FINNEYTOWN LOCAL SCHOOL DISTRICT
Special Meeting, July 31, 2025
Brent Board Meeting Room
5:00pm

The Finneytown Board of Education met in special session on Thursday, July 31, 2025, at the Brent Board Meeting Room, 8791 Brent Drive, Cincinnati, OH 45231. Ms. McMullen, Mr. Plaut, Ms. Lee, and Mr. Rea. The President called the meeting to order at 5:04pm. Ms. Lee arrived to meeting at 6:26 pm.

128-25 Ms. McMullen nominated Mr. Plaut as Treasurer Pro Tempore. Motion passed.

129-25 Ms. McMullen moved, seconded by Mr. Plaut that the Board Dispense with the Opening Ceremony and Approval of Minutes from The Regular meeting of July 12, 2025 and special meeting of July 23, 2025. Motion passed.

Discussion- Flow Chart
Mr. Smith requested a flow chart of staff within the district.

Mr. Smith also explained that he wants to bring a more open dialog with the addition of packets left at each seat. He requested to write down questions or comments during meetings and submit the packet to him at the end. The purpose is to help ensure that meetings can flow in an orderly and timely manner. Mr. Smith will give the quester the proper attention needed to answer the concerns.

Discussion- Schedule for Tuesday Weekly Meetings
Mr. Smith requests that the Board makes requests to the agenda by 10A the Tuesday before the regular meeting. The agenda will then go through the process of being finalized and be submitted to the Board. Ms. McMullen and Mr. Smith had a quick discussion that the president and Vice President will have bi-weekly meetings, starting Aug 6".

Discussion- Protocols
Mr. Smith expressed a change in the evaluation process with more open-ended questions attached with measurements.

In response to Mr. Rea's injury of 360 Evaluations, Mr. Smith expressed his familiarity with this type of evaluation. With appreciation of the intent of this style of evaluation, Mr. Smith expressed reasons why 360° evaluations will not be a good fit for his style of leadership.

The discussion led to issues that Board members have heard from educators. Mr. Smith inquired about adding an additional step in the grievance process. This additional step will help ensure issues go through the proper "chain of command" before it deviates to the Board or Community.

Ms. McMullen then inquired about the needs of the Administration for the upcoming school year. The discussion led to the topic of Staff Retention. Mr. Smith suggests changing to exit interviews rather than the pre-existing questionnaire. Also, Mr. Smith stated that the district will address patterns as they arise in the exit interviews. Mr. Smith also addresses the need to have exit interviews w/ families as they leave the district.

Discussion- Communication Policy

Mr. Rae informed the group the reasons the Board decided to change the communication policy. First, the general interpretation of the policy is that educators will be disciplined if proven having a discussion with the members of the Board of Education. Secondly, the educators expressed frustration with the culture and climate of the district. Finally, the educators expressed a perception of retaliation from the administration. The discussion led to giving no evidence of relation. However, once the policy changed, staff expressed to members that they are finally being listened to. Mr. Smith expressed experience of needing monthly union and administrative meetings. Mr. Smith also expressed desire to observe teacher and administrative relations. He promised that he will address issues as issues arise. He also expressed the need to give goals with test scores and discipline to the staff. The discussion then moved to Paid Parental Leave, to which Mr. Smith advised that any change to the district that does not have an educational value has potential to lower academic achievement. The discussion, quickly, then moved to instructional aides. Mr. Anderson informed the group that from a study of ODEW FLSD was "over staffed". Under the direction of Dr. T Noe, Instructional Aide positions were starting to be cut. Mr. Smith expressed his experience of the importance of Instructional Aides in public education. Mr. Anderson said that most of our aides have been with the district for a long time. As the discussion lingered from aides to substitute teachers, Mr. Smith informed the Board that from all told accounts both building administrators did their best to fill day-to-day gaps as best as possible.

Discussion- Agenda Review and Critique

Mr. Smith reiterated that two board members will review the agenda after it is reviewed by the administrative team. Ideally, the agenda will be sent to the Board of Education on Wednesday prior to the regular meeting.

Ms. McMullen expressed interest in getting more student involvement. Mr. Rea discussed the need to have themed months, a "State of the District" meeting, and an "Educator of the

Quarter". Mr. Smith added that he will start a program called "Conversations with the Superintendent", in which he will talk with 5-10 graduating seniors and evaluate on ways to improve the student and family experience in Finneytown Local.

Discussion- Board Retreat

Mr. Plaut said that a current board retreat isn't necessary. He said that a training session for the upcoming members prior to their January induction is a greater need. Ms. McMullen inquired about having current members attend the training session as well. The consensus was to have Mr. Plaut reach out to OSBA to have a training session in late November or early December.

130-25 There being no further business, Mr. Plaut moved, seconded by Mr. Rea, that the meeting be adjourned. The president declared the meeting adjourned at

Jelicia McMullen, President

ATTEST:

Anita E. Ruffin, Treasurer