FINNEYTOWN LOCAL SCHOOL DISTRICT
Regular Meeting, April 21, 2025
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, April 21, 2025, in the Brent Board Meeting Room, 8791 Brent Drive, Cincinnati, OH 45231. Ms. McMullen, Ms. Lee, Mr. Plaut, Mr. Rea and Mr. Reeb were present. The President called the meeting to order at 6:30pm.

70-25 Mr. Reeb moved, seconded by Mr. Plaut, that the Board approve the agenda as presented and amended. The President declared the motion passed.

71-25 Mr. Plaut moved, seconded by Mr. Rea, the Board approved the minutes from the Special Meeting of March 31, 2025. The President declared the motion passed.

Administrative Report
Dr. Laurie Banks, Superintendent – discussed the following:

- Honoring Teachers of Excellence – Several educators were nominated by peers and recognized for outstanding contributions:
  - Shannon Backer – 1st grade teacher, nominated by Liz Gutierrez
  - Will Seger – 8th grade social studies teacher, nominated by Janelle Sowders
  - Sarah Ginn – 1st grade teacher, nominated by Carolyn Sloan
  - Troy Edie – 4th grade teacher, nominated by Lauren Henline
  - Mary Pat Grosser – 2nd grade teacher, nominated by Nancy Rouse
  - Ashley Lewis – 4th grade teacher, nominated by Brittany Utley
  - Megan Murphy – 1st grade teacher, nominated by Shannon Backer
  - Dave Backer – Secondary math teacher, nominated by Tammy Dietz. Also nominated as Finneytown's Teacher of Excellence Representative
- Retirement Recognition – The following retiring staff were recognized for their valuable contributions to the district:
  - Mary Pat Grosser
  - Penny Medford
  - David Oliverio
  - Craig Dukes
- District Events and Updates –
  - End-of-Year Breakfast:
    Held earlier this year for enhanced staff engagement activities. Staff with service years milestones and retirements were recognized.
  - New Hire Luncheon:
    New staff met with hiring teams and mentors. Shared student and staff videos; gathered feedback from new hires on their experience so far.
  - Building Connections & Wildcat Welcome:
    Successfully completed; positive feedback received. Plans in place to host another Wildcat Welcome for incoming kindergartners (date TBD).
  - YMCA Partnership:
    Ongoing collaboration with Tara Fisher, volunteer coordinator, exploring volunteer and internship opportunities for secondary students.

- Neighborhood Bridges Steering Committee:
  Meeting held to continue support of family needs through community engagement. Community members encouraged to subscribe and get involved.
- Boys Volleyball Senior Night:
  First ever Boy's volleyball senior night celebrated. Special recognition to student Ray Babbitt for his 3-year effort in establishing the team.

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

- OFCC Project –
  - Construction safety fencing for the new secondary 7–12 building is scheduled to be installed between June 5th – 9th.
  - OFCC-related site work scheduled for this summer will include:
    - Partial demolition of the 300 building - losing four rooms near the middle school art room
    - Demolition of the old district administrative office next to the multi-purpose building.
    - Partial demolition of the gymnasium – losing the locker room area.
    - Replacement of roof over the gymnasium lobby area.
- New Track Installation –
  - A new stadium track resurfacing project is set to begin in early June.
  - Minimal disruption expected for athletic programs; some minor turf usage interruptions are possible.
- Alumni-Funded Gym Projects –
  - Collaboration is underway between the alumni and district on several gym improvements including:
    - Gym floor refinishing.
    - Interior and exterior painting.
    - Replacement of basketball standards.
    - New bleachers will take 4–5 months for delivery: installation may extend into the fall.
- Plumbing and Maintenance –
  - Sewage issues persist in the 100 building.
  - Recent plumbing work completed; additional repairs are being scheduled.
  - Art room sinks are being updated in anticipation of continued building use.
- Elementary Gym Flooring Warranty Work
  - Finneytown Elementary Gym will be closed for the month of June.
  - Manufacturer has honored warranty for faulty floor material caused by supply issues during COVID.
  - Floor will be roughened and new top layer poured at no cost to the district.
- Transportation Fleet Update
  - Finneytown owns its bus fleet, although operated by Peterman Transportation.
  - The district is due for fleet updates and plans to purchase two new buses.
  - Estimated cost per bus: $120,000.

Public Address

Thomas Budday - Teacher – Addressed the Board to provide a personal counterpoint to previous public comments suggesting that teachers fear approaching administration for fears of retaliation, particularly Dr. Banks. Emphasized that these concerns do not reflect his own experience. Shared his own positive experience addressing a disagreement with district leadership through a restorative circle – felt safe, heard, and respected throughout the process,

with administrators showing openness and appreciation for his feedback. Expressed gratitude for the district's values of communication and relationship-building and encouraged board members to continue engaging directly with educators.

Review of Action Steps from last month

1) Add a Live Streaming Special Meetings agenda item to the next meeting – Done

Board Coordination Matters
Board Member Reports

Mr. Reeb, discussed the following items:

- Board Correspondence – Acknowledged the volume of emails and communications received by board members over the past month. Assured the community that every message is read and considered, even if individual responses are not provided. Encouraged continued communication from the community and staff.

Mr. Plaut, discussed the following items:

- Finneytown Music Parents Association (FMPA) –
  - Reported successful FMPA events, including a spaghetti dinner and an ongoing mattress sale.
  - Announced the upcoming FMPA golf outing on May 10, inviting participation and sponsorships
- Finneytown Alumni Network (FAN) –
  - Highlighted Finneytown Alumni Network's ongoing support and encouraged community involvement.
- Finneytown Crusaders –
  - Shared updates on Finneytown Crusaders youth football and cheerleading.
- Elementary PTA –
  - Praised the Elementary PTA for a well-attended and impressive carnival.
- After Prom – There is an urgent need for support for the upcoming After Prom event. Volunteers and donations—particularly soft drinks and snacks—are still needed, and community members are encouraged to sign up via the SignUpGenius link. After Prom is a major event for Finneytown. Special thanks to all the organizers and Ms. Ficke and others for transforming the MP space in preparation.

Ms. Lee, discussed the following items:

- Finneytown Athletic Association (FAA) –
  - Apologized for missing the FAA meeting due to a communication error.
  - Announced upcoming senior nights, encouraging board attendance:
    - Track & field - May 6
    - Girl's softball - May 12
- Board Calendar Upcoming Events – Participation and coordination of coverage was requested for the following events:
    - Diamond Oaks Senior Ceremony - May 13
    - Senior Awards - May 15
    - Top 10 Celebration - May 16
    - Athletic/Military Signing Day - May 21
    - Senior Dinner & Video - May 22

- Graduation - June 2

Mr. Rea, discussed the following items:

- Secondary PTA –
  - Provided and update on Secondary PTA's urgent need for volunteers shared last month. Nancy Nally has stepped up as President and Kathy Forte as Vice President. The group still needs a Treasurer (required by PTA rules), as well as a membership coordinator, fundraising coordinator, and Reflections Art Contest coordinator. These positions are needed to keep this organization active.
  - Stressed the importance of this group by citing recent contributions: $3,100 annually in scholarships, support for the 8th grade trip, teacher grants, community events, senior recognitions, and After Prom activities.
  - Encouraged community members to volunteer to keep the organization active.
- Statement – I have a statement to make after the last meeting. I've had a chance to reflect on our board president taking time during public address to criticize the majority of board members for a decision the group made. I think it was unprofessional and cowardly. When members of the community speak during the public address, the board is not permitted to respond to any speaker or statement, even if it is a mischaracterization. Despite wanting to fact-check the board president on some of her statements, I was unable to do so, which was exactly why she chose to speak during the public address instead of during the board meeting when we were discussing that issue. Although it would give all members the chance to speak without being cut off or interrupted, which would be nice, I hope that other members of this board do not choose to speak when they cannot be fact-checked or challenged in the future or any future boards as well. Thank you.

Ms. McMullen, discussed the following items:

- Statement – I have prepared a statement in regard to the remarks I made at our last meeting. There was a board member that asked me to stack hands during a discussion at our last meeting. I declined and I refused. I wanted to apologize to the community because that's not the way that I conduct myself professionally. And regardless, I should have been the bigger person, so I apologize for that. Serving as a board member with our current board has led to a lot of challenges over the last several years. For the last few years, I felt as if this board has been far from stacking hands. Stacking hands would involve teamwork, regardless of how another board member votes. Stacking hands would consist of working together. Stacking hands would include treating everyone with the same respect, regardless of their background or their titles. Stacking hands is making everyone at the table feel welcome and valued. Stacking hands will be sharing kind remarks about your colleagues. This isn't the type of behavior that has been demonstrated by this board. I don't feel my thoughts and considerations have ever been welcomed. Often when I am speaking, my responses are not heard or quickly halted or another board member will begin talking as if my input doesn't matter. I've been called out by board members on the language of my emails when I receive feedback from legal counsel that my emails are in fact justifiable. My actions have been frowned upon at times, and for that I'm very sorry. Stacking hands is a big ask in my regard to where I come from in my culture. It doesn't just mean to say that you're making amends, but actively doing so. I was asked by a board member, "Why did you run for school board"? That's what a board member asked me. This particular question was the most devastating question anyone could have ever asked me, but I will answer it. My decision to run for the school board stemmed from the deep passion I have for our community. This opportunity inspired me,

my desire to improve the district's educational landscape. Having children currently attending Finneytown allowed me to witness firsthand challenges our students face and staff face, in education during these challenging times. I believe my communication, working relationship with the community, and problem-solving skills will be an asset to our community. I am committed to fostering a transparent and inclusive decision-making process that actively involves all staff, all students, and all community members. And I hope my boardsmanship reflects dedication to ensuring every student, every child in this district, receives a high-quality education that better prepares them for their future. That's why I ran. My question for each of you is: "Have you really tried to stack hands over the last several years"? What have each of us done to put forth this effort? When the effort is reciprocated, I will be more than happy to do so. I apologize to the community for not stacking hands, but I'm not sorry for the way I feel. Thank you.

- Student Achievement – State testing makeups continue through April 30. AP exams will take place during the first week of May. New scholarship opportunities are available; students can access information via counselor-provided spreadsheets. The Leo Lucas Scholarship, supporting minority students, is open through April 30.
- Student Events & Performances –
    - Wildcat Cup – April 25; donations are needed.
    - Senior Dinner – May 22; seeking volunteers and donations.
    - Diamond Oaks Graduation – May 13 at 7 PM.
    - Orchestra Concert – May 14 at 7 PM in the PAC.
    - Senior Awards – May 15.
    - Art Show – May 19–20 in the media center (all day).
    - Voices Concert – May 20 (Motown theme; 70s attire encouraged).
    - PBL Showcase – May 22 at 1 PM.
    - Band Concert – May 25 at 7 PM.
    - 4th–6th Grade Social – Hawaiian theme; donations and volunteers needed.
    - World Culture Night – May 7 from 5–7 PM.
    - Band Recruitment Day – May 19.
- Board Business –
    - Start Dr. Banks Superintendent's evaluation process – Ms. McMullen, Mr. Plaut.
    - OSBA Board Leadership Institute event will take place May 2–3 in Columbus; registration deadline is April 25.

72-25 Mr. Plaut 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) Monthly Financial Report*

b) Depository and Investment Balances as of March 31, 2025*

U.S. Bank	0.0897%	$	277,566.86
U.S. Bank (construction)	0.6600%	$	1,858,855.66

STAR Ohio (construction #1)	4.4600%	$ 3,087,329.48
STAR Ohio	4.4600%	$ 26,753,691.55
STAR Ohio (construction #2)	4.4600%	$ 3,258,113.23
STAR Ohio (OFCC local share)	4.4600%	$ 149,532.66
STAR Ohio (OFCC state share)	4.4600%	$ 3,679,301.09

c) Interest Earned on Depository and Investment Accounts as of March 31, 2025*

General Fund 001	$ 105,336.04
Construction Fund 004	$ 24,040.99
Classroom Facilities Fund 010	$ 14,456.73

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 Appropriation Adjustments for the 2024-2025 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:

		TOTAL
SPECIAL REVENUE FUNDS		
401	Auxiliary Service	28,496
451	OneNet Connectivity	382
516	Special Education, Part B	54,003
551	Limited English Proficient	-1,859
572	Title I	7,240
584	Student Support & Academic Enrichment	-10,900
587	PreSchool Handicap	5
590	Improving Teacher Quality	2,276
Total Special Revenue Funds		79,642

CAPITAL PROJECTS FUNDS	
004 Construction Fund	700,000
010 Classroom Facilities Fund	17,280,000
Total Capital Projects Funds	17,980,000
GRAND TOTAL ALL FUNDS	18,059,642

Mr. Oliverio, Treasurer, provided the following additional information:

State Biennial Budget Bill Developments –

Governor's Executive Budget Proposal

- Continues to implement phase-in of the Fair School Funding Plan, but at reduced funding levels, due to the lack of updated cost components.
- Districts receiving funding guarantees will be reduced even further:
  - A 5% decrease in the first year and an additional 5% the second year.
  - Estimated loss to Finneytown Local Schools: $833,000 over two years.
- Also shifts funds from unrestricted to restricted uses, limiting spending flexibility.

House Budget Proposal

- Replaces the Fair School Funding Plan, with a bridge formula, guaranteeing no school district will receive less funding than the previous year.
- Adds a proposal to establish a 30% cap on general fund carryover balances.
- If implemented, the county auditor would reduce local tax collections by the amount exceeding the 30% cap.
- Finneytown Local Schools currently holds a 65% carryover reserve
- This balance built over 14 years is needed to stretch the current levy and for facility renovation assistance.
- Estimated financial risks: $7.5 million in potential lost revenue; Shortened levy cycles with increased levy frequency.

Next Steps –

- Continue to monitor legislative developments as the budget shifts to the Ohio Senate and on to Conference Committee and the Governor for final signature, assessing the impacts, and developing strategies to mitigate potential funding risks.

ARP-ESSER Grant Update –

- On March 10, 2025, Finneytown Local submitted its final ARP-ESSER cash request to the Ohio Department of Education and Workforce (DEW), a $763,540 request for a recently completed COVID-19 mitigating HVAC capital improvement, improving air quality to the gymnasium and 100 building.
- On March 28, 2025, the U.S. Department of Education (USED) suddenly suspended reimbursement of all ARP-ESSER grants, prior to approving the Finneytown reimbursement request.
- On April 16, USED opened a limited opportunity for reconsideration of ARP-ESSER reimbursements with letters of support from elected officials strongly encouraged as part of the application.

- Finneytown Local intends to submit the required ARP-ESSER grant reconsideration materials along with elected official letters of support and the support of the Ohio DEW later this month. The district remains hopeful this request will be approved. Update will be provided.

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

73-25_Mr. Rea moved, second by Ms. Lee, that the Board adopt the Consent Calendar as follows:

Action by the Board of education in adoption of the "Consent Calendar" at this point of the agenda means that all items appearing with an asterisk (*) after the title constitute the "Consent Calendar" and are adopted by one single motion, unless a member of the Board of Education or the Superintendent request 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 were previously accepted by the Superintendent:

Mark Hafner	Math Teacher effective June 30, 2025	(personal)
Lauren Henline	Restorative Practices/Project Based Learning Facilitator K-12 effective June 30, 2025	(personal)
Elizabeth Gutierez	1st Grade Teacher effective June 30, 2025	(personal)
Stacey Cass	Intervention Specialist effective June 30, 2025	(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 11, 2025 through May 29, 2026:

Vanius Horton	Physical Education Teacher
Koury Johnson	Intervention Specialist Long Term Substitute
Tristan Walker	7th Grade ELA Teacher

c) Approval of Contracts – One Year Limited Classified*

The Board approved one-year limited contracts for the following returning classified staff members, effective August 11, 2025 through May 29, 2026:

Leslie Grevas	Finneytown Elementary Secretary

d) 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:

Caroline Slone	2 Extended Days
Madeline Matson	2 Extended Days

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

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

Chelsea Carpenter	HS Assistant Track Coach	$1,300.00
Brain Moragne	Head MS Track Coach	$2,500.00
Aubrey Heinlein	Head Boys Varsity Volleyball Coach	$2,922.00
Michael Weiler	Head Boys Varsity Baseball Coach	$5,066.00
James Engel	Assistant HS Track Coach	$1,900.00
Gerald Warmack	Head Boys Varsity Track Coach	$3,507.00
Gerald Warmack	Head Girls Varsity Track Coach	$3,507.00
Molly Proffitt	Assistant HS Track Coach	$1,400.00
Jillian Haley	JV Softball Coach	$1,656.00
Gerri Williams	MS Cheer Coach	$1,013.00

Derrick Kassem	MS Boys Basketball Head Coach	$1,753.00
Montorius Webley	Head Girls Basketball Coach	$3,702.00
Briona Alcorn	MS Girls Head Basketball Coach 7th	$1,656.00
Briona Alcorn	MS Head Basketball Coach 8th	$1,656.00

f) Approval of Leave of Absence*
The Board approved the following leave of absence:

Randy Kirby, Maintenance, effective February 25 through June 30, 2025.

g) Adoption of School Calendar 2025-2026*

The Board adopted the following revised school year calendar for 2025-2026, which was originally presented for adoption at the Regular Meeting of February 18, 2025:

August 11, Monday	**Staff In-Service - No School**
August 12, Tuesday	**Staff In-Service - No School**
August 13, Wednesday	**First Day for Students 7th- 12th**
August 13, Wednesday	**KG-6 First Day of School Only A-M**
August 14, Thursday	**KG-6 First Day of School Only N-Z**
August 15, Friday	**KG -6 All Students Attend**
September 1, Monday	**Labor Day - No School**

October 15, Wednesday	**1st Quarter Ends (44 days)**
October 15 & 16 Wednesday & Thursday	**Staff In - Service - No School**
October 17, Friday	**Fall Break - No school**
October 20, Monday	**Fall Break - No School**
October 21, Tuesday	**Staff In- Service – No School**
November 26, Wednesday	**Conference Release Day-No School**
November 27 & 28, Thursday & Friday	**Thanksgiving Break - No School**
December 19, Friday	**2nd Quarter Ends (41 days)**
December 22, Monday-January 2, Friday	**Winter Break - No School**
January 5, 6, & 7 Monday, Tuesday & Wednesday	**Staff In-Service – No School**
January 8, Thursday	**School Resumes**
January 19, Monday	**Dr. MLK, Jr. Day - No School**
February 13, Friday	**Conference Release Day-No School**
February 16, Monday	**Presidents Day - No School**
March 13, Friday	**3rd Quarter Ends (45 days)**
March 16, Monday - March 20, Friday	**Spring Break - No School**
March 23, 24 & 25 Monday, Tuesday & Wednesday	**Staff In-Service - No School**

March 26, Thursday	**School Resumes**
April 3, Friday	**No School**
May 25, Monday	**Memorial Day - No School**
May 27, Wednesday	**Last Day for Students** **4th Quarter Ends (45 days)**
May 28, Thursday	**Staff In-Service**
May 29, Friday	**Staff In-Service Last Day for Staff**

h) 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:

Brock, Bailey, Bryson, Bella Rutledge (Brock Rutledge, parent)

i) Approval of Payment - Staff Member Appreciation

The Board approved the following staff appreciation gifts to be paid out of the General Fund Communication and Community Coordination budget:

Recipient	Fair Market Value
Full time and part-time employees	$26.50 – $30.50

j) Acceptance of Donations*

The Board accepted the following donation(s):

A cash donation of $300.00 to the Finneytown High School Poetry Club from the Finneytown Secondary PTA on March 30, 2025.

Ms. Lee made a motion to pause consideration of the Resolution Suspending a Certificated Staff Limited Contract.

This motion was not seconded.

74-25 Mr. Rea moved, seconded by Ms. McMullen, the Board adopt the Resolution Suspending a Certificated Staff Limited Contract.

RESOLUTION TO SUSPEND A CERTIFICATED STAFF CONTRACT IN ACCORDANCE WITH APPLICABLE REDUCTION IN FORCE PROVISIONS OF THE NEGOTIATED LABOR AGREEMENT

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 certificated staff due to a decline in the number of pupils enrolled in the District and/or a given subject area; and

WHEREAS, the Board has determined that a reduction in force in the certificated staff is necessary as a result of a decline in the number of pupils enrolled in the District and/or a given subject area in accordance with the provisions of Article 3.05 of the Negotiated Labor Agreement; and

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 member whose contract of employment is to be suspended.

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

SECTION I

The contract of the following member of the certificated staff shall be suspended indefinitely effective July 31, 2025 in accordance with Article 3.05 of the Negotiated Labor Agreement:

Molly Proffitt, Science Teacher

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 3.0506 of the Negotiated Labor Agreement between the FEA and the Board.

Discussion: Board members asked if the affected teacher has sufficient time to secure another position, if the same level of effort was made to retain this teaching position as for the administrative position reduction previously considered, and if there are any existing open positions that could be offered to the impacted teacher. In response, it was confirmed that job postings are still available and the teacher has time to pursue other opportunities, that the internal team met regularly to review and consider course offerings, graduation requirements, enrollment, course selection and other factors before making this staffing decision, and that there are no other existing open positions that were appropriate for this individual at this time.

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

Mr. Rea moved, seconded by Mr. Reeb, that the Board approve livestreaming all regular and special board meetings from April 21, 2025, through December 31, 2025.

No roll call was called or taken.

75-25 Approval of Livestreaming Board of Education Meetings

Mr. Reeb moved, seconded by Ms. Lee, the Board approved livestreaming all regular and special board meetings from April 21, 2025, through December 31, 2025, excluding special meetings whose only purpose is to hold executive session, as amended.

The Board noted the need for further discussion and refinement of livestreaming procedures due to potential legal liabilities associated with public comments that the district may have limited control over.

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

76-25 Resolution Regarding Employment of Non-Licensed Coach

Mr. Plaut moved, seconded by Mr. Rea, the Board adopted the following resolution:

WHEREAS, Section 3313.53 of the Ohio Revised Code authorizes the employment of a nonlicensed individual with a valid pupil-activity permit to direct, supervise, or coach a pupil-activity program; and

WHEREAS, the Board has posted the position of Men's and Women's Track Coach internally to offer it to Board employees who have a valid license, certificate, or permit of a type described in R.C. 3319.22, 3319.26 or 3319.27 ("license"); and

WHEREAS, the Board has advertised the position of Men's and Women's Track Coach as available to any individual with such a license who is qualified to fill it and who is not employed by the Board;

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

1. The Board hereby states that it posted the position of Men's and Women's Track Coach for the 2024-2025 school year internally to licensed employees of the District and no such employee meeting all of the Board's qualifications to fill the position has applied for, been offered, and accepted such position;

2. The Board hereby states that it advertised the position of Men's and Women's Track Coach for the 2024-2025 school year to licensed individuals who are not employed by the Board and no such individual meeting all of the Board's qualifications to fill the position has applied for, been offered, and accepted such position;

3. The Board hereby determines that Gerald Warmack meets all of the Board's qualifications to fill the position of Men's and Women's Track Coach and is hereby employed as Men's and Women's Track Coach for the 2024-2025 school year.

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

77-25 Approval of Negotiated Master Contract and Memoranda of Understanding - Finneytown Education Association

Mr. Rea moved, seconded by Mr. Reeb, the Board approved the following Negotiated Master Contract between Finneytown Local School District and Finneytown Education Association,

effective August 1, 2025 through July 31, 2027, including the following memoranda of understanding:

MEMORANDUM OF UNDERSTANDING

The Finneytown Local School District Board of Education (the "Board") and the Finneytown Education Association enter into this Memorandum of Understanding ("MOU") regarding paid parental leave. The parties agree as follows:

WHEREAS, the parties are currently subject to the terms of a collective bargaining agreement effective August 1, 2025-July 31, 2027 ("Collective Bargaining Agreement"); and

WHEREAS, the Board values time with loved ones and supports a work-life balance that allows employees to feel fulfilled and meet obligations, both professionally and personally. The Board desires to provide our employees with Paid Parental Leave ("PPL") following the birth, adoption, or placement of a child. The Board supports time with family and believe this time is important to heal, bond, and connect.

NOW, THEREFORE, by and between the Board and the Association that the following language, effective August 1, 2025, shall constitute their Agreement as it relates to this matter:

Eligibility

To be eligible for PPL, employees must be full-time or part-time, permanent employees. Temporary employees and interns are not eligible for this benefit. In addition, employees must be employed by Board for at least one year, and have regular work week exceeding twenty-four (24) hours over the twelve (12) months prior to the leave AND must meet one of the following Qualifying Family Events:

- Be the biological parent to and legal guardian of a newborn child; or
- The placement with the staff member of a child[1] for adoption or foster care.[2]

Time Provided

PPL will run concurrently with any time taken under the Family Medical Leave Act ("29 CFR Part 825").

Eligible full-time employees will receive a maximum of six weeks (30 business days) of

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[1] Adopted or foster placed child must be younger than compulsory school age for an employee to be eligible for a full allotment of PPL. In other words, if the child to be placed for adoption or foster care is older than compulsory school age, employee shall not be eligible for PPL. "Compulsory school age" shall be defined as in ORC 3321.01(A)(1) which states: "A child between six and eighteen years of age is "of compulsory school age"[.] A child under six years of age who has been enrolled in kindergarten also shall be considered "of compulsory school age" [.]"

[2] Employees shall not be eligible for PPL for the foster placement and adoption of child. Employee, shall be eligible for foster placement or adoption of child, whichever occurs first. Only one allotment of PPL is available per child.

PPL per Qualifying Family Event. Employees designated as part time shall receive PPL in the amount of hours of hours they work per week for six weeks per Qualifying Family Event.[3] Eligible full-time birth mothers, who deliver a child via a cesarean section, will receive a maximum of eight weeks (40 business days) of PPL for the birth of the their newborn child. Eligible part-time birth mothers, who deliver a child via a cesarean section, shall receive PPL in the amount of hours of hours they work per week for eight weeks.

The birth, adoption or placement of multiple children does not increase the allotment of PPL. Employees are not eligible for more than one allotment of PPL in any rolling 12-month period.

Employees who have a child placed with them for adoption or foster care, and the child is older than compulsory school age, shall be eligible for one week of PPL (5 days for full-time employees) and the amount of hours worked per week for part-time employees.

PPL must be used within the three-month period following a Qualifying Family Event.

Request and Authorization Process

To receive PPL, employees must provide 30 days' notice of their need to take PPL when the need is foreseeable and such notice is practicable. If PPL is foreseeable less than thirty (30) days in advance, the employee must provide notice as soon as practicable. When the need for PPL is not foreseeable, the staff member must provide notice as soon as practicable under the facts and circumstances of the particular case.

Employees must complete the forms and provide documentation as required by the District to substantiate the request.

Pay and Benefits

PPL pay will be administered on regularly-scheduled pay dates according to the employees' normal schedule. PPL shall not include any overtime pay. PPL shall not be permitted for leave for during extended day contracts. Holidays that occur during the leave period shall be counted as one day of Parental Leave and paid as such[4]. PPL must be taken in full days, except if part-time employees normally work only partial days, they must use PPL in increments which equates to a normal work day.[5]

If both parents are employees who work on the same campus, the parents may not use PPL simultaneously. If both parents are employees in different campuses, they may take PPL at the same time.

Employees on PPL receive all employer-paid benefits and continue to accrue all other forms of paid leave as if they were in active pay status.

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[3] For example, an employee who works 25 hours a week, will receive 150 hours (25 hours x 6 weeks) of PPL.

[4] The employee shall only receive their daily rate for any holiday which overlaps with their PPL, meaning, Employees will not receive "double pay" PPL and holiday pay.

[5] For example, an employee who works 4 hours per day, must take their leave in 4 hour increments.

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by the **FINNEYTOWN LOCAL SCHOOL DISTRICT BOARD OF EDUCATION** ("Board") and the **FINNEYTOWN EDUCATION ASSOCIATION** ("Association").

WHEREAS, the Board and the Association are parties to a current Collective Bargaining Agreement in effect from August 1, 2025 through July 31, 2027;

WHEREAS, the Board of Education is responsible for a standards-based teacher evaluation policy and school counselor evaluation policy which conforms to the framework for evaluation of teachers and counselors as approved by the State Board of Education;

WHEREAS, the Board and the Association wish to enter into a Memorandum of Understanding regarding the use of the Ohio Teacher Evaluation System ("OTES") and the Ohio School Counselor Evaluation System ("OSCES") during the 2025- 27 school years;

NOW, THEREFORE, BE IT AGREED upon by the Board and the Association as follows:

1. For the 2025-27 school years, the Board and the Association agree to implement OTES and OSCES in place of the current Collective Bargaining Agreement Evaluation System (Article 3.10) for all members who meet the definition of "teacher" or "counselor" in Ohio Revised Code sections 3319.111 and 3319.113, respectively.

2. Given the dynamic nature of the mandated teacher evaluation process, the Board authorizes the Superintendent to establish and maintain an ongoing Evaluation Policy Consultation committee, with continuing participation by the Association and for the express purpose of recommending necessary changes to the Board for the appropriate revision of this policy. This committee shall be comprised of an equal number of Administrators, appointed by the Superintendent, and members, appointed by the Association President.

3. Prior to making any changes or modifications to any of the attached documents (Board Policy, Teacher and Counselor Evaluation Handbook and Timeline), the Board shall notify the Association President at least two (2) weeks in advance of any contemplated change and convene the Evaluation Policy Consultation committee for the purposes of discussing the changes and collaborating to resolve any conflicts.

4. If consensus is not reached, and the outlying issues materially affect terms and conditions of employment, the Board will have a bargaining obligation over those areas that are in disagreement before implementation. The Association may exercise any and all rights in accordance with the Collective Bargaining Agreement and with Ohio Revised Code Chapter 4117.

5. Schedule for Evaluation

All teachers shall receive one formal written evaluation each school year except as follows:

Teachers who received a final summative educator effectiveness rating of "Accomplished" or "Skilled" on their most recent evaluation.

Teachers who receive a final summative educator effectiveness rating of "Accomplished" on their most recent evaluation may be evaluated every three years as long as the teacher's student academic growth measure the most recent school year which data is available is average or higher.

Teachers who receive a final summative educator effectiveness rating of "Skilled" on their most recent evaluation may be evaluated every two years as long as the teacher's student academic growth measured for the most recent school year for which date is available is average or higher.

In any year in which a teacher who has not been formally evaluated as a result of having previously received a rating of "Accomplished" or "Skilled", the credentialed evaluator shall conduct a minimum of a walk through and hold one post conference with the teacher. A teacher who does not receive a full evaluation under this section must still complete a growth plan.

A teacher who is on leave for 50% or more of the school year will not be evaluated.

A teacher who is retiring at the end of the school year will not be evaluated as long as the teacher has submitted and the Board of Education accepts a notice of retirement on or before December 1 of the school year.

Notwithstanding any of the exceptions listed above, all teachers shall be evaluated in any year in which their contract is up for renewal or nonrenewal, or in which the teacher shall become eligible for a continuing contract.

The evaluation shall be conducted and completed no later than the first day of May and the teacher being evaluated shall receive a written report of the results of this evaluation not later than the tenth day of May, unless the teacher is being recommended for non-renewal. In that case, the teacher shall receive a written report of the results of the evaluation by May 1.

6. Only personnel on administrative contracts with proper certification and credentialing from the Ohio Department of Education shall evaluate bargaining unit members. However, those credentialed evaluators serving in a dual administrator/teaching role shall be permitted to conduct only walkthroughs on bargaining unit members.

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE FINNEYTOWN LOCAL SCHOOL DISTRICT BOARD OF EDUCATION

AND

THE FINNEYTOWN EDUCATION ASSOCIATION

This Memorandum of Understanding ("MOU") is entered by and between the Finneytown Local School District Board of Education (the "Board") and the Finneytown Education Association (the "Association") (collectively "the Parties").

WHEREAS, the Board and the Association are parties to a series of collective bargaining agreements, with the most recent Agreement expiring on July 31, 2027 ("Agreement"); and

WHEREAS, the Parties agree that the interests of the District's students and teachers will be better served through the provision of four teacher record keeping days, one per quarter, where students will not be present.

NOW, THEREFORE, in consideration of the mutual promises and obligations contained herein and other good and valuable consideration, the sufficiency of which is hereby acknowledged, the Board and the Association agree as follows:

1. For the 2025-26 and 2026-27 school years, teachers will be provided four record keeping days, once per academic quarter, where students are not present. One half of each of these days shall be designated for purposes of completing records/classroom reports. The other half of the day shall be designated for administration led professional development.

2. This constitutes the entire agreement between the Board and the Association regarding the issues outlined herein. There are no other written or verbal agreements, understandings or arrangements between the Parties regarding the issues outlined herein. Any amendment to this MOU must be in writing and signed by both Parties.

3. This MOU is not intended to create a case precedent or to form the basis of a past practice between or among the Parties.

4. The Association and the Board have reviewed and understand this Agreement, and each signatory to this Agreement represents that he or she has the authority to enter into this Agreement and bind his/her Party.

5. This Memorandum of Understanding will expire by its own terms and without further action on July 31, 2027.

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

78-25 Approval of Negotiated Master Contract - Finneytown Association of Support Personnel

Ms. Lee moved, seconded by Mr. Plaut, the Board approved the Negotiated Master Contract between Finneytown Local School District and Finneytown Association of Support Personnel, effective July 1, 2025 through June 30, 2027.

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

79-25 Authorizing Agreement with Skanska for CM-R Services for the LFO GMP LFO 1.1

Mr. Rea moved, seconded by Ms. Lee, the Board approved the following Authorizing Agreement with Skanska for CM-R services for the LFO GMP LFO 1.1:

AUTHORIZING AGREEMENT WITH SKANSKA USA BUILDING, INC. FOR CONSTRUCTION MANAGER AT RISK SERVICES FOR THE LFO PORTION OF THE CAPITAL IMPROVEMENTS PROJECT AND AUTHORIZING GMP LFO-1.1 TO THE AGREEMENT

The Superintendent recommends the Board select Skanska USA Building, Inc. ("Skanska") as the best value Construction Manager at Risk for the locally funded portion of the Capital Improvements Project, and further requests authority to negotiate and enter into an agreement with Skanska and to negotiate and execute GMP LFO-1.1.

Rationale:

1. The Board is participating in the Ohio Facilities Construction Commission ("OFCC") Classroom Facilities Assistance Program ("CFAP") to construct a new middle/high school, along with abatement and demolition of the Brent Elementary School, Whitaker Elementary School, and the Finneytown High School (collectively the "Capital Improvements Project"). Certain portions of the Capital Improvements Project will not be co-funded by the OFCC under CFAP and will instead need to be locally funded by the Board ("LFO"). Thus, separate agreements will need to be entered into with vendors for the co-funded scope and the LFO scope.

2. The LFO scope consists of, generally, renovations to Building 300, renovations to the Admin and Multi-Purpose Buildings, and renovations to the PE Building (the "LFO Scope") in order to facilitate completion of the co-funded scope of the Capital Improvements Project.

3. Skanska was previously selected as the "best value" CMR for the Capital Improvements Project through the statutory qualifications-based selection process outlined in Ohio Administrative Code Section 153:1-6-01, and the LFO Scope falls within that procurement as it is necessary for completion of the co-funded scope of the Project.

4. Based on the Board's prior selection of Skanska as the "best value" CMR for the Capital Improvements Project, and because the LFO Scope falls within the scope of the original procurement of Skanska for the Capital Improvements Project, the Superintendent recommends Skanska as the best value CMR for the LFO Scope.

5. Skanska provided a guaranteed maximum price proposal for the LFO Scope ("GMP LFO-1.1") in the amount of $1,142,872.06.

6. The Superintendent requests authority for the Superintendent, Treasurer, and Board President, with the assistance of legal counsel, to negotiate and enter into an agreement for CMR services with Skanska for the LFO Scope and to negotiate and execute GMP LFO-1.1 in an amount not to exceed $1,142,872.06.

The Board of Education resolves as follows:

1. Based upon the recommendation of the Superintendent, the Board approves the selection of Skanska as the firm determined to provide the best value for the LFO Scope.

2. The Board authorizes the Superintendent, Treasurer, and Board President, working with legal counsel, to negotiate and enter into, on behalf of the Board, an agreement for CMR services with Skanska for the LFO Scope and to negotiate and execute GMP LFO-1.1 in an amount not to exceed $1,142,872.06.

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

80-25 Approval of Substitute Teachers Provided by Comprehensive Substitute Solutions

Mr. Plaut moved, seconded by Ms. Lee, the Board approved the following substitute teachers who are employed by Comprehensive Solutions and may be assigned to fill absences for the Finneytown Local School District, effective April 17, 2025:

Amann, Michael
Ayler, Charles
Baker, Tyler
Baldock, Jason
Barton, NaDeera Besl-Ali, Carley
Binford, Cornelia
Blanks, Earl
Blyberg, Zachary
Bonifas, Elizabeth
Braswell, Keith
Brweer, Valeri
Brinkman, Rosa
Burkhardt, Heather
Buskirk, Delores
Campbell, Emily
Campbell-Goodman, Steven
Casada, Abigail
Chaffer, La'shawntay
Chamlagai, Tanka
Champion-Hughes, Bianca
Chandler, Cyndi
Chapple, Keariah
Clark, Sterling
Collins, Marecka
Cook, Gary
Copeland, David
Coyne, Eleanor
Davis, brandon
Davis, Rollins
Demus, Clemon
Dunigan, Janee
Espel, Linda
Falhaber, Leslie
Fischoff, Ann
Fisk, Summer
Fowler, Niah
Fromme, Ashley
Gentry, Jennifer
Giffin, David
Gorby, Lily
Gray, Kiara
Greco, Mary
Green, Keaira
Haarlammert, Stephanie
Hall, Dennis
Hardy, Diane
Hartman, Ronald
Haugan, Andrea
Hawkins-Hyde, Kellie
Hess, Leanne
Horton, Vanius
Howard, Elaine
Howard, Savanah
Hubbard, Latoya
Hunter, Toccara
Jaccobs, Corey
Jackson, Shirley
Johnson, Andrew
Jones, Brianna
Jones, Darrell
Jones, Trevor
Kahle, Anna
Kaufman, Fletcher
Kelley-Gerton, Lisa
Kennedy, Angel
King, Sharon
Lacure, Elizabeth
Lalley, Teresa
Le, Morgan
Lyons, Dayonna
Madriz, Gabriela
Madry, Thomas
Martin, Artis
Mason, Ebony
Maxam, William
Meier, Paulette
Miles, Linda
Miller, Kayla
Miller, Savannah
Mock, Taylor
Morris, Alexia
Namenyi, Tytus
Nashid, Wadeeah
Nienaber, Jennifer
Page, Candace
Pass, Vincent
Periferaki, Despina
Phipps, Marilyn
Pickett, Jonathan
Pittman, Felicia
Pollington, Connie
Potensky, Chris
Powell, Christina
Price, Tanya
Redburn, Jalen
Reeb, Rebecca
Rendleman-Smith, Shay
Reppart, Jackson
Reyna, Luzelena
Rice, Alisha
Richey, Sheila
Robinson, Marilyn
Ruffner, Sara
Schnur, Bethany
Schuster, Jason
Sfarnas, Jim
Shaw, Phyllis
Simpson, Estacia
Simpson, Gracie
Smith, Kimberly
Stevenson, Alisha
Still, Cameryn
Tennyson,Emma
Thomas, Nyla
Thompson, Saige
Tigert, Aaron

Tubbs, Quinetta
Turner, Alisha
Tyree, Alfred
Walker, Kimberly
Walton, Ronald
Ward, Nicole
Warren-Calligan, Sebrena
Washington, Autumn
Watkins, Aimee
Watson, Kendall
Weiler, Michael
Weirich, Helen
Wesley, Kate
Wilson, Celina
Wilson, Makayla
Wilson, Max
Winter, Stephany
Wise, Donnise
Witcher, Diana
Yisrael, Nesyah

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

The next regular meeting of the Finneytown Board of Education will take place on Monday, May 19, 2025 in the Brent Board Office Meeting Room, 8791 Brent Drive Cincinnati, OH 45231. Open forum will begin at 6:00pm.

Review of Action Steps

1) Start Dr. Banks Superintendent's evaluation process – Ms. McMullen, Mr. Plaut.
2) Research and discuss at a future meeting, the potential legal liabilities associated with livestreamed public meeting public comments, over which the district may have limited control – Dr. Banks.

81-25 Mr. Rea moved, seconded by Mr. Plaut, that the Board move to Executive Session, in accordance with ORC 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

and

to consider the employment, discipline, or compensation of a public employee, or the investigation of charges or complaints against a public employee, in accordance with (G)(1) of section 122.22 of the Revised Code.

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

The Board entered Executive Session at 7:46pm.
The Board returned to Regular Session at 8:19pm.

82-25 There being no further business, Mr. Rea moved, seconded by Mr. Plaut, that the meeting be adjourned. The president declared the meeting adjourned at 8:20pm.

Jelicia McMullen, President

ATTEST: David Oliverio

David L. Oliverio, Treasurer