

Minutes of the January 9, 2024 Regular Meeting of the Tecumseh Local Board of Education

January 9, 2024

The Tecumseh Local Board of Education met in regular session on January 9, 2024 with Board President Sue Anne Martin presiding. Ms. Martin called the meeting to order at 6:11 p.m. The meeting was held in the Tecumseh High School Arrow Conference Room 9830 W. National Rd., New Carlisle, Ohio 45344.

Roll Call: Present — Members Clark, Diller, Martin, Mills, and Stafford.
Absent — None.

Ms. Martin recognized guests in the audience and welcomed the new/returning board members.

Minutes of Previous Meetings

Motion by Mr. Stafford and second by Mr. Diller to approve the minutes of the December 12, 2023 meeting, as presented.

Roll Call: Ayes, Members Stafford, Diller, Mills, Martin, and Clark.
Nays, none. Motion carried 5-0.

Communications

Communications – School Board Appreciation Month

Mrs. Crew expressed her appreciation of the School Board members and presented them with certificates of appreciation.

Records Commission:

The annual Records Commission meeting was held in accordance with Ohio Revised Code, Section 149.41. Files, as presented, will be petitioned for disposal to the Ohio Historical Society according to the current record retention schedule.

Reports –

Proclamation of Appreciation

In appreciation of the construction of the Maintenance Storage Building, Tecumseh Local Schools would like to recognize the following students from the Clark County CTC Carpentry Program:

Seniors: Austin Allen, Cameron Belair, Aaron Bush, Brent Captain, Karson Castle, Peyton Combs, Harrison Cramer, Levi Hamilton, Graython Hood, Christopher Howell, Tyler Hughes, Jenna Justice, Thomas Morgan, Rylen Perrin, Jeffrey Petticrew, Jonathan Reed, Diego Rivera, Fabian Salinas Mendoza, Ian Snyder, Braydon Thompson, and David Edward Wening.

Juniors: Jackson Aleshire, Ra'Shawn Alonzo-Smith, Aden Carpenter, Jared Chaplin, Kaiden Crossley, Rylan DeSantis-Davis, Leanne Eicholtz, Micheal Emory, Jonathan Fernandez-Leon, Jacob Gibson, Ethan Hall, Jayden Hillard, Caden Hoffman, Dalton Kinnaird, Ryan Latham, Nicholas Lynch, Jayden Miller, Kenyon Oriebo, Jayden Paton Rife, Caleb Roberts, Daniel Shaffer, Logan Stover, Austin Tyler, Brennan Workman, and Zaiden Yancey.

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Tecumseh Local Schools is grateful for the partnership with Clark County CTC to offer a learning environment for students while providing a resource to the district.

Public Comments Pertaining to the Agenda –

Kerry Cassell - Hi. Mrs. Priest and I are speaking on behalf of the TEA. Article K, Item K calendar for the 24-25 school year. I know it's on the agenda to be approved, but as the union president, and vice president, I want to share the frustration of all the in-service, PD days, that we are continuing to add. The three front-loaded, because now we'll have the three work days and then two workdays to get our room ready and then kids. So we will have five days before the kids even come. There's also a concern from the members as to why we have so much PD. If you look at the 24 2025 calendar, our students are in session 171 days. Our kids used to come 179 days because our contracted day is 184. So, you take off those three work days, and then our kids were out the five days, the three in-service days, and then the two conference makeup days. So our kids were coming 179. Now we're only sending our kids 171 and we're doing more PD. But our scores aren't reflecting better PD, you know, better scores. There's just frustration that we need our kids in school more. **Sherry Priest** - So we respectfully ask that you look at that calendar and discuss that at some point, because, again, it's been a while since we've had an Excellent banner hanging up there.

EXECUTIVE SESSION

Motion by Mrs. Clark at 6:24 p.m. to recess into Executive Session to discuss details relative to the security arrangements and emergency response protocols for the board of education.

Second by Mr. Diller.

Roll Call: Ayes, Members Clark, Diller, Martin, Mills, and Stafford.

Nays, none. Motion carried 5-0.

The meeting reconvened at 6:40 p.m.

Old Business

There was no old business.

New Business

ADOPTION OF CONSENT CALENDAR - PERSONNEL

Motion by Mr. Mills and second by Mrs. Clark:

Resignation - Certified

Toni Rogers, First Grade Teacher at Park Layne Elementary School. Effective at the end of the 2023-2024 school year. Reason - Retirement.

Amy Cody, Title I Teacher at Park Layne Elementary School. Effective at the end of the 2023-2024 school year. Reason - Retirement.

Karen Rash, Intervention Specialist at Tecumseh High School. Effective August 20, 2024. Reason - Retirement.

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John Kame, Industrial Technology Teacher at Tecumseh High School. Effective at the end of the 2023-2024 school year. Reason - Retirement.

Chasity Russell, Physical Education Teacher at New Carlisle Elementary School and Park Layne Elementary School. Effective January 26, 2024. Reason - Personal.

Resignations – Classified

Regina Bliss, One-on-One Paraprofessional at New Carlisle Elementary School. Effective January 19, 2024. Reason - Personal.

Employment – Certified

None at this time.

Employment – Classified

to approve the employment of the following individuals for the 2022-2023 school year, as presented.

Brianna Brown, Title I Aide at Donnelville Elementary School. Effective January 2, 2024. Step 3, \$15.79.

Employment – Substitute – Certified/Classified 2023-2024

to approve the individuals listed below to be employed as a substitute on an as-needed basis for the 2023-2024 school year, as presented.

Ellie Gehret
Angela Vermillion

Employment – Supplemental - Athletic

to approve the following individuals 2024-2025 and 2023-2024 school years respectively, salary as per Negotiated Agreement.

High School

Football (24-25)
Head Varsity Football - Clinton Bartlett

Bowling (23-24)
Volunteer - Emma Wurts

High School Track (Spring 23-24)
Head Coach - Mike Hoffman

Roll Call: Ayes, Members Mills, Clark, Stafford, Martin, and Diller
Nays, none. Motion carried 5-0.

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ADOPTION OF CONSENT CALENDAR - ADMINISTRATIVE

Motion by Mr. Stafford and second by Mr. Mills:

Resolution of Assurance

to adopt a resolution of assurance regarding compliance with Title VI of the Civil Rights Act 1964, Title IX of the Education Amendment 1973, Section 504 of Rehabilitation Act of 1975, the Age Discrimination Act of 1975, and all regulations, guidelines, and standards under the above statutes lawfully adopted by the U.S. Department of Education. It is recommended that the Board of Education pass a resolution of assurance of compliance with the above-mentioned statutes.

Coordinator - Title VI, Section 504, and Title

to appoint coordinators for Title VI, Section 504, and Title IX for 2024.

Susan Wile - Coordinator Section 504 and Title IX

Paula Crew - Coordinator Title VI

Appoint Designee

to appoint Paula Crew, Superintendent, as the trained Ohio Public Records designee, as required by HB 9, on behalf of the Tecumseh Local School Board members for the period of January 1, 2024 through December 31, 2024.

Service Fund

to approve the Board Service Fund for the fiscal year 2023-2024, for \$20,000.

Ohio Revised Code 3315.15 Service Fund Set Aside

Any city, local, or exempted village board of education may by resolution set aside each year from the general fund a sum not to exceed two dollars for each child enrolled in the district, or twenty thousand dollars, whichever is greater. Any educational service center governing board may by resolution set aside each year from the educational service center fund a sum not to exceed twenty thousand dollars. The amount set aside shall be placed in a fund known as the "service fund," which shall be used only in paying the expenses of members of such boards of education and educational service center governing boards actually incurred in the performance of their duties, or in paying the expenses of members-to-be of such boards actually incurred in training and orientation to the performance of their duties from the date of election or appointment to the date of administration of the oath of office. Such payments shall be made only in such amount as may be approved by the board on statement of the several members or members-to-be furnished at the next succeeding regular meeting of such board. No board shall appropriate or expend a sum greater than sixty thousand dollars in any one school year from such service fund.

Calendar 2024-2025 School Year

to approve the calendar for the 2024-2025 school year, as presented.

Roll Call: Ayes, Members Stafford, Mills, Martin, Diller, and Clark,

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ADOPTION OF CONSENT CALENDAR - FINANCIAL

Motion by Mr. Mills and second by Mrs. Clark:

Financial Reports

to review and approve the financial reports for December, 2023.

Fund Advances

to approve the following as presented:

Negative fund balances covered by unencumbered general fund balance December 31, 2023.

001-0000	\$460,219.58
461-9301	(\$5,020.92)
505-9024	(\$1,074.67)
507-9322	(\$260,566.01)
507-9432	(\$5.92)
516-9024	(\$60,406.30)
536-9024	(\$669.97)
551-9024	(\$5,369.92)
572-9024	(\$52,730.66)
572-9824	(\$222.43)
584-9024	(\$2,742.09)
584-9924	(\$63,033.86)
590-9024	(\$8,376.83)

This information is to notify the Board of Education and show there are sufficient funds in the general funds to cover the negative grant funds.

Amend Estimated Resources and Appropriations

None at this time.

Advance of Property Taxes

to approve the request for the Clark County Auditor to distribute advance payments of tax dollars to the Tecumseh Local School District for the calendar year 2024.

Tax Budget

to adopt the tax budget for the fiscal year beginning July 1, 2024, as presented at the Annual Budget Hearing held January 9, 2024, at 5:45 p.m., which is to be submitted to the County Auditor on or before January 20, 2024, as presented.

Donations

to accept the following donations made to Tecumseh Local Schools. See

Donor	Purpose	Amount
New Carlisle VFW	THS Choir	\$ 500.00
Shirley Burger - On Behalf of Class of 1953		

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	THS Principal's Fund	\$ 100.00
Bella Handwerker	THS Choir	\$ 200.00
Charles Strecker	ROTC Operation Christmas	\$ 75.00
Shadow Box Event Photography	ROTC Operation Christmas	\$ 50.00
Spradlin Bros Welding	ROTC Operation Christmas	\$1,000.00
Beau Townsend Nissan	ROTC Operation Christmas	\$ 500.00
Anonymous	ROTC Operation Christmas	\$3,024.14
Tecumseh Education Foundation	Teacher Grants:	
	- Christina Askren	\$ 207.00
	- Laura Wright	\$ 334.94
	- Greta Eber	\$ 675.00
	- Melinda Scaggs	\$ 750.00
	- Sara Wells	\$ 564.94
	- Megan Bockelman	\$ 500.00
	- Beth Elliott	\$ 659.78
	- Deb Jones	\$ 380.00
	- Jennifer Metz-Fischer	\$ 750.00
	- Kathy Oaster/Melinda Scaggs	\$ 750.00

Transfer from 022 Unclaimed Monies Fund to General Fund

to approve the transfer of \$807.46 from the 022 Unclaimed Monies Fund to the General Fund. These six checks were issued between 08/31/2018 and 11/21/2018. This transfer is permitted by ORC 9.39, Auditor of State Bulletin 91-11, and our Administrative Guideline 6470.

Unpaid Leave

to approve the following unpaid leave requests for the pay periods of 12/20/23 and 1/5/24:

Sandra Holway, 1.25 days
 Angie Mitchell, 0.75 days

Club Name Change

to approve a name change of the THS/TMS Junior Optimist Club to the Tecumseh High School/Tecumseh Middle School Optimist Service Club.

Roll Call: Ayes, Members Mills, Clark, Stafford, Martin, and Diller.
 Nays, none. Motion carried 5-0.

INSTRUCTIONAL

None at this time.

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None at this time.

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POLICY

Policy Approval

Motion by Mr. Mills and second by Mrs. Clark to approve the update to Policy 4120, Employment of Classified Staff. This update will change the wording “rehired employees will be placed at Step 1” to “rehired employees will be placed at the discretion of the Superintendent, but no higher than Step 5”. This update was previously brought to the Board on May 16, 2023, but was not formally approved in the minutes. This approval will be retroactive to the May 16, 2023 original date.

Roll Call: Ayes, Members Mills, Clark, Stafford, Martin, and Diller.
Nays, none. Motion carried 5-0.

Planning and Discussion

Board Visits / Tours are tentatively scheduled for February 23, 2024, and March 8, 2024.

Reports:

Susan Wile - I just wanted to share a little bit about what we're doing with professional development since there have been some questions. Beth and I did kind of talk about what we've been doing with professional development, and unfortunately, she is not able to make it tonight. So I will just be going over it. But I wanted to start by kind of saying, we did used to just have three full-day in-service days a year. At that time, and that was when I first came into the Director of Professional Development position, we also had kind of a directive not to spend any money on those professional development days. And those days were pretty hard to plan for. I feel like we've come a long way with our professional development, and we are having a lot more quality professional development. We are using grant funds and bringing in some presenters and we've worked with the Clark County ESC to get some really good professional development in for teachers, in my opinion. So why are we doing that? Well, about a decade ago, we got a phone call that we'd been selected to participate in this Ohio Improvement Model because of our test scores. We were struggling with our test scores at that time, and that required us to form our DLT and for us to have BLTs and TBTs. So, that meant we had to have a District Leadership Team that had to meet on several occasions. Each building had to have their own leadership team that had to meet several times through the year, and teachers had to meet at least monthly in teacher based teams to discuss, things like, how are we doing as a district? What kind of data are we looking at to measure our students' growth? How do we know what our student needs are? And then, most importantly, what are the strategies that we're going to use to make sure that we are delivering the content that our students need in a way that our students need that? And we were very challenged to find the time to make sure that our teachers were able to do those meetings within their workday. And so that was when we began implementing those two-hour delay days monthly so that our teachers could meet in those teacher-based teams. And that has been an evolution of time. Those of you who've been here through that whole process know that we struggled at the beginning to know what to do with those teacher based teams, but I think we're doing really good work with those meetings now. Then we extended the time after the pandemic. And why did we do that and add in those full days? Well, there are several reasons for that. We constantly kind of undergo audits, like what Denise talks about from the people who provide us the grants, the federal grants, the state grants. And when we do that they always want to know what professional

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development are you offering to your teachers. So we get a Title Three grant, for example, that is for us to provide additional services to students who speak English as a second language and are limited in their English proficiency. So they're wanting to know how do we provide professional development to our staff on strategies for teaching these learners. And they want to see that we are doing things that are ongoing and job embedded and they don't want to see that we're having one in service out of three a year that's kind of dedicated to that. And then we don't revisit it again for five more years because we don't have another in-service day on our calendar to do that. They're really wanting to see that we have a plan to really embed a lot of professional development on a lot of different topics and we were struggling to say, well, we were able to provide training on this and training on that because we did have just three days and it was a lot of sit and get model without a lot of ongoing professional development. So in considering that and then also the requirements, I've listed several of them there. Teachers need 36 hours a year to reach the 180 hours they have to get to renew their licenses. We've got a lot of things that we pull up on public schoolworks that are required. I know Paula and Brian can probably list those better than I could, but I have to take everything from how to use a fire extinguisher, locking out machines, making sure staff is protected from slips, trips and falls to our child abuse reporting, suicide prevention, ethical practices and board policies that we have to be aware of and sign off on. So there's several of those we need to do. Each building has to have a trained response team that is ready and able to do like our A-Team calls. That is a requirement and that's our CPI training that I do. We have PBIS training that is required every three years. We have to have to show that we've provided that training. Teachers who are working with students who are gifted, we've got to provide 60 hours of training for that and they have to take that within four years and then they have to have additional ongoing hours again to show that we're helping students get that or helping teachers get that training in. We've got things that we have to do for student safety reunifications that have to be large, involving most of our staff on those safety procedures, not just reunifications but drills. We've got tabletop exercises that help us to decide how we would respond in certain crisis situations. And then, like I said, those other trainings are just required for different grants. And also we have feedback from teachers telling us we really want more training on how to use this particular curriculum, how to use this particular app, or this particular piece of technology that we've gotten. We have a lot of feedback from teachers about their wants and their needs for professional development and just trying to schedule that all in. Teachers, frankly want to do their job within their workday and don't want to come in on weekends and after school and do webinars in their off hour time. So below that, I've just kind of showed you the schedule of what we've planned on those days the last couple of years. We do have our ongoing LETRS training, which is to help us comply with that law that our K-3 teachers have training in the science of reading that is above and beyond the required hours. But we didn't want to just stop halfway through the training, and say, well, this is the minimum number of hours. We want our students to get all of those reading skills. And so we wanted to complete that LETRS training. We've had the Forward Edge training on Edu Protocols for grades four through twelve. The Ohio Writing Project has come in this year and again provided that ongoing professional development to help students with disciplinary writing and disciplinary literacy. Adam Drummond, nationally recognized presenter, came in this year to talk about strategies for our EL students, and we've got TCM planned for some ongoing follow-up with those strategies for our EL students that'll start in the spring of this year and continue on into next year again for four through twelve teachers in our building, too, we've had presenters come in and present on wellness. We've had our care and assessment team has been able to train on those days. We are currently working through a series for PBIS that's being presented by Lisa Combs. She's doing The R's related to PBIS, and we had a

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presenter come in this year from We Grow Now Therapy to talk about effective strategies for working with students who have executive functioning disorders such as ADHD and autism and all of those things. So looking to the future, we hope to continue with LETRS 2, which could take another year or two for us to get through with teachers. The governor has put out another initiative. He's kind of doubled down on that requirement that teachers be trained in science of reading. And he's saying it's really not enough just for K-3 teachers to have that. And he's talking about language arts teachers in grades six through twelve, instructional coaches and teachers in other subject areas in grades six through twelve. So that is coming down the pike and we're going to hear more about what those hours are going to look like and what those training requirements are going to be. We do have a reunification training scheduled for one of those front loaded days next year. We know that it's more beneficial for our staff to know on the first day of school what they should do in an emergency situation than to wait until May or January to do that training. We'd rather them come in when the kids come in and know what to do. We have new technology, we have new curriculum. And again, feedback from teachers is we would rather know what to do with that stuff on the first day of school than to wait into the school year and get that training later on. It doesn't help them to get that training in May. So we just want to make sure that teachers have that time, like I said, at the beginning of the year and that we did save some follow-up days so we can still say that our training is ongoing. We do have a follow-up for that PD. It's not just a one and done. We want to have opportunities to make sure we're onboarding our teachers. Again, that's some feedback we're getting. How are we onboarding teachers with PBIS? When our new teachers come in, do they have all the information they need from our two days of teacher in-service or do they need more? Teachers want more time to collaborate and just extra days for our other staff to work on things like scheduling. Those of you who've been in the building know that those first few days of school, there's a lot of changes that need to be made in scheduling and things like that. And we thought, well, if we're all in the building together for a few days before the students get in there, some of those kinks could be worked out. So it just seemed like a really good idea to front-load some of those days. And that's what we're hoping to look forward to in the future. We will continue to evaluate what our needs are for professional development. We won't just continue to hang on to days just because that's what we've had in the past. But for right now, we do see a benefit in those days. It's a lot of work for us to plan and if we don't need those days in the future, then we won't have them. Any questions? **Matt Mills** - Just a couple real quick, can you remind me the acronym PBIS? **Susan Wile** - Sorry. Positive behavior intervention and support. So that's the requirement that we basically train students in the expectations of their behavior and that's the practices that we follow for that. **Matt Mills** - Two more, TCM and CPI, just for reference. **Susan Wile** - TCM is Teacher Created Materials and that is just the company that's coming in to provide that professional development for us. They've got a really good product that is how-to strategies that are for particular curriculum areas. So it's not just how do I make content comprehensible for English language learners. They have how do I make math content comprehensible for English language learners? How do I make social studies content comprehensible? So we're looking forward to that training. And CPI stands for Crisis Prevention Institute. And again, that's just the company that we use for our nonviolent crisis intervention training. **Matt Mills** - Thank you. **Susan Wile** - Absolutely. Anything else? **Sue Anne Martin** - I want to say thank you. This was really good. We know that PD days happen. This is a good overview for us as the board to know kind of what they include. And I would also personally like to say thank you for moving reunification to the first of the year versus May. I appreciate that. **Susan Wile** - Thank Brian and John for that.

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Paula Crew - I'm going to go next with my report, it kind of flows right into Brian and John with my last thing that I want to talk about. But the first thing I want to do is, I made a couple of folders with resources. I started by making one for Brenda and Roger and I thought it's good information for all of us. It's information that was on Ohio School Board Association, kind of like on parliamentary procedures, ethics procedures, different things for school boards to have knowledge of and then the board policies there on the right side. So if you can just keep this and review this and look at this for our January 17th work session, then we can answer any questions. And that'll be right before you two go to the new board member training at the end of January. So that should be helpful. So those are resources for you. I mentioned earlier we have a Community Engagement meeting on February 27th that I'll send that information out. Don't worry about writing that down now. I want to talk about the drug task force meeting that we started a while, like a month ago. We have another meeting coming up in the near future. I had a subgroup meeting last week with that, because when we were sitting here at that drug task force meeting, someone mentioned the, I almost called the magic wands I'm sorry, the metal detecting wands, they're magic. So I think Brian and I looked at each other and he was pulling up his computer and we were ordering them in that meeting, you had them ordered by the end of that meeting. But I did talk with board council. We do already have board policy on the use of electronic metal detecting devices. I've included that with this packet to send around. And so what we did is contacted Kate Davis, the district's attorney, who gave us just an outline of a model protocols for using this. And then Brian and I took a look at that and tweaked it a little bit for our policy. And then Deputy Loney and Deputy Dillon and Lauren McFarland and Aaron Oakes and Brian. I can't remember who all was supposed to be there. Kristie was going to be there, but was taking care of a student, which is what she should do. So this is the protocols for utilizing that, and we're going to do that from now on. It's just another prong that we're trying to utilize to number one. Our idea with this was vapes. And we did have a training on how to use this wand. And we had vapes, thank you, Deputy Loney, hidden in certain places on us. And those found them everywhere so that we could have. **Sue Anne Martin** - I didn't even think of that. **Paula Crew** - Well, that's the problem. Sometimes the students will have them in places that we're not allowed to look. And so you'll see the protocols. Same gender, right. So that's just for your information to read through. I am going to disseminate information to our community via parent square and just link everything. And we already have board policy. It doesn't need to be approved. The board policy is for metal detectors. We're not getting metal detectors. This is just the metal wand. I had an expulsion hearing today for a young man who made a threat. I did hold that in abeyance, and he's coming back. But one of the things he has to do is be wanded every day by the principal away from his peers before he's allowed to go to class. So that'll be nice to guarantee that nothing's on his person or his book bag. And so, anyway, I won't take much more of your time, but we're trying to plug away on different things to combat the drug issue. And I wanted to talk with you about that. **Roger Diller** - Do these wands only pick up vapes? **Paula Crew** - No, they pick up metal, and according to Deputy Loney, all vapes have metal. **Roger Diller** - Oh, I didn't know that. **Brian Dixon** - So, we could actually use them if we thought a child had a weapon, or something like that, too. So, they're multi use with this. **Paula Crew** - So I wanted to do that, and that can go right into Brian and John's safety report.

Deputy Loney - Ohio School Safety, they're broke up into zones and regions and we have worked real good with our reps in this district. One thing that they offered, it was the first time that the state had allowed it and they had just got it. It's called a MILO simulator, and it stands for multiple interactive learning objectives. So what it is, is they asked if they could come here to

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Tecumseh and host this. And it was just for the Clark County SROs, there was one London PD officer who also came. But what they do is it's school based scenarios. So, I mean, I hate to say that, but that's the world we live in. But it puts the officers in a situation going through, running through a cafeteria, running into a gymnasium, whatever. There were over 300 scenarios and they put us through five of them each. We started at eight in the morning. I think we were done by five just by going through there. But that's one thing that they're working to help us with, get more training. We got positive feedback from it. Mrs. Crew, they asked her to come in and do it. They give you a, it's not a real, Glock nine millimeter handgun, and it simulates everything on the screen so where you shoot, that takes down the person. So, just working with that, we got great feedback. And also the representatives couldn't be more thankful to Mrs. Crew and Mr. Dixon for their hospitality and how they were treated. They were just amazed at how the hospitality that they were treated here. Two other things. Last year, Governor DeWine signed into law that there has to be a police curriculum taught. And we didn't jump right into it right away. All the freshmen who started in 2023 have to have it before they graduate. There's four topics you have to go over. So we took our time with it and we actually, Deputy Dillon and I, along with Mr. Dixon, we followed the criteria, but we wanted to add more to it. We just didn't want to say these four things, and that's it. So we created a video and the curriculum and actually ours got approved through Tecumseh. The county prosecutor Dan Driscoll approved ours as the one to be used for all county schools in Clark County and also was approved through the state. You know, that's a good thing for us. **Paula Crew** - That's a huge thing. That's kudos to you and Brian and working on that. **Deputy Loney** - So we're actually supposed to start tomorrow. We moved it back two weeks. We just want to make sure we're ready to go with it. So that was pretty exciting. And then, Director of Public Safety, Andy Wilson, contacted us the other day and he challenged us. I know Mr. Dixon and him went to school together. So, they challenged us to a, it's called a Quick Click Challenge. And so we grabbed two star basketball players on the girls team. Obviously you have Mr. Dixon and I was the anchor. I held them back. What we do is you start in one part of the car and you go around and you put your seatbelt on, throw your hands up, and it's timed and everything. So Northwestern, they did their's in 50 seconds. And then Mr. Wilson challenged the senior staff of the highway patrol to do theirs, and they did theirs in 36 seconds. And yesterday we completed our challenge and we got it in 35. **Brian Dixon** - a world record! **Deputy Loney** - Once we sent it, we sent the video today to Mr. Wilson and his response was, "Great job. I love it. Best high school time so far in the state." And then they want to put it on their social media. Kudos to the two students and Mr. Dixon for that.

Brian Dixon - Just to reference the reunification. It is very important that we do that. But this is not the first time we have done reunification. So, it's extremely important. In fact, we're kind of so far ahead of that curve with reunification, we're seeing emails that on June 4th and 5th, they're organizing something county for something called reunification. So, they're going to do something with all the Clark County schools. We'll definitely take part in that. But we have a very solid reunification plan. I would encourage, whenever we do this, whatever day is solidified for that, if board members can stop over and see what that looks like. I think you would be very satisfied with what that process looks like. So that's my plug for reunification. **Deputy Loney** - Everybody thinks, well, you have a reunification plan and then that's it. It sticks, it's golden. You take what happened on August 22nd at Northwestern. That German Township fire was not the reunification place. When you have multiple students, multiple injuries, and multiple people showing up, we have to move those people off 41. Their reunification place was the old Service Merchandise. So that's several miles down the road. But given what those who were there and

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seen what we've seen, we had to get them somewhere. And so that's something that we're always looking at. If we would have that incident, we're not going to say, well, if it's down in Donnelsville, well, we're going to go to Restoration Park. We've got to look at other places where we may end up at Bethel Fire or Donnelsville Fire. So that stuff's ever changing and ever needing looked at. So those classes are always good to stay on top of. **Brian Dixon** - Just a couple of things. The pole barn, not to continue with that, but we also had a great partnership with Worch Lumber. Eric from there was excellent to work with. Emil Terrellio. There were some things when the pole barn was built that the kids, I don't want to say messed up on, but as the instructor was doing, there were some things on there that they didn't put in hurricane straps or those kind of things. So the design engineer went back and corrected those, said, yeah, what they did was, okay, so it was a good partnership. The kids learned that, hey, we've got to follow the prints exactly as there were. So that was a great project. All in all, we're just super happy to have that barn over there. We passed final inspection a couple weeks ago. Garage doors are on and it's good to go. I think everybody enjoyed seeing the vans out front. We're excited to put those into use. We're still waiting from the state of Ohio to get back some license plates for those. We get gratis plates for those, so we don't have to renew those every year. But, we had to send our title to the state Department of Transportation for them to look at it and then send us our plates back with them. Deputy Loney and I are going car seat shopping for the vans on Friday. One of the things to keep in mind is anybody under 4'9" has to sit in a booster seat, in accordance with state law. So that could be a change for some people that are typically riding in personal vehicles and those kind of things. And of course, anyone under 40 pounds has to ride in a car seat. Now, I don't think we'll be transporting a bunch of kids that are under 40 pounds, but the 4'9" requirement hits quite a few kids. So we'll definitely make sure we have enough booster seats prepared that once we put those out in circulation, that we'll be in good shape with that. **Paula Crew** - Just to ask, and I know we talked about this, but I don't know if I've asked this one. Is there no age limit? Can you be 17 and 4'8" and you still have to sit in a booster? **Brian Dixon** - It's ages four through eight. **Deputy Loney** - It's not as simple as just throwing it in the van and putting a seatbelt over it. There's actually certified people that will show you how to put a car seat in it. **Brian Dixon** - Which is where Family and Youth Initiatives come into play. That's where we're going to go meet with them first, get that information so that we're abiding by that. Keeping kids safe. The auditorium roof has been completed. Paula, Boyd Barger and I met last week with Melanie from Roof Connect to kind of close out that project. We asked Roof Connect to also offer us a quote on a roof over the ROTC classrooms and a couple of what I call awnings on the east side of the building. So there's some exit entrance doors where there are some awnings that overhang that are still part of the old roof. They're very small, but the ROTC, the roof over that is going to be a little bit of the challenge. Roger, you probably remember from being here, there's a lot of HVAC equipment that's on top of there. **Paula Crew** - I think John's been up there to look at it. Matt, you went up that day to look at it, too. **Brian Dixon** - So we get some numbers by that. We can always get closer to spring. Go up there and take a look and look at that again. **Paula Crew** - And Brian, it also recesses. **Sue Anne Martin** - It's got a weird shape to it, if I remember correctly. **Brian Dixon** - There are some challenges with that. But again, we asked for a quote. We'll get numbers, look at numbers, see how that fits into the budget. That is the final roof in the district that has not been updated since new construction. So I think that does need to be a priority at some point. And we'll kind of talk about that. It's snow removal season, so we're going to be in the thick of that. I know at least three students that are probably wearing their pajamas inside out. **Sue Anne Martin** - Isn't there something under your pillow? **Brian Dixon** - So we're prepared for that and ready to go with that. And then just, I appreciate our board members. Thank you. Do

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you guys have any questions about anything? **Roger Diller** - Just the roof. Are we looking at taking that clear down? **Brian Dixon** - I think that's the best case scenario, is that we would take it down. It depends on the numbers. That's what we did with the auditorium and the gym, and it would be nice to have those three areas all done.

Information Items:

January 12	Teacher In-Service Day, No School
January 15	Martin L. King, Jr. Day, No School, Board Office Closed
January 17	BOE Work Session 5:30 p.m.
January 27	Athletic Hall of Fame 12:00 p.m. Tecumseh High School Auditorium
January 29	Joint Board Meeting at Bethel Fire House - 6:30 p.m.
January 31	Professional Development Day - No School
February 6	LPDC Meeting 4:00 p.m.
February 7	2-Hour Delay, Staff Inservice
February 12	Parent/Teacher Conferences - TMS 4:00 - 7:30 p.m.
February 13	Parent/Teacher Conferences - PL 4:00 - 7:30 p.m.
February 13	Parent/Teacher Conferences - DV 4:15 - 7:45 p.m.
February 13	Parent/Teacher Conferences - NC 4:00 - 7:00 p.m.
February 13	Parent/Teacher Conferences - THS 4:00 - 7:30 p.m.
February 14	Parent/Teacher Conferences - TMS 3:30 - 6:30 p.m.
February 15	Parent/Teacher Conferences - PL 4:00 - 7:00 p.m.
February 15	Parent/Teacher Conferences - DV 4:15 - 7:15 p.m.
February 15	Parent/Teacher Conferences - NC 4:00 - 7:30 p.m.
February 15	Parent/Teacher Conferences - THS 3:30 - 6:30 p.m.
February 16	Conference Make-up Day, No School
February 19	Presidents' Day, No School, Board Office Closed
February 20	BOE Meeting, 6:00 p.m.

Comments and Questions from Board Members

- **Mr. Stafford** – I just wanted to update on the boys basketball season. It's been a rough year. But here at Tecumseh... so, the varsity football, men's football, and men's basketball has never beaten North Union since they've been in the league. Our combined basketball, I heard this number, I don't know if it's exactly true. At some point, our freshman in JV did get a win, but we were like 2 and 40. We beat them last Friday night. It was a big win, and Kerry Cassell's son hit the winning shot in overtime. So it was really like a cool game, but that was exciting. So what a rough season. That was a little bit of a prize, a little fun. They did not expect us to beat them, I'll tell you that. **Paula Crew** - And that makes it even nicer. **Mr. Stafford** - Yes. And with that, I'm sorry, I have to leave. And welcome, Brenda and Roger, you guys are lifelong, like in the area, so I'm sure it's going to be a good fit.

[Mr. Stafford left the meeting at 7:34 p.m.]

- **Mrs. Clark** – I'm excited to be here. I'm old school. A lot of people know that. I'm pretty outspoken, they know that too. I know when I decided I was going to do this, I said I might not be popular for very long because I'm pretty outspoken, but it's who I am. I want

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people to love this district like we have loved this district for years. I feel like we are kind of getting away from that. And I want everybody to love it. I want everybody that works here to love it, the parents to love it. I want it, I want it back. I'm excited. I hope I can help in some way.

- **Mr. Mills** – So thanks for appointing me to the CTC Board of Education last month. I had a quick update from them. We are all cordially invited to dinner on the 12th of February. All board members and administrators. If you can make it, I advise you to or encourage you to come. They'll sit us with our students. So I'll have a chance to meet some of those kids and see what they're talking about. Also, CTC is going to be putting their new building initiative back on the ballot. They don't know if that's going to be in March or in August. There's actually some legislation to where they may be putting it, able to put it on in November. When they first did it, they only had 13 months, but there is standing legislation that it might extend to 16 months. **Sue Anne Martin** - We're not supposed to have August elections, technically, yeah. Okay, go ahead. **Mr. Mills** - They did have a pretty big debrief in work session. It failed countywide, obviously. They were focusing on which precincts they have the most opportunity to improve in. One of the big things that they decided they're going to do is they are going to change the levy language. A lot of people don't know what CTC is but they know what JVS is. So, they're going to put something along there and update that. And they're also going to, I don't know, they put this on a ballot, but they're going to change their PR campaign to where it's a cup of coffee a month to what it's going to cost to build a new building a month. And they're the first school or career tech school in the state that is going to get brand new schools if it passes. Also, I had the opportunity tour the facility and they need them. They need them very badly. That's it for CTC. Just happy new year to all the staff and administrators and happy to be back.
- **Mr. Diller** – I'm really glad to have the opportunity to serve on Tecumseh's board. I feel like it's my way to pay back for the years that I've gone to school here, worked here, got to retire from here. I feel like it's a family-oriented district. I'll do my best for this district. I am not much of a talker, but I'm a hell of a listener.
- **Ms. Martin** - Well, we're glad you're here. So thank you. Personally to you, I hope you find it one of the most rewarding opportunities you've ever had. But I'm not going to tell you it's a walk in the park, but it's one of the most rewarding things I've ever done. And for me, I just want to welcome you again, welcome you to a new year, a new calendar year. We know we're in the middle of school year. Lots of good things coming up. I appreciate, I wanted to call out and thank Mrs. Crew, Mr. Dixon, and Deputy Loney for the workshop you did, for opening the school for the resource officers to do their work here. I know that took a commitment, but, gosh, that's awfully valuable at the end of the day. I know that it was well received. I know that it was good work. And I appreciate all of you a lot doing that. So thank you.

Public Comments

Sue Anne Martin - We are ready for our second public comments section of the agenda. Pursuant to board policy 0169.1, because you all needed to note that, public participation at board meetings, public comments are limited to five minutes per person unless extended by the

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presiding officer, and in our case, that is the board president or another member acting in that capacity for the meeting. During public comments, no single participant can speak on the same topic more than one time until all have been heard. There's a 30 minutes set aside for these public comments. If there is a need for further time, the presiding officer will pause the comments and entertain a motion from the board to extend the time allotment with a vote. All statements shall be directed to the board as a whole as we preside as one official body. The presiding officer can ask the superintendent and treasurer for additional follow-up after the meeting as deemed appropriate. Comments should be respectful at all times. Profanity, derisive language and intimidation will not be tolerated, and the commenter may be asked to leave the meeting by the presiding officer. Comments and questions related to a specific student or student situation are not allowed in a public forum. If appropriate, an individual may be invited to executive session as determined by the Board of Education. We will continue to not comment on any pending or ongoing legal matters. With that, I will open it up for public comment.

Paula Fugate - Hello. My first thing, because I forgot it at the last meeting. I delivered 1,369 Christmas cards to the VA. And I wanted you to know they count. I handed out over 200 of my little things at the Veterans Day program. I did make some extra to take down to the VA because I have been taking them every year for the last few years to have them give to the hospice unit. So that's what I wanted to clarify there, because I did go down, and the woman was on cloud nine. Again, they are so appreciative. I have two questions, quick question on this retire and rehire thing. How many steps in all are there for classified? Because you say, like, step one and then no higher than step five. Can they go to step 20? **Sue Anne Martin** - Denise, do you know that off the top of your head? **Denise Robinson** - It depends on the actual schedule. Some schedules are 25, but there could be more. But there's gaps. So it's not 1, 2, 3, 4, 5 all the way to 25. There's usually a gap between, like, five and ten or ten and fifteen. That type of thing. **Paula Fugate** - I just wasn't sure how it worked here. And because somebody retired and drawing their retirement and then getting the same salary they got when they retired doesn't seem really right. **Paula Crew** - So, Paula, just so you understand that. So you're talking classified or certified or everyone? **Paula Fugate** - Whichever. **Paula Crew** - Okay. So if you retire, like, if I'm a teacher and I retire after thirty-five years and I want to rehire, the highest I can be brought in is on a year five. But the difference between my salary as a year five and what I made at thirty-five is a lot different. But I'm getting retirement. So you add my retirement to that, I'm getting a little more, but the district is paying a heck of a lot less. So I call it a win-win situation. The employee wins, and the school board and district wins as well. Does that make sense? **Paula Fugate** - Yeah. **Paula Crew** - And I just wanted to clarify that because sometimes retire rehires. Not everyone understands that. **Paula Fugate** - Right. And I wasn't trying to insinuate that we were doing it, but there are companies out there who will let somebody retire, and they'll be drawing their nice pension, and then they'll be brought back in at their \$100,000 salary. **Sue Anne Martin** - I don't know that that happens in the educational setting. I know where you're talking about, but... **Paula Fugate** - And the only other thing I'm going to say real quick is, as far as the professional development days, I think they are very good. I see where we need them on a lot of things. But when I keep hearing and keep hearing how our kids are so far lagging, so far behind, especially because of the COVID pandemic and other things, I just wonder what can we do to help bring them back up to. I know a couple of things. Take away their game boxes, take away the telephone. That is not likely to happen. Anyway, just my two-cents worth. I want to see us get more of these. So that's it. I'm just finishing this out so you can tell everybody goodbye.

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Kristie Talley - I just have something about Item S, the unpaid leave. I've been up here before about it. I just find it, just... I don't know. We had financial reports, number L, it was letter L. We spent seven minutes on that. And that pertains to our district finances. And the people in attendance here do not have access to our financial reports. But we have no problem saying what our employees are being docked and I just don't understand why we have the need to put their names in here, why that can't be an exhibit. Now, I personally do not know either of these people, but in the past when I've gotten up here and spoken, it has been about people that have a chronic illness. It is about people that have been hired since the pandemic when we were forcing people to have quarantines for ten days. When you're a brand new student and we take, excuse me, not students, they're students in my eyes because they're so young, a brand new teacher and they get fifteen sick leave days and then we make them take ten as a quarantine or five as a quarantine. Very quickly they lose those days. And the people that were being docked previously, that I personally knew were people that had been hired after the pandemic. Now, two of those employees that we have docked publicly have since left our district. One of them, I know, told me she was so embarrassed about her name being in the agenda. So I'm really not sure why we have to put the teacher's name or the employee's name. And I've been told that other districts do this and I still have yet to find evidence where they are putting their district employees' name in the agenda with their docked pay. So I would just like us to show some grace. We don't have access to the financial reports for our district, but people in attendance can see what teachers have been docked or classified employees have been docked in pay.

Sue Anne Martin - Okay, so before you leave, wander back for me. I want to address two parts of that. One is that you can set up a time to meet with Mrs. Robinson at any time to go over any of those financial reports. It is not how an official meeting runs that we are able to provide those on a regular basis. If you are interested, please feel free to reach out to Mrs. Robinson for that. The second part of that is that we made a change to how these names are listed. They do need to be listed as part of the audit protocol. This is not by our choice. This is by a choice of other districts that Mrs. Robinson works with as a treasurer who has been docked for these things. And that is why we made a change to how they were presented. So we match a couple districts. I too, when I looked, was not able to find these. I did extensive research last year so that I could come back, but was presented with a couple of those districts that have had an issue. Do they have them every month? No, but they've had an issue and have been approached and have been dinged on an audit for them, which is why we have them in there.

Kristie Talley - Do we know what districts those are? **Sue Anne Martin** - We can absolutely get you a list of those. Absolutely. And again, when you look at them, they may not be every month. You have to search and find. **Kristie Talley** - Right, but in different union meetings that I've been to countywide, there has not been a district represented in any of those meetings that have talked about actual names being on their agenda. That's why I'm curious.

Sue Anne Martin - I'll follow up and we'll get you those names. **Kristie Talley** - Thank you.

EXECUTIVE SESSION

Motion by Mr. Diller at 7:54 p.m. to recess into Executive Session to consider the employment of a public employee or official, and to review negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment. Second by Mr. Mills.

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Roll Call: Ayes, Members Diller, Mills, Martin, and Clark.
Nays, none.
Absent, Stafford. Motion carried 4-0.

The meeting reconvened at 8:34 p.m.

Adjournment

Motion by Ms. Martin to adjourn the meeting.

Second by Mr. Mills

Roll Call: Ayes, Members Martin, Mills, Diller, and Clark.
Nays, none.
Absent, Stafford. Motion carried 4-0.

Meeting adjourned at 8:35 p.m.



President



Treasurer

