

# Minutes of the March 21, 2023 Regular Meeting of the Tecumseh Local Board of Education

**March 21, 2023**

The Tecumseh Local Board of Education met in regular session on March 21, 2023 with board president Sue Anne Martin presiding. Ms. Martin called the meeting to order at 6:00 p.m. The meeting was held in the Arrow Conference Room at Tecumseh High School, 9780 W National Rd., New Carlisle, Ohio 45344.

Roll Call: Present — Members Martin, Scott, Mills, Priest, and Stafford.  
Absent — None.

Ms. Martin led the Pledge of Allegiance.  
Ms. Martin recognized guests.

## Minutes of Previous Meetings

Motion by Mr. Stafford and second by Mr. Mills to approve the minutes of the February 21, 2023, February 24, 2023, and March 10, 2023 meetings, as presented.

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

## **Communications**

Communications – None at this time.

## **Reports:**

- Corey Molette and Karin Lynch - Lean Six Sigma: Mr. Molette - This is a new program at school, it was just started. It's called Lean Six Sigma. So, we're going to tell you guys a little bit about Lean Six Sigma in general and then we'll kind of go over what it's used for our students and we'll talk about a couple projects that Ms. Lynch and I have completed, and our students have completed as well. So, first, Lean Six Sigma is kind of a funny name, so you might be wondering where that comes from. It's a combination of two terms Lean and Six Sigma. So, we're focusing on kind of two different areas. The first one we're focusing on efficiency and we're doing that through programs that help us remove waste, like time lost, delays, errors. Basic quality control kind of stuff. We are trying to get things through faster and more efficiently. And in terms of Six Sigma, also trying to teach people how to create the best products, while also making them efficient at the same time and that part of the program is all about team-based projects, problem solving, those kinds of things. So, you combine those together you get Lean Six Sigma where you work with teams. We have our students working efficiently to solve problems, and we tried doing that with some problems here at the school this year. We use a process called DMAIC, but we're not going to teach you all about Lean Six Sigma today, don't worry. There are five steps defined, Define, Measure, Analyze, Improve, and Control, and these are the five things that the students actually did and worked on in the class and during the projects. During the Define step, they defined their team and the problem that they wanted to solve. In the Measure step, they gathered data so that they could develop a baseline for measurement and the Analyze step they worked together as teams that analyzed the problem, but more importantly to determine the root cause of these problems, so that when we fixed them we weren't just putting a band-aid on them. But getting down to the root of the problem. The Improve step is really the bulk of Six

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Sigma, that's when you actually go out and do your project. That's what the students are here to talk to you guys about today. And then finally the Control step is after we make these changes, we want to maintain those changes so that they can continue to benefit the school in the future. And then we use this kind of stuff to go into a little bit more detail about DMAIC. This is a handout that the students use when working on their projects. You can see all the questions they answer and all the tools and techniques they were taught. Ms. Linch - When you do Lean Six Sigma, it is a tiered approach. The yellow belt, you pretty much earn to become a group member. So, you understand DMAIC, and the processes. To get a green belt, they have to go further and get into some of the different tools they can use, and they have to go and look at a problem and go through the steps of DMAIC and actually do the project. Black belt is a full-time project leader. Our kids are getting to this point where they can be team leaders with a coach. And then, the very top one is that you have the master black belt. Mr. Molette - that's above and beyond all of us. That is steps ahead. This is what it does for our students specifically at the high school. Ms. Linch - They are picking up three credentials, they have to have twelve industry recognized credentials. They are picking up leadership, which dealt with a lot of the soft skills. (unintelligible) and looking at what was important understanding different ways to get things processed how to run a group, they also did yellow belt, like I said which was the beginning. We went through a case study to understand how Lean Six Sigma worked and went through all the components of DMAIC together. Green belt, we delved into a few more details, questions they had to answer, tools they can use. They had to come up with projects, and then they spent several weeks working on those projects as a group trying to solve it, what do we need, what's the improvement, how will we keep it running? It's a one semester class. We went into second semester finishing up projects for the first group. We are changing that, I believe, in the future. Because it works, and my students were talking today, saying it would work better if they could tie in green belt, a couple days instruction and then projects on that step so it kind of cements it better. Mr. Molette - We're actually doing that now this semester. So, I have a couple of seniors my second semester where we want them to graduate on time. So, we're kind of rolling the project as we are learning the process this time around, so we don't do every step of the project to the very end, that way our kids get their seals, so that they can walk with their classmates. So, we are currently working on that right now. It's going pretty well, pace-wise and group-wise. We're not going to make you guys sit through all of our projects, but we will at least explain them in short. Mr. Molette, Ms. Linch, and their students then presented detailed information on the project they took on under Lean Six Sigma. *Mrs. Scott-I'm super, super excited about this. Because this is what I do at my job. So, these are real-world problem-solving skills. I do fishbone diagrams, so everything you guys have learned, whether you are in school next year or at a job, whatever you do, even life problems at home, you can use these problem-solving techniques. I'm so excited that we are teaching this at school. I teach this where I work, and I facilitate these where I work. Thank you, you guys did a great job. Ms. Martin - I would add, I don't do this at work, I know what it is. But I'm super excited about the lost and found. I work in a four-story building and we have lost and found in a giant tub and it's a hot mess. But one of the things that you talked about, that we also do at the office. Is probably once a quarter, the tub goes to the Goodwill. I appreciate that, that we are passing that along, right. So, that's a good thing. Thanks for your time, I appreciate it. Mr. Mills - I think one of the best things I heard about the program was developing the*

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*soft skills and developing leaders. You'd be shocked as you grow older and in your place of employment. You can have really smart people that you work with, but man they need some help communicating, they need some help becoming leaders. So, it's great to see a program in the district trying to foster that soft skill this early. It's great. Ms. Martin - Do you see this program growing, more students participating, what grades are you all in? As we go forward, this is a great exercise, and we just had these several projects. There's more on the horizon, I'm guessing? Mr. Molette - Absolutely. I'm running another group through right now currently it's a small group actually this time around. Since it's second semester and we wanted to make sure we could get projects done on time. It seems like that's going pretty well. I'm expecting success at the end of the semester. So, we'll try that again next year. Currently the program is mostly for seniors, but also juniors and seniors. But I think as it kind of takes off, we can kind of see how much it prepares our students for the future and see how well it's working. I think we can expand it out to other grades and to other student groups. Right now, it's kind of, you almost have to be volunteered for the class, essentially. I think we'd really like to get to the point to where students can sign up for it if they are interested. Especially understanding all this real-world application that it is a genuine industry credential that can help benefit them in the future in their career field. I think the more students we can impact with that, the better. Ms. Martin - I would challenge all of our students that were here today as presenters to be ambassadors for this and to take what you are learning and share that and share with other students the opportunity that you are having from it. Mr. Priest - Where did you guys come up with the projects, did the students come up with them themselves? Ms. Linch - Some of them, we had to ask also, what needs to be done. So, I gave some suggestions too, because we were kind of all over. I said what would you like, what's feasible. We had a third group in my class, but I had kids move out of the district, etc. that folded. They were trying to get a club together that looked at different diversity topics, that didn't work. But the group was very committed, they actually had teachers who said yes, they would work with them on it. It was just, we had some shuffling at the end of the semester. So, we went down from three projects to two. The students stepped up and did a nice job blending. Mr. Molette - We brainstormed, they brainstormed, we also kind of networked, we asked around the school like, hey what needs fixed, what needs to be worked on. Then ultimately, the students get to decide on the project 100 percent. My current group is kind of whipping up some ideas right now. We're trying to start in the next couple of weeks. Some of the things they are thinking about are could we improve our PBIS store. I know we talked about that with one of our groups. As well as some other things, you know, not just organization but some programs and things that we could actually create, like the new student program that one of Ms. Linch's groups did. Mrs. Scott - I'm excited that these are sustainable. These programs and processes you came up with are going to stay in place. It's not just a one and done kind of thing. That's the best part of it. They stay in place, and you just improve on it. Ms. Martin - Thank you all.*

Public Comments pertaining to agenda items.

None.

### **Old Business**

There was no old business.

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## **New Business**

### ADOPTION OF CONSENT CALENDAR - PERSONNEL

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

#### Resignations - Certified

Amy Enloe, Teacher at Donnelsville Elementary School and Park Layne Elementary School. Effective June 1, 2023. Reason - Retirement.

#### Resignations - Classified

Mary Jo Green, Library Aide / Secretary at Tecumseh High School. Effective May 31, 2023. Reason - Retirement.

#### Employments – Certified

to approve the employment of the following individuals for the 2023-2024 school year, as presented.

Amy Enloe, Teacher at Donnelsville Elementary School and Park Layne Elementary School. Effective August 14, 2023. Class I, Step 5. \$46,745.

#### Employments – Classified

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

Richard Molla, Evening Custodian at Tecumseh Middle School and Tecumseh High School. Effective March 22, 2023. Step 2, \$17.40 per hour.

#### Employments - Certified - Substitutes 2022-2023

Tate Thomas - Clark County ESC  
David Marshall - Clark County ESC  
Emma Parker - Clark County ESC  
Gunner Shirk - Clark County ESC  
Steve Bartlett - Clark County ESC  
Josie Spitzer - Clark County ESC  
Jalan Minney - Clark County ESC SB1  
Lacey Franjesevic - Clark County ESC SB1

#### Employments - Certified - Substitutes 2022-2023

Dean Garrett - Custodian  
Lacey Jones - Nurse  
Kellsie Caudill - Aide

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### Employments – Supplemental - Athletic

#### Baseball

Varsity Baseball (Head Coach) - Gabe Winans  
Volunteer - Codee Arthur

#### Softball

Assistant Softball (Varsity Assistant) - Michelle Luttrell

#### High School Track

Assistant Varsity Track - Erich Bledsoe  
Assistant Varsity Track - Miranda Volz  
Assistant Varsity Track - TBA

#### Middle School Track

Middle School Track - Leslie Budding  
Middle School Track - TBA

### Employments – Certified – Migrant Summer School None.

### Employments – Classified – Migrant Summer School

Adrienne Reisinger - Secretary

### Employments – Certified – Summer Learning Program None.

### Employments – Classified – Summer Learning Program None.

### Employments - Summer Help

Kyle Leathley  
Steve Finnell  
Luke Ehlinger  
Paige Hale - pending background check  
Adam Hoover  
Carter Mansell  
Dylan Robinson

### Administrator Contracts

to approve a one (1) year contract extension for the following administrators, as presented.

Brooks Gear	Psychologist	8-1-23 - 7-31-24
Thomas Mandryk	Psychologist	8-1-23 - 7-31-24

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### Director of Curriculum, Instruction and Assessment

to shift the current contract for Beth Moore from Curriculum Coordinator to Director of Curriculum, Instruction and Assessment effective August 1, 2023. Step 7, Salary \$107,237.

### Unpaid Leave

to approve the following individuals for unpaid leave/dock days:

Employee	Pay Date	Pay Period	Days Docked	Hours Docked	\$\$ Total
Parker, Whitney	2/17/23	1/15-1/28/23	1.75		\$503.71
Bauman, Bradi	3/3/23	1/29-2/11/23	0.75		\$211.30
Bole, Alissa	3/3/23	1/29-2/11/23	5		\$316.60
Bozarth, Jessica	3/3/23	1/29-2/11/23	2		\$661.44
Caudill, Kelsi	3/3/23	1/29-2/11/23	1		\$108.11
Bauman, Bradi	3/20/23	2/12-2/25/23	3.25		\$915.63
Bole, Alissa	3/20/23	2/12-2/25/23	1		\$63.32
Bozarth, Jessica	3/20/23	2/12-2/25/23	6		\$1,984.32
Caudill, Kelsi	3/20/23	2/12-2/25/23	1		\$108.11
Combs, Angie	3/20/23	2/12-2/25/23	4		\$468.72

Roll Call: Ayes, Members Scott, Mills, Stafford, Priest, and Martin.

Nays, none. Motion carried 5-0.

### PERSONNEL

#### Employment - Summer Help

Motion by Mr. Priest and second by Mr. Stafford to employ the following individual for Summer Help:

Rachel Scott

Roll Call: Ayes, Members Priest, Stafford, Mills, and Martin.

Nays, none. Abstain, Member Scott. Motion carried 4-0.

### ADOPTION OF CONSENT CALENDAR – ADMINISTRATIVE

Motion by Mrs. Scott and second by Mr. Priest.

#### Increase Summer Pay Rate

to approve the pay rate for Summer Help to be the equivalent of the current Step 0 on the Custodian I salary schedule each year, with the exception of Steve Finnell and Kyle Leathley who will be paid at the equivalent of Step 1 on the Custodian I salary schedule each year.

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## Staff Appreciation Week / Teacher Appreciation Day

The Tecumseh Local School District will recognize the week of May 1-5, 2023 as Staff Appreciation Week. All Tecumseh staff will be celebrated throughout the week. In addition, April 26, 2023 recognizes administrative professionals. May 2, 2023 is Teacher Appreciation Day; the following resolution designates Teacher Appreciation Day in our community.

### ***Teacher Appreciation Day Resolution***

WHEREAS, today's teachers mold our future citizens through their guidance and education, and

WHEREAS, today's teachers encounter students of widely differing backgrounds and abilities, and

WHEREAS, our society expects public education to provide quality education services to all children, no matter what their backgrounds or abilities, and

WHEREAS, our country's future depends, in large measure, upon the education our youth receive today, and

WHEREAS, teachers are charged with the daunting task of ensuring that no child is left behind by our public schools, and

WHEREAS, teachers spend countless hours outside their classrooms preparing lessons, evaluating progress, counseling and coaching students, and performing community service, and

WHEREAS, the Tecumseh Local School District recognizes that its teachers are providing quality educational services to our children,

NOW, THEREFORE, BE IT PROCLAIMED THAT May 2, 2023 is ***Teacher Appreciation Day*** in the Tecumseh Local School District.

We urge all citizens to join us in recognizing the dedication and hard work of our teachers.

Roll Call: Ayes, Members Priest, Stafford, Mills, and Martin.

Nays, none. Abstain, Member Scott. Motion carried 4-0.

## ADOPTION OF CONSENT CALENDAR – FINANCIAL

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

### Financial Reports

to review and approve the financial reports for February 2023.

### Fund Advances

to approve the following, as presented.

Negative fund balances covered by unencumbered general fund balance for February 28, 2023.

001-0000	\$324,958.39
505-9023	(\$130.62)
507-9222	(\$26,709.66)
507-9322	(\$158,190.61)
516-9023	(\$50,015.48)

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516-9223	(\$12,820.89)
536-9023	(\$5,500.24)
551-9023	(\$5,193.60)
572-9023	(\$54,808.76)
572-9923	(\$1,824.08)
584-9023	(\$1,849.53)
590-9023	(7,914.92)

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

### Amend Estimated Resources and Appropriations

to amend estimated resources and appropriations, as presented.

### FY 22 Audit Report

to approve the FY 22 Financial Report, as presented.

### Board of Revision Complaints

to approve the following Board of Revision Complaints:

RESOLUTION AUTHORIZING THE FILING OF AN ORIGINAL COMPLAINT  
AGAINST THE VALUATION OF REAL PROPERTY PURSUANT TO OHIO REVISED  
CODE SECTION 5715.19.

Res. \_\_\_\_\_

\_\_\_\_\_ moved, seconded by \_\_\_\_\_ to approve the following  
resolution:

WHEREAS, Ohio Revised Code Section 5715.19(A) presently permits a board of education to file an original complaint with the County Auditor challenging the determination of the total valuation of property it does not own but that is otherwise located within the boundaries of its school district on or before the thirty-first day of March if the property was sold in an arm's length transaction before or during calendar year 2021, and the sale price exceeds the true value of the property for Tax Year 2022 by both ten percent and \$500,000; and

WHEREAS, prior to filing an original complaint, a board of education is required to first adopt a resolution authorizing the filing at a public meeting. The resolution shall include: a) identification of the parcel or parcels that are the subject of the original complaint by street address, by permanent parcel number, b) the name of at least one of the record owners of the parcel or parcels, c) the basis for the complaint under divisions (A)(1)(a) to (f) of Ohio Revised Code Section 5715.19(A) relative to each parcel identified in the resolution, and (d) the tax year for which the complaint will be filed; and

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WHEREAS, before adopting a resolution, Revised Code Section 5715.19(A)(7) provides that a board of education shall mail a written notice to at least one of the record owners of the parcel or parcels identified in the resolution stating its intent in adopting the resolution, the proposed date of adoption, and the basis for the complaint relative to each parcel identified in the resolution. The notice shall be sent by certified mail to the last known tax-mailing address of at least one of the record owners and, if different from that tax-mailing address, to the street address of the parcel or parcels identified in the resolution. The notice shall be postmarked at least seven calendar days before the board of education adopts the resolution.

NOW THEREFORE BE IT RESOLVED, by the Board of Education of the Tecumseh Local School District that the following property qualifies for an original complaint as it sold, according to the Clark County Records for \$1,276,500 on December 18, 2019 and the County's tax year 2022 value is \$311,500:

<b>Street Address</b>	<b>Permanent Parcel Number</b>	<b>Name of Record Owner</b>	<b>Basis for the Complaint</b>	<b>Tax Year of Filing</b>
Dayton Lakeview Road, New Carlisle, OH 45344	0101000036000008	Old Dominion Freight Line, Inc.	5715.19(A)(1)(d): Recent sale of the subject property accurately reflects fair market value.	2022

BE IT FURTHER RESOLVED, that the Board, through its counsel, has provided written notice to at least one of the record owners of the parcels identified herein in accordance with the statutory requirements.

BE IT FURTHER RESOLVED, that the Board desires to proceed with the filing of an original complaint for the property described in this resolution and authorizes its legal counsel, Park Street Law Group, LLC, to file said complaint with the Clark County Board of Revision and to take any action necessary to defend the complaint including but not limited to participating in the Board of Revision proceedings and any further appeal.

**RESOLUTION AUTHORIZING THE FILING OF AN ORIGINAL COMPLAINT  
AGAINST THE VALUATION OF REAL PROPERTY PURSUANT TO OHIO REVISED  
CODE SECTION 5715.19**

Res. \_\_\_\_\_

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\_\_\_\_\_ moved, seconded by \_\_\_\_\_ to approve the following  
resolution:

WHEREAS, Ohio Revised Code Section 5715.19(A) presently permits a board of education to file an original complaint with the County Auditor challenging the determination of the total valuation of property it does not own but that is otherwise located within the boundaries of its school district on or before the thirty-first day of March if the property was sold in an arm's length transaction before or during calendar year 2021, and the sale price exceeds the true value of the property for Tax Year 2022 by both ten percent and \$500,000; and

WHEREAS, prior to filing an original complaint, a board of education is required to first adopt a resolution authorizing the filing at a public meeting. The resolution shall include: a) identification of the parcel or parcels that are the subject of the original complaint by street address, by permanent parcel number, b) the name of at least one of the record owners of the parcel or parcels, c) the basis for the complaint under divisions (A)(1)(a) to (f) of Ohio Revised Code Section 5715.19(A) relative to each parcel identified in the resolution, and (d) the tax year for which the complaint will be filed; and

WHEREAS, before adopting a resolution, Revised Code Section 5715.19(A)(7) provides that a board of education shall mail a written notice to at least one of the record owners of the parcel or parcels identified in the resolution stating its intent in adopting the resolution, the proposed date of adoption, and the basis for the complaint relative to each parcel identified in the resolution. The notice shall be sent by certified mail to the last known tax-mailing address of at least one of the record owners and, if different from that tax-mailing address, to the street address of the parcel or parcels identified in the resolution. The notice shall be postmarked at least seven calendar days before the board of education adopts the resolution.

NOW THEREFORE BE IT RESOLVED, by the Board of Education of the Tecumseh Local School District that the following property qualifies for an original complaint as it sold, according to the Clark County Records for \$811,800 on July 15, 2020 and the County's tax year 2022 value is \$274,800:

Street Address	Permanent Parcel Number	Name of Record Owner	Basis for the Complaint	Tax Year of Filing
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199 Sunrise Terrace, New Carlisle, Ohio 45344	0300500029306034	Rachel Court Limited Partnership	5715.19(A)(1)(d): Recent sale of the subject property accurately reflects fair market value.	2022
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BE IT FURTHER RESOLVED, that the Board, through its counsel, has provided written notice to at least one of the record owners of the parcels identified herein in accordance with the statutory requirements.

BE IT FURTHER RESOLVED, that the Board desires to proceed with the filing of an original complaint for the property described in this resolution and authorizes its legal counsel, Park Street Law Group, LLC, to file said complaint with the Clark County Board of Revision and to take any action necessary to defend the complaint including but not limited to participating in the Board of Revision proceedings and any further appeal.

Donations

to accept the following donation made to Tecumseh Local Schools:

<u>Donor</u>	<u>Purpose</u>	<u>Total</u>
New Carlisle Rotary Club	THS PBIS Donation	\$ 500.00
Donnelsville Candy-Gram Sale	Ivan Gehret Scholarship	\$ 1,000.98
Anonymous	ROTC Bataan Death March	\$ 2,123.03
Gary & Shirley Sherman	THS Athletics Program	\$ 150.00

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

INSTRUCTIONAL

None.

ATHLETICS

None.

POLICY

None.

**Further New Business**

None at this time.

**Planning and Discussion**

None at this time.

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### REPORTS

**Paula Crew** - I wanted to take a look at the ESSER funding that we received, and review that. We looked at this last year, I believe it was March as well, or actually February. But, just to recap, the second page of your handout is the ESSER funding you'll see. I just wanted to review the first Covid, and remember this is that Covid Emergency Funding, but the first Covid Emergency Funding was called CRF and you'll see that we received \$163,600,000 for that. The spending deadline for that was September 30, 2022. That's one we got when our kids were still at home, if you'll recall, and so we purchased the Chromebooks with that. That's when we were able to go one to one with our student to device ratio in the district, by receiving that funding. ESSER I, the spending deadline for that was September 30, 2022 and I listed there the things that we purchased out of ESSER I. The same with ESSER II, which that's due September 30, 2023. And then ESSER III of which 20% had to be utilized for learning loss, as a result of the pandemic. You'll note we did that in ESSER II with that Summer Learning Program. So, that's just an overall in the area. I know, Mr. Mills, you had asked about ESSER and where that went. I don't know if there is anything specific on there, one of the things you had asked about, Mr. Dixon will you share on here we set aside ESSER and that is being utilized for HVAC, can you talk about that a little bit. Mr. Dixon - Yes, so ESSER II funds, some of those were used for boiler replacements. The current boiler replacement is at the middle school, is a project as you know that takes place this summer as well as Donnelsonville. The ones that are budgeted for ESSER III are the ones that we are looking at to do some possible replacements at Park Layne and New Carlisle Elementary with that. So, that's kind of where those go. There are things on there with roofs. Some of that was done actually prior to me getting in this position. But, some of those were the roofs over at the high school above the auditorium and Shannon Gym. Also, in there is some snow removal and lawn equipment and that is a very small portion of that large number. The majority of that was for boilers. So, as you reflect on that if you have some specific questions. There was also some floor care, scrubbers, buffers, Kaivacs, smaller stuff. Mrs. Crew - And Brian, you were able to replace a lot of the custodial equipment that had been here since the new schools opened, so fifteen, sixteen years ago, which we wouldn't have had that funding to do. Just a reminder that there were certain categories that we could utilize ESSER funding in. One of them that we were able to utilize a lot was the reduction of germs, anything related to a virus and eradicating it from our buildings. Hence, all of the janitorial and cleaning supplies, big machines you were able to purchase. Mr. Dixon - Yes, these machines were seventeen years old, at the end of their life expectancy. We were probably going to have to use general fund money to purchase that equipment. But we were able to use ESSER money. Mrs. Crew - do you have any questions before we move on? Mr. Mills - No questions, just a comment. As I look through this list, this is all good use of taxpayer money in my opinion. Really good use. Mrs. Crew - One of the bullet points I wanted to discuss, that I know was a concern is under ESSER II, that Food Service deficit spending recovery. If you'll recall, when we weren't getting food, when we had to pay a lot more for food. We started seeing a decline in our balance for Food Service, and we were getting a little nervous. So, we did utilize, which we were allowed to, \$300,000 of ESSER funding for that. What we are doing, we can't just take that back out and put it in our General Fund, we're not able to do that. But, what we can do is that fund is now back up, it's healthy. What we can do is utilize that, and Brian has been working with Boyd to go around and ascertain the needs in the kitchens specifically like the milk coolers and walk-ins and different things like that, and I'll let you go into more detail on that, but we're going to take that out of Child Nutrition, where previously that would have

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been taken out of General Fund. So, we can give it back that way. Mr. Dixon - *So, some of the things we are purchasing, and we are still getting quotes at this point, some of the ovens which are seventeen years old and this equipment is used every day. I know at home, I'm not using my oven every day, and it lasts a long time. Refrigerators, those kinds of things. So, it's important that we maintain that stuff. Mr. Mills, I appreciate your statement there with that. Because we have to look at things that we need right now, that the funds may not be there in a few years.* Mrs. Crew - moving on, we had a meeting, Denise, myself, Deputy Loney, Brian, and Boyd Barger met virtually with Randy Bridge, City Manager of New Carlisle, and the gentleman from Arbor Homes. I did put this in the update, but I just wanted to share it publicly as well, and I wanted you to have the information in front of you. What they did indicate, and this is the property to the North and Northeast right behind New Carlisle Elementary School when we went out to take a look at where the entrance was, remember they were planning on putting it by the dumpster. Deputy Loney, Brian, and all of us really, when we went out there and looked, had a concern with people having access to get to the school grounds that way, being right behind the building. So, they did agree to move that. If you take a look at the map, they are going to move it to 70, 69, and 68 down in that far corner. So, you can see Brian included a picture which was helpful. So, you'll see where they are going to come in. But realize, one of the things, and this is going to be one of the last things they do, so realize we're talking about a decade down the road. They will just bring the access there and stop. We'll be responsible, you'll see how far it would take to get there. Kind of like at Park Layne and McAdams how it has the sidewalk that goes all the way from Park Layne. We'll have to do something like that to give them a sidewalk. But then that would make us incur things like snow removal. But we have plenty of time to think about that. So, they did indicate that they are going to start building. They are going to start with 25 to 30 homes. They are breaking ground soon, and those 25-30 homes will be ready for sale and move in by next May of 2024. They are beginning at the far East of the development, and if you'll look at what we put in blue here on the right-hand side, by Addison-Carlisle Road, that's where they are starting. They didn't tell us where the first 25-30 homes will go. They just told us it would be within that area, and they would move all the way over. So, actually the property behind New Carlisle Elementary School, we're not going to see that come over for seven to ten years, and that's depending on sale. I actually heard something interesting on the news this morning before I came to work. They were talking about houses are not selling now, because really people don't want to sell their homes and go from an interest level that they currently have and risk going back to the higher level since it's been raised. Except, the one exception is new builders. They can offset the cost of the interest rate for buyers and they can buy down on that. So, I don't know if that will hurt our new developments or not. In listening to that this morning, it wouldn't, but any information that we receive on that, we'll let you know. Ms. Martin - *But, seven to ten years for a mortgage rate, should make a difference as well.* Mrs. Crew - a huge difference. Ms. Martin - *So, they could start coming back down making a difference in the price.* Mrs. Crew - And so, just a reminder this is, how many lots total is this, like 270 or so is what they are planning. Any questions about that? And I haven't heard, maybe you have, I haven't heard anything else about housing developments across the street, or East of this housing development next to 235. I haven't heard anything about that, and I haven't heard anything about Twin Creeks. Mrs. Scott - *So, it sounds like it was a positive meeting in the sense that they listened to our concerns about security and access to our school property. That was the biggest concern.* Mrs. Crew - I thought, they were right away alert to that, and willing to listen. Mr. Dixon - *I think they took our concerns into consideration. We*

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*just didn't like the idea that they are going to lead kids down the sidewalk to the back of the building. We don't have a building in the district that's like that. It's just not safe, we have HVAC equipment back there, trucks coming in and out with deliveries and those kinds of things. That's in addition to just general foot traffic, that we don't have supervision in that area of the building. You want one path of entrance into the building.* Mr. Mills - Did they discuss what the physical barrier would look like between the property? Is there going to be like a hill or a fence or anything? Mrs. Crew - They said fence, but they didn't say anything about doing a build up bank. They didn't mention who was paying for that. That's one of our future questions. Which we didn't ask, so that's for our next conversation. So, if you think of any other questions, please just shoot me an email. They have been very good, Randy Bridge has been very open, sending minutes and agendas. Are you receiving those, the agendas from the meetings? Ms. Martin - No. Mrs. Crew - I'll forward those to you. They forward those to me and I appreciate that. I skipped one of the bullets on my report, just that levy guidance. I emailed Mrs. Princehorn, who came to you earlier in the year. She indicated that the second draft was due to the Auditor of State on March 7<sup>th</sup>, and there is a roundtable of the local government trade associations on April 4<sup>th</sup>. So, if you'll remember when she was here, I believe she said that levy guidance would be here at the end of February. It was supposed to be the end of January, then the end of February. Now, it's the end of April. So, again that really paralyzes districts who are wanting and needing to start a levy committee until we receive those guidelines, look at getting additional money. We told you we would keep you updated, so I wanted to let you know that. I included a copy of the Senate Bill 11 and Senate Bill 12, and that's the Parent Educational Freedom Act, it's also known as the Backpack Act. It's for EdChoice Schools, and the creation of the Department of Education Workforce. I know Paula Fugate had mentioned that last time and then as Denise indicated, I did work with the Clark County Superintendents and Dan Bennett, the Clark County Superintendent. I shared with you the information we shared, asking them both to not support the shift of the Ohio Department of Education to the Governor and keep it with the State Board of Education. Also, public schools are losing an enormous amount of money from EdChoice and students being able to take their money with them. So, public school are really trying to deter that. Clark County SRO information, I know we talked about a school resource officer and the Governor's proposal to help school districts with an SRO and the payment of an SRO. We still haven't heard because, as Denise indicated, the budget is not done. So, fingers are crossed on that, that we receive something for an SRO. But you can see what the Clark County, and I put that correspondence in there for you as well. For the 23-24 they will continue to fund 50% for salary of an SRO, which equates to us paying \$68,648, which is a very small elevation over last year, I believe. It's a modest elevation. I don't know what we paid this year, but I know it's a modest elevation. Some districts have asked about, we would like a second School Resource Officer. So, what the Clark County Commissioners have indicated is that they will pay 25% of the salary if you want a second one, and that leaves the district paying that \$102,973. And they felt like they had to come up with a rubric for that, and then at three school resource officers the Clark County Commissioners indicated that they are going to pay zero for that. I think we are just really lucky that we got in at the very beginning and we have payment that we are getting for our school resource officer, giving him a plug sitting over there. Thank you Deputy Loney. We had DLT today, and I believe that Beth is going to talk about that, maybe Susan as well. Our DLT today went really well. That's comprised of all of our principals and teacher reps from each building. The first half of the day we concentrated on Goal 1, which is our academic growth, and all the work on instruction that we are doing,

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interventions, etc. The second goal is Wellness and so I did include in your packet the agenda for today, just for you to peruse that and let us know if you have any questions. I do want to just remind you that the musical is this Friday, Saturday, and Sunday. It is *Cinderella*. 7:00 p.m. Friday, 7:00 p.m. on Saturday, and 2:00 p.m. on Sunday. Also, our ROTC are doing the Bataan Death March, 13 miles, indoors or out I don't know yet, here, to pay respect to the soldiers from the original death march.

Mr. Dixon - My report is pretty short tonight. We are just in the process right now of planning for a busy summer here at Tecumseh Local Schools. As I say that, thank you guys for approving the summer help, that's always a huge portion of what we do in the summer, because those individuals are helping inside the buildings cleaning, from stripping floors to scrubbing and waxing, and doing that. Working with Summer School, some over at New Carlisle, that's a little bit of a challenge with that. The middle school and Donnelsville, obviously those boiler installs are a big portion of our summer. Elementary buildings are getting playground mulch. We have security and safety projects going on as a direct result of the safety funding we received, with the \$479,000 grant. And all this is in addition to the mowing that we do here at the district, you can tell that Spring has arrived. Denise did indicate that we received a second safety grant. Deputy Loney will probably speak a little bit about the exact purchases that we are going to make with that grant. But, we were able to secure that, and that grant was basically to help provide safety equipment to support our safety plan here at Tecumseh Local Schools. I think we are going to see a lot of safety grants out there, just with where we are at right now with education, which is great. We will apply for every single one of them that we can. Deputy Loney and I can always find ways to make these buildings more secure than they already are. We'll continue to evaluate that. *Mrs. Crew - I just want to jump in and thank you both for your efforts. They are going after every safety grant, I know you had a half-million dollar one and now this \$16,000 one. Anything else, Brian?* Mr. Dixon - No, that's all.

Deputy Loney - Just real quick on the stuff that we were able to purchase so far. You can think that you can spend money real quick, but when you actually have it, you have to prioritize what you can buy. Some of the things that I have that some of our actual road patrol deputies don't have are breaching tools, we do have the shields that were just issued to us. That was a grant that the sheriff's office got. But we were able to purchase, Bethel Township will be starting. Deputy Moody will be transitioning to a new position at the sheriff's office. There are two new Bethel Township deputies. The voters approved a second deputy out there in the township. So, that will be Deputy Payne and Deputy Long who will be starting here in just a few weeks. But they are also going to be out here in the district with me also. So, we talked about giving them the same tools that I have such as breaching tools, shields, helmets, and stuff like that. Just to be there also with me, you hope and pray we never have something like that, but, we're still working on that. We just want to make sure they have all the tools in case they are first on scene at one of our schools. *Mr. Dixon - Just to clarify, they are not SROs.* Deputy Loney - No, they are not SROs, they are regular road patrol deputies, but again, just like today, I'm sure you heard about the incident out at Kenton Ridge. That was a swatting call, but you know, that place was turned upside down in a matter of minutes with law enforcement there. *Mrs. Crew - Can you actually talk about, you know what's that called with what's going on, not only there but in all schools across the nation?* Deputy Loney - Yes, so it's been going around a little bit, but Catholic Central in Springfield, at the beginning

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of the year, had one. Unfortunately, just a couple of weeks later, they had an actual student there call in the same thing. So, it kind of was like the boy that cried wolf. But, we have to treat every incident like that. I talked to a couple of other deputies on my way in today, I guess there was a substitute teacher who didn't know what was going on. She looked up and there were SWAT guys with rifles in her face, and she didn't know what was going on. So, it creates a substantial risk, not only the students and staff, but to our guys also. But, they are swatting calls, they are originated usually in a foreign country. They just call in, they call in to our dispatch and say, they name a school and say there are multiple casualties at the school, and things like that. So far this year, Catholic Central and obviously Kenton Ridge today, they are the only ones, there have been some other schools in the Miami Valley. But it's something I know the FBI is involved with now. I hope we don't get those here.

Mrs. Crew - Next, we'll have Beth. I would like to personally thank the Board for approving that shift. It makes sense for how we are made up now at Tecumseh, and it also gives us 49 more days of a Director of Curriculum, Instruction and Assessment, which will be beneficial to our students, our teachers, our administrators, our parents. So, thank you for that.

Ms. Moore - Yes, I'd like to thank you as well. I appreciate that. Ask the questions, demand big things, I welcome that. So, thank you. I just wanted to share out a little bit of our academic portion of our District Leadership Team meeting today. We used that time to review the data that really reflects the work that teachers and students put into those big ideas that we talked about all throughout this year. Which, really that was the plan to let you know what each school was doing. That way when we go to talk about the District Leadership Team, you know exactly what each school is doing. So, after we reviewed growth data and achievement data, each individual building with their Building Leadership Team had the opportunity to share what drove those successes which is always good to hear. Because what's happening at one building, could bleed to another building and so on. Which is really the best thing about a DLT is having all those buildings together sharing those ideas. It really came down to high standards, rigorous questioning with support of course, goal setting was a big one. Having those one to one and those whole group discussions regarding any type of motivation towards school and/or taking the assessments, and interventions, which I know all that sounds very familiar to you because all of those things were one big thing for at least one of those schools. We also addressed looking at more assessments that align with what teachers do daily, weekly. And just adding that in as well. We gave the buildings a lot of time to get together and work on their one big thing and dig deeper into that chosen area and make plans to finish this year and go into next year. I felt good about that, but I always leave with what can we do better next time, so, we always do that. We had two girls participate in the oratorical speech contest, the zone competition, Grace Fox and Chasity Allen, they did well. I was very proud of them. Apparently during a board tour, one of the girls was teased about we're going to make you present at the board, and she's asking me when can she do that! Ms. Martin - Yes, she did. She made sure to tell me that she would be happy to do that as well. Ms. Moore - She really is inspiring; the speech is inspiring. I would love for you guys to hear that. I did maybe mention a breakfast, that we've done in the past, so if we could do that. It's rewarding to do those kinds of things.

Mrs. Wile - I was actually going to talk about our ESOL program, but I can certainly talk about what we reviewed on Goal 2 today. We looked at our action steps and strategies that we

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are using to improve district wellness. We focused a lot of time reviewing our discipline data, including our positive office referrals versus our negative office referrals. Our rates of suspension and expulsions in the district. We looked at attendance data and then the teams met in their buildings to kind of talk about ways of strengthening their PBISs at tier 1. Brian and I talked about getting with some staff members to look at, there is a fidelity inventory checklist that you can use to really do a self-check on your PBIS systems. We talked about getting some people together and doing that. Having like, maybe someone from Donnelsville go and help Park Layne. Someone from Park Layne going to help New Carlisle. Because you are not supposed to do your own building. So, we talked about gathering that data so when we come together for our meeting in May, we'll be able to look at that and maybe identify some areas in our PBIS that we could strengthen. We've done PBIS for a long time, we are proud of what we do with PBIS, but there are always ways to strengthen things and we're trying to find those ways to better support kids. We also talked a lot about our tier 2 systems that we have in place. The mental health therapy, the counselors that we have in for programs and groups, the mentoring, all those things that we have in place, and maybe tightening up the system of how we are making sure we are connecting kids to the right tier 2 behavioral intervention and how we are identifying those kids that require those tier 2 interventions. So, just kind of making sure we've got the right systems in place for our student wellness. We ended by talking about the things we've done this year for staff wellness; the implementation of the choice time during our virtual days. We did a wellness day where we tried to embed some self-care activities for our teachers. Some of the elementary teachers weren't able to participate in that, because they were doing LETRS training. So, we talked about making sure that that is an opportunity that we continue to make for everyone and that we make sure that next time those elementary teachers get to be involved in that day. I just wanted to share with you, we talked a little bit about the special ed group last time, another area that my department oversees is our ESOL program, English Speakers of Other Languages. At Tecumseh Local we know that is mostly students who speak Spanish although in very close districts we have a lot of languages coming into our area. Bethel, I know is dealing with multiple languages. Its funny, a couple of years ago, Bethel reached out and was like we've not really done this ESL thing before, what information can you provide to us, and they have multiple languages in their district now. The better prepared we are, is not a bad thing. This manual, we are required to have a manual which talks about our programs and procedures that we can provide to parents if they request it. So, this is our manual and I just wanted to share it with you guys. I haven't done that before. It talks about our system for identifying students as English language learners and you guys who filled out those enrollment forms know that you fill out those language surveys. It asks what language did your child first learn, are any other spoken in your home. That's actually a required first step for identifying English Language Learners in the state of Ohio. If the student answers anything other than English to any of those initial five questions, we're required to then do a secondary assessment, which is the OELPA screener. So, we get that assessment completed within two weeks, we have to notify parents of those results and then we propose to parent what we think the services should be based on, we write a language acquisition plan is what that's called. Parents then can either provide consent or deny consent for those services. But we are required to do that annual assessment, that OELPA assessment, which we are completing for this year before Spring Break. We are required to do that whether the student has those services or not to show whether or not they are making progress in learning English. So, there is some information just about those assessments and that program there. The programs we have at Tecumseh Local Schools, we have tutors in each of

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our buildings, and then we have Laura Bucio, who actually serves as middle and high school, she's a TESOL teacher. We service 240 students district-wide that qualify for English learning services. That's about 150 elementary students and about 90 students split between middle and high. We're required to monitor their progress for two years after they pass that OELPA assessment. We have about 30 kids in the last two years who have passed it, so they are in that monitoring phase and about 67 kids who passed it in the last three years. This is going to be a report card indicator for us. They started measuring it this year, and I believe it's going to be reflected on our report card next year. That indicator is going to be a measure of how many students made their expected growth. So, the state is saying, based on the score Johnny got this year, he should make this much gains and this should be his score for next year. They are going to figure that out for each student. That's going to be a part of the indicator. The number of our students who actually are proficient when they take the assessment will be a part of the indicator and then the percentage of EL students who have an increase of 10% overall on their OELPA test, it's a four-part test. They take a test on speaking, listening, reading, and writing. So, if they get a 10% increase over the four assessments, they will be counted toward the positive on that indicator. That will be interesting to see how that comes out. *Mrs. Scott - Can you clarify, you said the first level of assessment on individual basis, the state is going to give you the goal?* *Mrs. Wile -* Yes, so they will say this student scored a 1 in speaking, a 1 in listening, if they scored a 1 all across on their screening assessment then maybe the state would say they should get a gain of 5 points in their first year. If you make that goal, then that student would be counted as a positive on that indicator. But if the student only gets 4 points, they would be counted as not making their progress goal on that indicator. But, yes, the state is going to set that goal. They shared with us what that looks like. But it basically is that, it's based on what scores did you get this year, then based on that what do we think you should get next year. *Mrs. Scott - But it doesn't take into consideration any other factors that may be impeding your learning?* *Mrs. Wile -* No, it doesn't. *Mrs. Scott - But, you may have a goal that unfortunately maybe is unattainable for some of our students.* *Mrs. Wile -* We have had some difficulty meeting targets for EL in the past. One of the difficulties is research says it takes 5-7 years to become proficient in a language, and the state would like to see us get students proficient in 3-5 years. So, there's that indicator. There's also, the students who are highly mobile will struggle to gain their proficiency. But I will say this, we do ok. *Mrs. Scott - You're not worried about those goals? We'll find out, I guess.* *Mrs. Wile -* We will find out, but I will say this, I think we do a pretty good job. I'm cautiously optimistic that we'll at least come out in the average for the state. We do pretty good. We've been doing this for a while. We've got some good staff at Tecumseh Local working on these goals with these kids. *Ms. Moore - I don't know if you remember the report card from the beginning of the year, but they have the gap closing where they say ok, your kid should grow this much in all the different areas, and how strong the EL area was? They carried us in mathematics this year.* *Mrs. Crew - and they made more than one year's growth. You want one year's growth in one year, but they made more.* *Mrs. Wile -* So, I just wanted to share that. Does anyone have any questions? *Mrs. Crew - I'm not even sure if you guys are aware that we have to do this with our English as second language students. There's just a lot involved in that.*

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### INFORMATION ITEMS

March 21	Grade Cards Go Home
March 23	Kindergarten Registration Assistance 4:00 PM - 6:00 PM at Park Layne Elementary School
March 24 - 26	Musical: <i>Cinderella</i> at Tecumseh High School 7:00 PM 3/24 & 25, 2:00 PM 3/26
March 25	Bataan Death March 8:00 AM - 2:00 PM, Main Campus
March 28	First Grade Music Programs 6:00 PM and 7:00 PM at THS
March 31	FFA Blood Drive 7:45 AM - 1:45 PM at THS
April 3 - 7	Spring Break
April 7	Good Friday - Board Office Closed
April 10	PTO Meeting 7:00 PM - 8:00 PM at Park Layne Elementary
April 12	Virtual Learning Day - Staff Inservice
April 13	Welcome to Kindergarten Family Night 5 - 7 PM at Park Layne
April 17	Regular Board Meeting 6:00 PM, THS Arrow Conference Room
April 20	FFA Banquet 6:00 PM at Tecumseh High School
April 20	Bingo for Books 6:00 PM - 7:30 PM at Park Layne
April 27 & 28	First Grade Field Trips to Ohio Caverns
April 27	Talent Show 6:00 PM at Tecumseh High School .

### Comments and Questions from Board Members

- Ms. Martin - Our next board meeting is April 17<sup>th</sup>, our regular meeting. We have talked in the past about adding a work session here or there, specifically to talk about the levy. I think let's wait for May for that. Although, we need to get it going. I'm wondering if we meet, make our decision on what we want to do and then it's ready. I'm mean, I'm kind of leaning that way. What do you guys think? I hate to keep waiting for somebody else to tell us how we can do, without even having a decision on what we want to do. *Mrs. Scott - We need to figure out what we want to do. Ms. Martin - they are going to tell us how we can interact with a levy committee as a school district entity to make it happen. We still have the decision on what we want to do as a levy. Mrs. Scott - I think it would make sense to have that sooner rather than later, that first discussion. Ms. Martin - ok, so if that's the case, let's maybe schedule something for April as a work session specific to the levy conversation and decision of what we want to do. Our board meeting is the 17<sup>th</sup>, I'm wondering about the week before that, either April 11<sup>th</sup> or 12<sup>th</sup> which is a Tuesday or Wednesday. Mrs. Scott - The 11<sup>th</sup> is ok with me. Ms. Martin - Mr. Stafford? Mr. Stafford - I'm fine. Ms. Martin - Mr. Priest? Mr. Priest - I'm good with either day. Mrs. Crew - Would you like me to try to secure Mrs. Princehorn? She would be able to go into the ins and outs of the levies, pros and cons, the different types. Ms. Martin - She did a lot of that in January. I think we have the material, I think we have what you and Denise put together for us. So, I think we are in a good place without inviting her again. We may have some follow-up questions. Ok, can we do April 11<sup>th</sup> at 6:00 as a work session?*
- Mr. Priest - I want to wish everybody that's involved in the musical the best of luck this weekend. The preview on Saturday was awesome. There was a ton of little kids dressed in their best outfits and got their picture with the carriage. Mrs. Willardson and her crew always do a phenomenal job. Really enjoyed the board tours this year. I'm so thankful we can walk through the schools and meet with staff and teachers and see all the great things

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that are going on in the district. I also want to thank Wes Williams' widow for coming to the drill meet and handing out trophies. I'm so happy she is still involved with ROTC and feels a part of the district.

- Mr. Stafford - I just want to say I thought the meeting tonight was informative, thorough, and I liked the pace. Thank you.
- Mrs. Scott - Again, I want to reiterate the board tours, I unfortunately could not attend the Middle School and High School. I'm sorry I had to miss that, but, that's always enjoyable to reach out and get in the classrooms to see what everybody is doing. Updates for CTC, they are adding a new program next year, Criminal Justice. They are actually increasing their enrollment. I'm not sure how they are going to fit everybody in that current building. As I mentioned before, we are undergoing studies for options for a new facility. It's a long-term several year plan, but we have to get the conversation started. I was able to attend, they came here last month, as a board member at CTC, we met at a luncheon and we met with three students from the school here. It was interesting talking one on one with the students. That's always enjoyable. I always brag about our Tecumseh kids. They represent this district well. They present themselves well. They are intelligent, and they make good decisions in their life. We do a good job here supporting them.
- Mr. Mills - Some of these might be repeats, but I really enjoyed the board tours. That was a great experience doing that for the first time. I got to see education first-hand, I got to see all those really good programs that the public really doesn't know about. I do want to say one thing that really struck me, one thing I was really impressed by, was the program to get the middle schoolers back up to speed on math. I really appreciated that. Also, good luck to the musical team this weekend. I plan on coming, I don't know which day. My daughter and my wife did have the opportunity to attend the Clock Strikes Noon event, they really enjoyed it. Looking forward to STEM Night at New Carlisle Elementary school on Monday I believe, it's Monday or Tuesday. I'll be going to that with my son. I'm really glad that the district focuses on STEM. I know at the lower levels, reading is the primary focus. Bus, STEM is crucially important as well. One last thing that I want to note, and this really isn't anything to do with the school per se, but I told a couple of the coaches that I would say it. The two youth wrestling programs in the district, that all the kids attend school. They had 57 kids wrestle in the state tournament. Nine first place, eight second place, and seven third place, pre-school through sixth. That was out of 57 schools, and on top of that there were two students who placed first and fourth state-wide.  
Ms. Martin - *So, I'd say we have some good wrestling coming up.*
- Ms. Martin - I, too will add that I loved the school visits, and I wrote down three things that I loved the most. One, was the book vending machine at Donnelville. I'm still giddy about that machine. I've told many, many people about it, because it's fantastic. I was happy that I got to get a book and I got to donate it to Mrs. Priest's classroom, *The Lion, The Witch, and the Wardrobe*, in case you haven't read it, it's really good and I know where you can get a copy. I also loved, I appreciated so much that we have very dedicated examples of what we were doing to really reinforce that rigor and competence. I loved having the young people talk to us, our students talk to us and tell us what they were doing and why it mattered, the difference that they had seen. So, that was a different way to do a board visit, and I really appreciated that. Finally, on a funny note, we're almost all

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Tecumseh grads here, but walking around school visits and having Mr. Mills have teachers that had him when he was a student was quality entertainment. Because, then came Mrs. Crew with her camera to take a picture of it every time. It was great. I don't get that experience, except for Mr. Kame for when we go see Mr. Kame, that's it. So, that was a lot of fun. I'm looking at the calendar here, and I just made a note that Spring is here. We're all back in school, the calendar is filling up, and isn't it fun? It's really great to see our environment, our young people doing so well. All the good things happening at Tecumseh Local, it's very exciting.

### Public Comments

- Sherry Priest, Room 101 - Thank you for the book. My kids thought that was great that you came to visit. Ms. Martin - *It was so much fun. I love the book vending machine.*
- Sherry Priest, Vice President of TEA and Kristi Talley, Treasurer of TEA - We're back again with item O, employees being shamed, public humiliation. I wasn't here last time, because I was at conferences, but I do know that something like this appeared in last month's board agenda. I'm not up to date on all of this, but right above that is N, you know, with Ms. Moore's new position, or new title, salary as presented. So, if the auditor wants to see docked pay for staff and teachers, but they don't care what Ms. Moore's new salary is going to be. Or, going on from O to S, Financial Reports. The auditor doesn't look at the financial reports, the auditor doesn't need to see that? Or even U, the estimated resources and appropriations? Or V the audit report? So, that's my first concern. As an employee who has used sick leave, that's my first concern. Along with that is we have to put our request for leave time into Kiosk, which is a computer-generated system. I go into Kiosk and it tells me how many days I've used, but it also tells me how many days I have. So, I'm assuming, and I probably shouldn't, but I'm thinking as a matter of fact, I know one person whose name appeared here last month, the Kiosk said he had days to use. He was ill with that horrible stomach thing that was going around, and he used his days, he came in sick, because he only had so many days. Then there was a problem because he was docked pay, he shouldn't have been docked pay. He got an apology, and it was all corrected before the board agenda. So, he had been docked pay, and then had the pay reimbursed to him, but he was still listed on the board agenda as having docked pay, when he had the email saying I got that pay reimbursed. So, here is someone that is on the board agenda last month that shouldn't have been. It was a clerical error, and he should have never been listed on the board agenda. Back to Kiosk. So, I'm not to trust this system that tells me I have 150 sick days, or I have three sick days, or whatever. I should be able to go, that's where my paystub is, on this Kiosk thing. So, there's a problem that Kiosk is not up to date. That's my first problem. My next, along with this, Ms. Robinson, you said that districts are putting this into their minutes also. We have looked at various, various district minutes, we have gone back six months, we're not seeing anything like that. In order to save us some extra time, if you could get us the districts that are doing that, so we can see that is across the state, or across the county, or where ever, we'd appreciate it. Because, again, standing up here for our members and again I just don't understand how teacher names, staff member names can be put there with their docked pay, but Ms. Moore's salary doesn't have to be in

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there. Lots of time we see salary as presented. So, if I'm ... it doesn't make sense to me, I know these are rhetorical questions. Ms. Talley - I personally spent some time today after school looking at other districts and looking at their board agendas and minutes and could not find anywhere where they are posting what teachers are being docked with pay. You know, I realized that this is post-pandemic, and the teachers that were listed last month and some of the teachers listed this month, are teachers that are pretty new to the profession. I could withstand a mandatory quarantine. You know, I can take ten days, when we first came back, and could take ten days as a mandatory quarantine, because that's what we started back with. But when a teacher gets fifteen days when they start, and then we have mandatory quarantines, and you know, new teachers invariably get ill anyway because it's a petri dish in your classroom. The teachers that were listed last month were all teachers that started right before the pandemic or after. We're shaming, publicly, new teachers and I reached out to all the teachers that were on the list today. A couple of those teachers are in the process of doing the things that they need to for these dates, and were all like, I'm so embarrassed that this is on the agenda. These are teachers that have worked the pandemic, have worked hard and tirelessly, and we appreciate you, but we're going to put your name out here, when you have a physical, medical ailment, and basically say what you are being docked for, and when you are being docked. It just doesn't seem professional. I'm sorry, I've been through a lot of medical issues in my time, and it feels like a violation of medical issues too. Mr. Stafford - *Can I ask a question? The, so, you're not taking exception to the actual docking of the pay, it's just mainly the names?* Ms. Talley - Correct. Mr. Stafford - *I would say that I would tend to agree that we are not, I don't think the district is intending to shame anybody, and we should consider, maybe, maybe we'll talk about this, where we say total amount of docked pay with a number, and we could say as presented and not put it in here potentially.* Ms. Talley - and every person that I reached out to about this said, I understand this has to be voted on, but why does my name have to be put beside it. Mrs. Priest - they could redact the name. I'm sure we have employee numbers of some kind. Ms. Martin - *So, I'm hearing what you are saying, and I want to follow-up, I know that Mrs. Robinson and Mrs. Scott have shared a couple districts they're familiar with, where it has been on an agenda. So, I will ask Mrs. Robinson to collect some of that for us and then we can go from there. Before you sit down, Mrs. Priest, tell me something good that has happened in your classroom in the past couple days.* Mrs. Priest - Something good that's happened? Fractions is a big part of the fifth-grade math test, adding and subtracting mixed numbers, all kinds of things with fractions. We are adding and subtracting mixed numbers with unlike denominators, and my kids were rocking it today. Ms. Martin - *Ms. Talley, I know you are in a different world from elementary schools but tell me something good you are seeing with our high school kids.* Ms. Talley - Well, I personally just got back from the Marine Educators workshop, and today I talked to a student that has officially enlisted, but he is a little behind on credits, and we came up with a plan and I'm going to make sure that he makes it to Paris Island because he needs the Marines, and I was so impressed with what I learned and saw there. I can't say that I would enlist at this point in my life, but I was a proud educator representing Tecumseh there. Ms. Martin - Excellent, thank you.

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- Paula Fugate - My address and phone number are on the card. I'm going to say two words, and that's been the same two words for many months in a row, and I'm at the point where we have got to do something. Let me walk the halls and smack mouths, this is a joke between Deputy Loney and I. And it is bullying and racism. It is bad. My granddaughter has gotten to the point now where she's trying to ignore a little boy that keeps calling her the N word. I'll tell you something, if she ever tells me who he is, I'll bust his butt. Because somebody needs to do something. It's got to stop, and it happens all the way up through high school, along with down in elementary school. I don't know whether it means we teach some special classes or do some special things with the kids as far as the bullying, but something has got to be done. As I have said in the past, I grew up in the 60's and 70's in the city of Louisville during some of the roughest times and never did I see it as bad as it is today. And, I'm not blaming it on the school, I know that a lot of it is thrown to the teachers to be the parents. But, somehow across the board, and I don't mean just Tecumseh when I say across the board, I mean country-wide, we need to do something. And, I'm just going to make one comment, and I'm not going to say what it was about, because hopefully you'll find out, but I did write a letter to the governor. I'm waiting for his reply, because I have a person who is going to make sure it gets in his hands.

### EXECUTIVE SESSION

Motion by Mr. Stafford at 8:02 p.m. to recess into Executive Session to consider the employment of a public employee or official and to confer with an attorney for the board of education concerning disputes involving the board that are subject of pending or imminent court action.

Second by Mr. Priest.

Roll Call: Ayes, Members Stafford, Priest, Mills, Scott, and Martin.

Nays, none. Motion carried 5-0.

The meeting reconvened at 9:04 p.m.

### Adjournment

Motion by Mr. Mills to adjourn the meeting.

Second by Mr. Priest.

Roll Call: Ayes, Members Mills, Priest, Stafford, Scott and Martin.

Nays, none.

Motion carried 5-0.

Meeting adjourned at 9:04 p.m.



President



Treasurer

