu of transportation is provided in Ohio Revised Code:

THEREFORE, be it resolved that the Finneytown Local School District Board of Education hereby declares that it is impractical to transport the student identified below and offers the parent/guardian of said student payment-in-lieu of transportation:

Williams Carrasco (Rebecca Carrasco, parent)

Zeek Rice (Chaz Rice, parent)

Joseph Bowden (Cheryl Bowden parent)

I) Approval of Resolution – MEMORANDUM OF UNDERSTANDING for Shared Mutual Aid in Emergency Situations

The Board adopted the following memorandum of understanding:

This Memorandum of Understanding (MOU) is made and entered into on October 21, 2024 (herein referred to as the "Effective Date") by and among the undersigned school Districts (each party a "District" and collectively referred to as the "Districts") for the purpose of providing mutual aid in the event of a significant emergency event that requires the evacuation and reunification of students.

PURPOSE

The purpose of this MOU is to establish a framework for cooperation and coordination among school districts that are located in Hamilton County and serve small student populations. The framework is intended to facilitate the deployment of personnel to ensure the safety and well-being of students, staff, and the community. This agreement acknowledges the unique challenges and resource constraints that would be faced by the Districts in a significant emergency event.

DURATION OF MOU

This MOU will become effective on the Effective Date following Board approval by each School District identified above, and shall be reviewed from time to time.

ROLES AND RESPONSIBILITIES

To achieve the Districts' mutual desires, each District agrees to the following roles and responsibilities:

A. Requesting District

1. Communicate, in writing, the details of the emergency and the specific type of assistance needed (e.g., number of personnel, approximate time personnel is needed for, location of need) to the other Districts in this MOU.

2. Deny or approve offers of support from Assisting Districts as soon as possible.
3. Integrate all personnel from Assisting Districts into the response efforts.
4. Maintain open communication with the Assisting District's Superintendent should needs change.

B. Assisting District's Responsibilities

1. Assess the availability of personnel and communicate such availability as soon as possible to the Requesting District.
2. Deploy agreed-upon staff for up to 72 hours as needed by the Requesting District. The amount of time may be extended upon mutual agreement in writing.
3. Maintain open communication with deployed staff as well as the Requesting District's Superintendent.

ADDITIONAL CONDITIONS

1. Personnel should be made available based on good-faith efforts to identify staff members that are willing and capable to support the Requesting District in a time of emergency.
2. Notwithstanding the above, no District shall be required to provide assistance under this MOU if, in the district's sole determination, it cannot spare additional staff at the time the assistance is needed.
3. Personnel may be asked to perform a range of teaching or non-teaching duties to support students and/or staff, as long as those duties are reasonably within the duties expected of a typical school employee. At no time are personnel expected to perform the duties of a first responder.
4. Personnel from Assisting Districts are not expected to exceed their normal school day schedule, unless otherwise voluntarily agreed to by the individual staff member.
5. Each District is responsible for the salary and benefits of their personnel committed in this MOU. No additional compensation is expected for personnel being provided under this MOU.
6. Each District agrees to be responsible for conferring with their respective employee organization(s) regarding the terms of this MOU.
7. The Requesting District reserves the right to redirect an Assisting District's staff member back to the staff member's original school district for any reason. The Requesting District will notify the Assisting District if this occurs.

LIABILITY AND INSURANCE

1. Each District will be responsible for the actions of its own personnel.
2. Each District agrees to maintain appropriate insurance coverage for its personnel deployed under this MOU.

3. Each Requesting District shall maintain appropriate workers' compensation coverage should an assisting District's staff member be injured while providing support to the Requesting District. It is understood that the Requesting District shall be responsible for any claim related to an injury of an Assisting District's staff member.

MISCELLANEOUS

1. Termination: A District may terminate its participation in this MOU by providing 30 days' written notice to the other Districts. Such termination by one party will not affect the validity or continuation of the MOU with respect to the remaining Districts.
2. Amendments: This MOU may be amended with the written consent of all parties.
3. Governing Law: This MOU will be governed by and construed in accordance with the laws of the state of Ohio.

Note: Undersigned School Districts include Lockland Local School District, St. Bernard Elmwood Place City Schools, Reading Community City Schools, Deer Park Community City Schools, Finneytown Local School District.

m) Acceptance of Donations*

The Board accepted the following donation(s):

A cash donation of \$250.00 to the Finneytown High School Music Department in honor of Scott Vice (band/orchestra/chorus) class of 1993 and Melissa Vice (chorus) class of 1990 from Gilbert and Phyllis Vice, 2416 Old Oregon Trail, Pulaski, VA 24301 on September 18, 2024.

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

128-24 Mr. Rea moved, second by Ms. McMullen, the Board adopted the Resolution Suspending Employment Contract for a Classified Staff Member*

WHEREAS, the Finneytown Local School District Board of Education (hereafter the "Board") has received a recommendation from the Superintendent of a reduction in force in the classified staff due to a lack of funds, lack of work and/or the reasons set forth in Ohio Revised Code 3319.17.

WHEREAS, the Board has determined that a reduction in force in the classified staff is necessary due to a lack of funds, lack of work and/or the reasons set forth in Ohio Revised Code 3319.17.

WHEREAS, the Board has complied with all applicable requirements of the Reduction in Force provisions of the Negotiated Labor Agreement to include timely notice to the affected members whose contracts of employment are to be suspended.

NOW, THEREFORE, BE IT RESOLVED by the Finneytown Local School District Board of Education as follows:

SECTION I

The contracts of the following members of the classified staff shall be suspended indefinitely effective October 27, 2024 in accordance with Article 9.01 of the Negotiated

Jennifer Weirich

Extended Care Attendant

SECTION II

The Superintendent shall provide notice of said contract suspension to the affected member as soon as possible and said notice shall include notice that his/her employment contract shall be placed on the Priority Reinstatement List in accordance with Article 9.01 of the Negotiated Labor Agreement between the Finneytown Association of Support Staff and the Board.

SECTION III

IT IS FOUND AND DETERMINED that all formal action of this Board concerning or related to the adoption of this Resolution was adopted in an open meeting of this Board, and all deliberations of this Board and any of its committees that resulted in such formal actions were adopted in meetings open to the public, in compliance with all applicable requirements of the Ohio Revised Code.

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

129-24 Ms. McMullen moved, second by Mr. Rea, the Board adopted the Resolution Suspending Employment Contract for a Classified Staff Member*

WHEREAS, the Finneytown Local School District Board of Education (hereafter the "Board") has received a recommendation from the Superintendent of a reduction in force in the classified staff due to a lack of funds, lack of work and/or the reasons set forth in Ohio Revised Code 3319.17.

WHEREAS, the Board has determined that a reduction in force in the classified staff is necessary due to a lack of funds, lack of work and/or the reasons set forth in Ohio Revised Code 3319.17.

WHEREAS, the Board has complied with all applicable requirements of the Reduction in Force provisions of the Negotiated Labor Agreement to include timely notice to the affected members whose contracts of employment are to be suspended.

NOW, THEREFORE, BE IT RESOLVED by the Finneytown Local School District Board of Education as follows:

SECTION I

The contracts of the following members of the classified staff shall be suspended indefinitely effective May 31, 2025 in accordance with Article 9.01 of the Negotiated

Mary Beavan Extended Care Attendant

SECTION II

The Superintendent shall provide notice of said contract suspension to the affected member as soon as possible and said notice shall include notice that his/her employment contract shall be placed on the Priority Reinstatement List in accordance with Article 9.01 of the Negotiated Labor Agreement between the Finneytown Association of Support Staff and the Board.

SECTION III

IT IS FOUND AND DETERMINED that all formal action of this Board concerning or related to the adoption of this Resolution was adopted in an open meeting of this Board, and all deliberations of this Board and any of its committees that resulted in such formal actions were adopted in meetings open to the public, in compliance with all applicable requirements of the Ohio Revised Code.

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

130-24 Mr. Rea moved, second by Mr. Plaut, the Board adopted the Resolution Suspending Employment Contract for a Classified Staff Member*

WHEREAS, the Finneytown Local School District Board of Education (hereafter the "Board") has received a recommendation from the Superintendent of a reduction in force in the classified staff due to a lack of funds, lack of work and/or the reasons set forth in Ohio Revised Code 3319.17.

WHEREAS, the Board has determined that a reduction in force in the classified staff is necessary due to a lack of funds, lack of work and/or the reasons set forth in Ohio Revised Code 3319.17.

WHEREAS, the Board has complied with all applicable requirements of the Reduction in Force provisions of the Negotiated Labor Agreement to include timely notice to the affected members whose contracts of employment are to be suspended.

NOW, THEREFORE, BE IT RESOLVED by the Finneytown Local School District Board of Education as follows:

SECTION I

The contracts of the following members of the classified staff shall be suspended indefinitely effective October 28, 2024 in accordance with Article 9.01 of the Negotiated

Lynda Deitsch

Extended Care Attendant

SECTION II

The Superintendent shall provide notice of said contract suspension to the affected member as soon as possible and said notice shall include notice that his/her employment contract shall be placed on the Priority Reinstatement List in accordance with Article 9.01 of the Negotiated Labor Agreement between the Finneytown Association of Support Staff and the Board.

SECTION III

IT IS FOUND AND DETERMINED that all formal action of this Board concerning or related to the adoption of this Resolution was adopted in an open meeting of this Board, and all deliberations of this Board and any of its committees that resulted in such formal actions were adopted in meetings open to the public, in compliance with all applicable requirements of the Ohio Revised Code.

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

131-24 Mr. Rea moved, second by Ms. McMullen, the board adopted the following revised Policy:

0148.1 Staff Communication Policy

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 formal complaints. All matters should be addressed in accordance with the procedures established in Board Policy.

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

Review of Action Steps

- 1) Distribute and sign the finalized Treasurer's Evaluation – Mr. Rea, Mr. Oliverio
- 2) Follow up with individuals that publicly addressed the Board during tonight's meeting – Ms. Lee
- 3) Schedule a Personnel Committee meeting to review and discuss: 1) COG substitute pay, and 2) athletic supplementals – Dr. Banks, Personnel Committee.

132-24 Mr. Rea moved, seconded by Ms. McMullen, that the Board move to Executive Session, in accordance with Ohio Revised Code Section 121.22(G)(1), in order to consider the employment of public employees of the district.

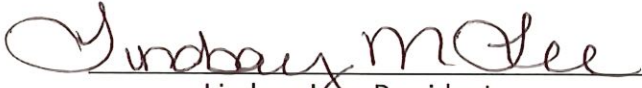
RC: Ms. Lee, yes; Mr. Plaut, yes; Ms. McMullen, yes; Mr. Rea, yes. The President declared the motion passed.

The board entered executive session at 7:54pm.

The board exited executive session at 8:23pm.

The next regular meeting of the Finneytown Board of Education will take place on Monday, November 18, 2024 at 6:30pm in the Brent Board Office Meeting Room, 8791 Brent Drive, Cincinnati, OH 45231. Open forum will begin at 6:00pm.

133-24 There being no further business, Mr. Rea moved, seconded by Mr. Plaut, that the meeting be adjourned. The meeting was adjourned at 8:25pm.


Lindsay Lee, President

ATTEST:


David L. Oliverio, Treasurer