

Minutes of the April 11, 2023 Special Meeting of the Tecumseh Local Board of Education

April 11, 2023

The Tecumseh Local Board of Education met in special session on April 11, 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 Tecumseh High School Arrow Conference Room 9830 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.

New Business

ADOPTION OF CONSENT CALENDAR - PERSONNEL

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

Resignation - Certified

Layne Berner, Second Grade Teacher at New Carlisle Elementary School. Effective at the end of the 2022-2023 school year. Reason – To accept another position within the district.

Megan Ford, Kindergarten Teacher at Park Layne Elementary School. Effective at the end of the 2022-2023 school year. Reason – To accept another position within the district.

Sally Nolan, Intervention Specialist at Tecumseh High School. Effective August 1, 2023.
Reason – Retirement.

Resignations – Classified

Tyler Holt, Evening Custodian at Tecumseh High School. Effective March 30, 2023. Reason – Personal.

Rob Rowland, Evening Custodian at Tecumseh High School. Effective March 31, 2023.
Reason – Personal.

Sandra McKelvey – Child Nutrition Assistant Manager at Tecumseh High School. Effective April 12, 2023. Reason – Personal.

Sylvia (Becky) Kolakowski, Paraprofessional at New Carlisle Elementary School. Effective May 25, 2023. Reason – Personal.

Melissa Hanks, Paraprofessional at Tecumseh Middle School. Effective March 13, 2023.
Reason – Nonattendance.

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Employment – Certified

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

Layne Berner, Third Grade Teacher at Donnelville Elementary School. Effective at the beginning of the 2023-2024 school year. Same salary schedule.

Megan Ford, Fifth Grade Teacher at New Carlisle Elementary School. Effective at the beginning of the 2023-2024 school year. Same salary schedule.

Employment – Classified

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

Barb Reynolds, Bus Aide at Tecumseh Local Schools. Effective April 10, 2023. Step 0, \$13.25.

Anne Carter, Child Nutrition Supervisor at Tecumseh Local Schools. Effective April 10, 2023. Step 1, \$62,215.

Employment – Substitute – Classified 2022-2023

to approve the individuals listed below to be employed as a substitute on an as-needed basis for the 2022-2023 school year, as presented

Michelle Fallen – Aide, Secretary
Brooke Printz – Bus Aide

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

ADMINISTRATIVE

None at this time.

ADOPTION OF CONSENT CALENDAR - FINANCIAL

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

Transfer of Funds from Senior Class to Junior Class

to approve the transfer of \$7,700 from the Senior Class Account (200 9723) to the Junior Class Account (200 9724). This type of transfer occurs each year from the Senior Class to the Junior Class.

Fixed Asset Threshold

to approve the increase of the fixed asset threshold from \$500 to \$2,500. This will result in Tecumseh Local being more in line with other districts in the area. All computers will still be inventoried by the technology department, regardless of the threshold.

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

INSTRUCTIONAL

None at this time.

POLICY

Policy Review

Policy 5330.05 – Procurement and Use of Naloxone (Narcan) in Emergency Situations
The policy was not available for review; however, the topic was discussed.

Planning and Discussion

- The Board of Education conducted a work session to discuss levy planning and Board of Education Needs Assessment and Goal Development.

Sue Anne Martin – We are here to talk about levy planning. But, before we turn it over to Mrs. Robinson and Mrs. Crew, we've discussed several times that our district is operating on levies from 1976. I was in first grade. As you are all aware, all things related to running a school district cost more, just like our own households. Tecumseh Local needs to take a look at all options to bring in additional funds. I would like to commend Mrs. Crew and Mrs. Robinson, our teachers and everyone in the district for making the education and safety of our students work on a very tight budget year after year. We did benefit from the Covid-era dollars for the past few years, and used them very wisely to make needed repairs, offer a top-notch summer learning program and fill in for some positions supporting the emotional care of our students among other large adventures. But those dollars are nearing the end of their shelf-life and as a board, we need to work in conjunction with Mrs. Crew and Mrs. Robinson to identify the appropriate way forward with a levy. Our purpose tonight is to flush out the details again and decide on a path forward to place a levy of some kind on the November 2023 ballot. While we do not have final guidance from the auditor of state on how each of us, Mrs. Crew and Mrs. Robinson can be involved with this process after our decision, we are no longer at a point where we can continue to wait on that guidance. Let's do the work and make the best decision we can with the information we have available to us. What's best for our Tecumseh Local community and helps us keep and expand the opportunities for our district. With that, I'm going to turn it over to Mrs. Robinson and Mrs. Crew, and say 'where should we start?'

Paula Crew – So, Denise has given you a copy of the five-year. She's going to want those back at the end, is that correct? **Denise Robinson** – Yes, these are just drafts. **Sue Anne Martin** – These are drafts for possibly May? **Denise Robinson** – Yes, they are a very rough draft. **Paula Crew** – and then the white piece of paper, is what Sue Anne had asked us to come with, is recommendations of what we would go with. First you have the traditional property tax, and then traditional emergency, and income tax. This is information at the top that Rebecca Princehorn shared with us, and then in the middle of the page, if you'll see like what a 1% earned income will bring in, what a 1.25% and a 1.5% earned income. **Denise Robinson** – and the equivalent mills for each one. **Paula Crew** – Really, I just wanted to start with the

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discussion. I know Matt, you had indicated that as a citizen, not as a board member, you had heard some information from people regarding what they would..., and I don't want to speak for you. **Matt Mills** – that's fine, I attended a fund-raising event for Tecumseh Youth Football program, a fish fry over at the Amvets there in Medway. I just went around and asked people some questions and unanimously the income tax was extremely unattractive – extremely! Most of it was, no one wants to pay anything right now but they just can't stomach seeing money coming out of their check. It's a little bit easier when you don't see money coming out regularly. Or, your home, it just doesn't seem as intrusive. They don't know as much, I guess. It's like any of us, I mean, I pay my mortgage and the escrow it comes out, but I don't see it, it's not a line item on my check. I can tell you unanimously, you know there's a big demographic with a bunch of different kids, every single one of them, and I didn't talk to all of them but I'd say a good thirty people, and every single one of them was against income tax. **Paula Crew** – You know, when Denise and I went over this levy information in February, and we kind of looked at this a little bit today, interestingly the income tax attempts were a 'No' this began in August of '04 and ended of November of 2010, the No percentage was 72, 65, 70, 59, 61, and 59. Then the district switched over to a property tax in May of 2011 and went through November of 2013. The No percentage, twice it was only 51% in 2011 and that was the neighborhood schools. 56% were no and then it was back to 51%. **Corinne Scott**– So, fewer Nos. **Denise Robinson** – Fewer Nos, but here's something else you need to look at. The highest we ever went was 12.37 mills. We're looking at 17, and the highest we ever tried was 12. So, you have to look at that, is someone going to say Yes to a 17 mill levy? That's just the flipside that we have to think about. **Paula Crew** – I'm going to pass this around, if you want to look at this. I think we need to look at the big picture, and look at all the data, and know what happened. If you have any questions about any of those years, that's on the first two pages. **Denise Robinson** – The other thing, just to remember, that I went over at our last meeting, is we are currently at the 20 mill floor. So, any property tax that we do pass will go against that. So, we'll no longer get the additional revenue from being at the 20 mill floor. If you say, well how much is that? It's almost a million dollars that we got from the 20 mill floor. We got a half million this fiscal year and we'll get another half million next year, because it's always over two fiscal years. Because it's collected on a calendar year. So, we've gotten about a million dollars from being on the 20 mill floor as well as the property value increase. So, any property tax that you do pass goes against that, as well as, I don't know what HB1 is going to do. We're going to lose money if it passes, at least on the inside millage, and then we don't know about roll-back, right now the state pays that. I don't know if that's going to be the burden of the tax-payer or if we are going to lose it entirely. So, that's another factor that we don't know yet that is just something to think about when you are deciding. **Sue Anne Martin** – So, just to clarify, if we do an income tax, it doesn't touch the 20 mill floor. **Denise Robinson** – It does not. Correct. **Sue Anne Martin** – But if we do for instance a 17 mill... **Denise Robinson** – the mills, it's after the earned income tax at the very end it tells you how many mills it equates to. **Sue Anne Martin** – 17.3 so, it's 5.6 million dollars. But, what do I need to do to make a property tax look like that? I'd have to do a 17.13 mill property tax. That equates to 5.5 million. **Denise Robinson** – 5.5 million equates to 1.5% earned income tax. MM? – Does that go against the 20 mill floor though? **Denise Robinson** – The earned income tax does not. **Sue Anne Martin** – But the property tax would. MM? – So a 17.13 mill levy and that's going to go against... **Denise Robinson** – It goes against the 20 mill floor. I will tell you that a lot of districts, what they end up doing is they end up passing an emergency levy which we've done because emergency levies do not go against the 20 mill floor. But, the

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problem is... **Corinne Scott** – They are not continuous. **Denise Robinson** - ...they are for a very small period of time, they are not continuous, and they don't get any growth. **Corinne Scott** – I'd really love to go for continuous. So that we don't have to keep going back to the voters. **Paula Crew** – It's been since 1976 since we've had continuous, and 1995 was the last emergency. **Sue Anne Martin** – If we pass a new property tax, and we get these new houses, **Denise Robinson** – We would see an increase the very first year of new constructions on those homes. **Sue Anne Martin** – Then it levels back out. **Denise Robinson** – It levels out. **Sue Anne Martin** – but what is the one where we have the, is it the substitute where we can have a number and we can add in? Because I don't see that on here. **Denise Robinson** – You can do a substitute, which is the current emergency levies. **Sue Anne Martin** – Thank you. **Denise Robinson** – You could substitute, do a substitute, but then that's not going to bring the revenue that **Sue Anne Martin** – That's not going to solve our problem. **Denise Robinson** – No. **Paula Crew** – Actually, that won't bring in hardly any revenue. **Denise Robinson** – It won't bring it in until we have those new houses. **Sue Anne Martin** – Over ten years it would increase. **Corinne Scott** – Can't we make the substitute continuous? **Paula Crew** – You can't make a substitute continuous. **Denise Robinson** – I'm not sure. **Paula Crew** – That was in her paperwork. **Sue Anne Martin** – I didn't think that was...I have this. **Corinne Scott** – There's no one good, easy option. **Denise Robinson** – I think that's the problem the district hasn't passed a levy, that's number one. Number two, if they do, like Mr. Mills said is it going to be property or income and they say the don't want the income, but I don't see anyone voting yes for a 17 mill levy. That just seems like a big number to me. When I was in the other district and we were mulling over different kinds of levies, our advice from all other districts was always keep it under double digits. You always want to keep it under double digits, it's an easier number to read for people to process, and think it's not as bad. **Sue Anne Martin** – But that won't help us, if I say a 9.9, it's not going to do it for us. **Denise Robinson** – No, it would probably bring in about 2.8 or 2.5 million. **Paula Crew** – Another couple of things to keep in mind, there are a lot of things and that's what we were hoping to do, just discuss and have some conversation. In my opinion, since it has been so long, whatever we pass, we're only going to pass it once. So, I don't think we can go with 'well let's try this percentage and then go back and ask, pass a 1% and go back and ask for a 1.25% I don't think you start there. Because if it happens to pass, thank goodness, but it's taken 25 or 30 years. Also that voter fatigue, that's why we stopped for so long. Something to consider too. **Denise Robinson** – Another consideration on here, just so you know, it takes six quarters or 18 months to receive a full year of income tax collections. So, let's say we pass it in November. It's going to be a whole 18 months after that before you see a full year of collection for income tax, property tax is 12 months. **Paula Crew** – We would receive it sooner on property tax. **Denise Robinson** – Yes, you would. I'm just saying, if you do go with income, we're not going to...if you pass in November, we're not going to see that money in 2024, you might see a little bit in 2025, but you're going to see a full year in 2026. That's when you would see the 5.5 million if you went with a 1.5. **Sue Anne Martin** – is 5.6 million what we need today or what we need in five years? What is this going to do for us? **Denise Robinson** – If you look at the five-year, and without going into any of the details on here, if you just look at the bottom line. So, at the end of five years, and this has been... I don't even... this is not conservative enough to be honest with you, but going with what I know now, not knowing what House Bill 1 is going to do, not knowing what the new budget bill is going to do. We would have 2.8 million. As you know, 60 days cash is about 5 million. So, we're at the end of, we'll have 60 days cash at the end of 2026 let's say. So, if we need money in 2027, you would have to pass the levy, if it was an

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income tax – by 2024, so that you could have the collections that would get you back up to maybe a year and half of collections for 2027. Again, that would give you 5 million dollars. **Sue Anne Martin** – 8.4 So, it's enough for now. **Denise Robinson** – Yes, it depends on when it's passed, how much it is. **Paula Crew** – It depends on the new budget, when that comes out again. **Denise Robinson** – There are so many factors. **Paula Crew** – the variables are really hard to help you predict. Even with assumptions on a five year. **Denise Robinson** – You are also taking into account, we're on CEP so that means more of our funding is restricted than it was before, which is shown on here. So, our state funding on here it looks like it's decreased. But, in reality it's increased by about 200,000. I've got that factored in. Also, you know, on here I only have the raises that we've approved through negotiations through 2024. So, there are no negotiations for '25, '26, or '27 on this five-year yet. **Paula Crew** - Honestly though is that communication, when we go for a levy and that campaign – whoever does it, because apparently it can't be us. With the current carryover, even if that's conservative. You know if you're above double digits there, it's kind of hard. You just have to really educate folks on it's 18 months if it's income, it's 12 if its property. We're falling off a cliff, you know, look down the road, look at your deficit spending too. **Denise Robinson** – Yes, it starts in 2024. **Paula Crew** – If you'll look at that line. **Denise Robinson** – It's line 6.010. **Paula Crew** – And so, we begin deficit spending next year. **Sue Anne Martin** – So, the property tax, we would lose about a million dollars because of the 20 mill floor. But what do we gain on the other side of it? Is that the 5.5? So we gain 4.5 million basically. **Denise Robinson** – If you went in with a 17.13 mill, yes. And I'm not saying we lose the whole 1 million right away, because it's going to take... **Sue Anne Martin** – And that's on today's budget. **Denise Robinson** – Yes, that's on today's. **Paula Crew** – And then do you try, I don't know, the income tax and then if it doesn't pass, try the property tax? **John Priest** – I mean, property or income tax just scares the bejesus out of people. Because it's 'oh, they are taking money from my paycheck.' **Paula Crew** – And New Carlisle, how much is their income tax already? **Sue Anne Martin** – I just found out sitting here as a New Carlisle resident, I pay 1.5%. **Denise Robinson** – If people live in Huber Heights, it's 2.25%. **Sue Anne Martin** – However, in New Carlisle, it is not reciprocal, if I work in Huber and live in New Carlisle, I have to pay both, so adding on top of that 1.5 in New Carlisle, there's 3.75, so asking me to do another 1.5 is hard. It's hard. Lots of people aren't even getting a 2% raise right now. And they are making pittance anyway. The average income in New Carlisle is not great. The average household income. But it makes it hard, and to Matt's point, there is psychological research that says seeing it coming out of my pay is very different than writing a check for my mortgage, and that's all included. Because my insurance fluctuates as well. Every year you get that little adjustment. **Paula Crew** – and add to your list too, I'm just making a list of pluses and deltas both, we did qualify for that Community Eligibility Provision this year. Free breakfast and lunch for all because over 60% of the people we are talking about qualify for welfare. MM – One of the things that people said when I was talking to them was 'why am I going to give the district more money when they give everyone free lunch?' So, they don't understand. **Paula Crew** – And we have talked about that repeatedly. **Corinne Scott** – It's frustrating, because it's just a lack of understanding. **Paula Crew** – And I put that in the Connecting Link. MM – And I told them, and they were like, that's awesome, and then everyone changed their tune. **John Priest** – Still, taxes scare them, just the word. **Sue Anne Martin** – Taxes are hard, the increase of the... you know it's like the pile. What we go through this year with Clark County taxes, right? Our tax bills went up, but the schools didn't get more money, so where did it go? **Jon Stafford** – (unintelligible) emergency levy, some more details into that one? Did you say we could go out

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to ten years on that? **Sue Anne Martin** – But then we have to ask again. **Denise Robinson** – And that's only a certain dollar amount. **Jon Stafford** – ok. **Denise Robinson** – and it wouldn't give us as much as we need. You can only collect that certain dollar amount for those 10 years. **Sue Anne Martin** – and what is that based on? **Denise Robinson** – It's based on what we put, it's almost like 'what's your emergency need right now? We need 5 million dollars. So, it's a dollar amount, it's not equated to millage. **Sue Anne Martin** – got it. **Denise Robinson** – it doesn't fluctuate. **John Priest** Does it go against that 20 mill floor? **Denise Robinson** – No, it does not. **Paula Crew** – It kind of goes back to, you're only going to pass something once for a long time. MM? Can we go into this, to Jon's point it's all about taxes, when does the community stop paying bonds for the new schools? **Denise Robinson** – in 2031. MM? And what is that per average household? **Denise Robinson** – it's wrapped up...depending upon what area you live, and what taxing district. I have that data in my office. MM – I remember as a kid, it was a pizza a week. That was the campaign slogan. **Denise Robinson** – It was not a lot, because the district only picked up 20% of the cost. And we've saved them since then with the advanced refundings that we did, we saved them a little over 1.2 million dollars to taxpayers by doing what we did to the bonds to lower the interest rates, so that's less money they will pay in the end. **Jon Stafford** – So, my heartburn with the whole thing is, and I think you and I were on the Board, Paula, and I remember sitting here at about the same time and Deb Shock was the Treasurer and she would say if we don't pass this levy, we're not going to be able to open the doors in August. I remember thinking, oh my gosh, this is terrible. I went around telling everybody we've got to get this levy passed. And then, we don't even know what our 23-24 budget is yet. I felt foolish, because it always seems to work out. I don't want to like, I'm not going to push the levy because, also I feel like our taxpayers in our district will do what's right when it's a last resort. When you start saying we're going to cut all sports, all band, and it starts to really impact our kids. I feel like our district is a long way from that right now. From the inside looking out. **Denise Robinson** – Yes, those cuts would have to be made in 2026 right now. But the problem is the cuts really aren't going to be enough. There is no 3 million dollars in cuts that this district could make, unless you squeeze 75 students into a class and you...to be honest, the main expense for the district are the certified staff, because of their salaries. You could cut every custodian and you'd be cutting 20 which would equate to maybe 5 teachers because of the salary difference. So, you could cut all your support staff and it's not going to make as much of a difference. So, then you are talking certified, you'd be cutting administrators, you'd be cutting whatever it is, and then it's like where does it stop? 3 million dollars is a lot. Like with Medway, they closed Medway and they were able to reduce all those positions. So, that would happen when, I'm assuming when Deb said we're going to have to shut the doors, that's when they did all those cuts and it was about, in one year, it was 1.4 million. **Paula Crew** – and each year you don't have that cost. **Denise Robinson** – So, that helped the situation. But, even if we didn't do sports, that's only \$400,000 of general funds. **Sue Anne Martin** – I want to just add two things here. Gentlemen, I'm with you. It's not tomorrow, right? It's absolutely not tomorrow, but it's close enough that I don't, for me, I want to make sure that we are protecting and improving, even if... This is just today what we need. This is not inflation keeps going up, this is not any catastrophe, any of that. The other piece you mentioned is that our certified staff has very, they are a large part of our budget, and that's because they have been here for a long time, they are exceptional at what they do, all those things, good for us, right? **Denise Robinson** – Absolutely, that's the main expense in every district. **Sue Anne Martin** – That's the beauty of it, and the curse of it. **Denise Robinson** – That's why it's hurtful to say, if we have to cut, that's where the cuts in

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almost in every district, that's where the cuts have to be. **Jon Stafford** – But it's responsible, is what you are saying, for us to be having the conversation. But, we're not talking about now at this table about having a November levy, are we? **Sue Anne Martin** – I thought we talked about a November levy. **Jon Stafford** – Oh, we are? Ok. **Sue Anne Martin** – Because we won't start to recognize the funds until late next year or into 2025 based on what you are saying, right? 12-18 months. **Denise Robinson** – Depending on what type passes, and if it passes in November. The other thing I put on this white sheet here. You can only put it on the ballot twice a year for an income tax, and one of those has to be the November general election. **Paula Crew** – Property, can you put on property more often? **Denise Robinson** – You can put on property more, yes. **Sue Anne Martin** – But we don't have more options. I mean, that's part of what's going on is we are limited in ... **Denise Robinson** – I reiterate that our state budget, like you said, is up in the air. We don't know House Bill 1, what's going to happen to our taxpayers if that passes. That could be horrific. So then, that's even another reason not to vote for a levy. Our two largest sources of income are currently up in the air right now. **Corinne Scott** – If we want to get on the November ballot this year, we need to talk about it right now. Otherwise we're going to have to wait until an off year. **Sue Anne Martin** – Until March of next year, because March is a primary, so we would be able to be on, we wouldn't have to pay as much.

MM? – You may have already said this, I'm sorry. We have a couple of emergency levies. **Denise Robinson** – We have two MM – So, when those expire, or they don't vote them back in, how does that play into this? **Denise Robinson** – So, currently they are in here as being renewed every five years, in addition to passing a new levy. **Paula Crew** – And that's an assumption based upon our history. **Denise Robinson** – Which is a good question, if you go to your five-year forecast. If you look in year 2026, you'll notice the very first line, property tax. In 2025 it's 8.8 and then it goes down to 8 million, that's because if you go all the way down to the bottom of 2026, in 11.01 and 11.030 that's where the emergency levies are. It's a renewal, so you don't put it up here as if it's going to pass, you have to put it at the bottom to say, we hope it's going to pass so we are putting it down here. So, let's just say that it didn't pass. Then your bottom line instead of 8.2 is going to be about 7 million and then the next year, your losing another 3 million off of the 2.8. So, if our emergency levy, it's a compounding. So, you would lose another 3 million if it didn't pass. MM – That's assuming you don't pass... **Denise Robinson** – ...the emergencies that we currently have. MM – but that's also assuming you don't pass new money. **Denise Robinson** – That's assuming we don't pass any new money. MM – So, what would the case be, I'm just thinking, I am a taxpayer, but I'm getting ready to pass this levy, I'm going to spend 1.5% income and then you are going to ask me a couple years later to do a renewal. **Denise Robinson** – to pass the emergency levies. MM – If you do a 1.5 does the district need the renewal of the emergency levies? **Denise Robinson** – Well, the emergency levies are 3 million dollars a year, that's how much they bring in a year. So, you would lose whatever you do, if you bring in 5, you'd lose 3, so you are netting 2 million off the new levy. **Paula Crew** – When you think about the data, we've never not passed the renewals since 1995. That's a really good data point. But I know what you are saying. **Denise Robinson** – I see the concern. **Corinne Scott** – The whole point is to try to get it where it's continuous, so we don't have to keep voting on it. **Paula Crew** – ...turn it around Matt, you're saying 'so now will it not pass, if I approve this piece why would I do the renewals anymore. **Corinne Scott** – That's a risk. **Denise Robinson** – There are so many risks. **Paula Crew** – There are so many. **Denise Robinson** – I think for us, it's a bigger risk for all of it, just because of the history and not passing a levy. **Corinne Scott** – We talked

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about getting in on the November ballot, because it gives us time in case it doesn't pass, to do it again. But then we get into the renewal of the emergency levy at the same time. It could potentially if we only do this twice a year. Like I said, there is no good, easy answer. **Denise Robinson** – I think the emergencies are in '25 and '27. **Sue Anne Martin** – What's the one in '25, the dollar amount? **Paula Crew** – \$712,000 annually and then the other one is the 1.35 million. Remember we combined that one with the other one. **Sue Anne Martin** – So, the 712 is the one that's up in '25. **Paula Crew** – and then to throw another wrench in there... **Sue Anne Martin** – Could we let that one go, if we're going to get a fair amount of income tax. **Paula Crew** – I hate to let anything go. **Sue Anne Martin** – Totally agree. **Paula Crew** – And then you have the whole, guidance isn't out. If we go in November, you have to have a levy committee, you have to have a levy president. Some of the drafts say I'm not allowed to secure a levy president. So, I've been kind of hands off until this comes out. Keep in mind, how the draft is and all the information is right now with a levy committee. That levy committee after you give your decision on what we want to go for, if you say we want to go for something. That whole levy committee has to drive this, and I or Denise can't really sit on the levy committee. Whereas before, in our district, that's what the superintendent does. You know, they are out there helping put up the signs in New Carlisle. **Corinne Scott** – You can't have the signs even stored at the school property. **Paula Crew** – I'm just curious to see how that works not only at Tecumseh Local, but all districts when you don't have the entity that used to push that and work in conjunction with the levy president. **Sue Anne Martin** – What are the districts doing that have it on in May? **Paula Crew** – I don't know. **Denise Robinson** – I've talked to a few of the treasurers, they said they are just doing their best to give factual information. They didn't really say what they are doing. **John Priest** – With this housing development starting out at \$350,000. So, the average income I think in New Carlisle is like \$36,000 right now with folks that can afford \$350,000 houses may be a little bit easier to stomach a 1.25% income tax as opposed to someone that makes \$36,000 a year. MM – I agree, but what you are saying, but those houses aren't going to be... **Sue Anne Martin** – Their mortgage is going to be three times what mine is. Three time right now what a mortgage in the city of New Carlisle is **John Priest** – So, how long for... **Paula Crew** – they said 25 houses on the Arbor side, which is the left side of 235 behind New Carlisle Elementary School. They are saying they are going to build 25 this spring and summer. They are going to ascertain how those sell, if they sell successfully then they said between 25 and 40 annually. But honestly, even 25 houses a year is a drop in the bucket. A good drop, but it's still just a drop in the bucket for what we need. MM? – I know the other side, they want to build 100 rental units in the first year and then they want to do the rest of the houses, the other two thirds, in a minimum of five years. **John Priest** – In a minimum of five years. . **Matt Mills** - But, that's all demand. Right, but the 100 rentals, they are going to build out. **Paula Crew** – The one on the east side of 235? **Matt Mills** - Back behind Howards. **Paula Crew** – We haven't talked to that builder, the only one we talked to was the Arbor Homes builder personally, we talked with him and Randy Bridge. If that's the case, then that one is projected to grow more quickly than the one on the other side of the road. He said this is going to be a ten-year project, if the demand is there. MM – So, to go over this again, I know you've beat this to death, but I like to hear things again sometimes to better evaluate them. So, those houses get built, we're on the 20 mill floor now. So, right now it's a piece of farmland that is paying the school whatever the going rate is on farmland. Now you've got 500 homes that are worth \$350,000, at whatever 35% times 20 mills. We get that no matter what, right? **Denise Robinson** – Yes, if we are on the 20 mill floor, as property values go up, we see that increase on the 20 mill floor. **Paula**

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Crew – That won't go away, will it? **Denise Robinson** – The only way you go off the 20 mill floor is if you pass a property tax levy, or property values plummet. **MM** – So, is there a situation to where we stay on the 20 mill floor, but you don't have to pass as high of an income tax because you know the property values are going up. I know it's a guess. **Denise Robinson** – Yes, it would be a total guess. But you could, you could say we're only going to do a 1% and hope that values continue to go up to get the additional funds from being on the 20 mill floor. But then you have House Bill 1 and any other house bill that goes into effect during the next five years that you can't predict now, that would happen in two to three years. So, you are right, it's a total estimate. **Corinne Scott** – So, what are we thinking? Are we thinking hold off? Are we thinking try for this? I mean, there's no levy committee, so we can't do much. But as a board... **Sue Anne Martin** – If we are going to November, there were certain dates like July – August? **Denise Robinson** – We would have to pass something in June and July because you have to file them at different times. It has the last date you can do it on that sheet. But, the problem is, depending on if it's a property tax or an income tax, it goes to different places to be filed and then get the second resolution, you're at the mercy of the other entities, whether it's the Ohio Department of Taxation or County Auditors office. So, you are kind of at their mercy between the first and second resolution. **Sue Anne Martin** – If we don't do this November, we probably need to do something in May, and if that doesn't fly, then we have to do something next November. Which is a presidential election, and would have a higher turnout. Good and bad. **Denise Robinson** – Again, we don't know what the state budget is going to be. So, even the budget that is proposed right now there's really no significant increase for us as a school district that I've seen. Yes, it can change. But, currently the Fair School Funding Program that we are on, is not fully funded right now. We're only getting about 33%. So, maybe they will fully fund it, and we'll be off of the guarantee and we'll see all that money. But I have no way to predict. **Corinne Scott** – They were projecting 50% for next year? **Denise Robinson** – Yes, they were saying it could go up to 50% next year. But again, we don't necessarily know that. **Jon Stafford** – So, are we allowed to ask you for what your recommendation would be? **Denise Robinson** – Absolutely. **Jon Stafford** – You know more about this than anybody. **Paula Crew** – I'd recommend that we find a levy committee. In all seriousness, personally I want to see the guidance. I know they have a draft out there. I don't want to mess anything up for the district. That's my first concern. Because we don't have the guidance and there are a lot of new stipulations that could change with the guidance. My concern is we don't have that. **Corinne Scott** – So, are you recommending that we hold off until we get the guidance? I mean, that's what we said three or four months ago. **Paula Crew** – Yes, we said that in January. But if we don't have that, I don't know, I don't think we'll be ready by November. **Denise Robinson** – I don't think so either. Only because we don't have the guidance, we don't have a levy committee. **Paula Crew** – I'd say my recommendation would be to say let's look at March. Then we'll have a five-year, you'll have the May. **Denise Robinson** – You'll have the new budget. **Paula Crew** – We can look at the trend then. We'll be done with ESSER, we'll see where that's putting us. Before ESSER came and Covid, we were heading for that cliff as you would say. I mean we were heading quickly to that cliff. Utilizing the ESSER money strategically, which the board approved that usage, a lot of it was salaries and such. I don't want to say we are ok. I don't want to say that. **Denise Robinson** – Right now we are ok, but its hard to look at this bottom line and say we are not ok. **Paula Crew** – It's hard to look at that and convince anybody. **Denise Robinson** – The problem is, and I've seen and I've seen my fellow treasurers and superintendents, they wait and then they wait too long. But we're trying to be as proactive as possible. We don't want to

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cut people, we don't want to cut programs. We don't want to cut anything. We want to try to plan it ahead as much as possible. Going back to your question, like what I would recommend. I would love to see an income tax, because it doesn't affect the floor. And also, because I don't see someone looking at a ballot and seeing 17 mills and saying absolutely. I just don't see it when they wouldn't even pass 12 back when the economy was better I think that it is now. That's scares me, that 17 number or the 15 number on there. That would be an education part.

Paula Crew – I agree with you. And with that being said, devil's advocate, I'm trying to think through everything. The only thing in 2011 and 2014, it only missed it by 2% but that was after nine attempts to pass something. So, we really had voters fatigue too. There are so many nuances.

Denise Robinson – And, we did combine two emergency levies, so we would only be going to the voters with two instead of three to try to reduce further fatigue.

Paula Crew – Jon, my recommendation, if you are asking, would be to wait until March. Hope the guidance comes out. Honestly, some of that revenue is going to be down a little bit because I have trouble trying to convince people when you see that much carryover that they need to give us money, especially people that are 60% of them are qualifying for welfare, or direct state services I should say.

Sue Anne Martin – And how many of us have a five-year budget in our homes? There are so many other pieces.

Denise Robinson – There are so many other things that are not on here, and we haven't put things on here that the board hasn't approved.

Paula Crew – I don't think we can be ready for November.

Denise Robinson – I had hoped, but, not I don't think so.

Paula Crew – We're not going to have all that on here in one month. It's no one's fault here at the table, we are waiting on the guidance.

Denise Robinson – I think we should note, that we are still trying every time to save the district money in any way possible, to reduce and not spend, to try to take money from ESSER while it's available and the capital improvement money. We're trying to safeguard this money as long as possible.

Sue Anne Martin – And, we've been talking about this for several months, we are forward thinking and trying to be.

Denise Robinson – That's my concern as a treasurer, I don't want you to come back on me and say why didn't you tell us?

Sue Anne Martin – Oh, we know.

Denise Robinson – But that's both of our jobs really, to continue to tell you -listen, by this time in 2026 according to this forecast that's not finished, you know that's the last year that we have enough money to run the district for 60 days.

Sue Anne Martin – Board members, are we good to table this for a couple more months? Bring it back so that we can have it hopefully on March when the primaries happen in the state of Ohio? Denise, I would ask that you bring us the dates we would need to make decisions on that, that we can work it into the agenda? I think we'll have to bring it probably right around your five-year forecast, if not before, to make the deadlines.

Corinne Scott – If the guidance comes out sooner, that's going to help a lot.

Sue Anne Martin – Agreed.

John Priest – When will you have the budget for next year?

Denise Robinson – The governor has to sign it by June 30th. So, it won't be on the five-year, that's the other piece.

John Priest – I'd like to see that information.

Denise Robinson – So what will happen, just so you know, I'll do the five-year forecast with the information I do know at the time, and then June 30th they are supposed to put the budget together and sign it. So then, usually in August, between July and August, our organization OASBO they get together and they try to help districts figure out 'what does that budget really mean for you.' Because you won't see the change, if you remember the last budget, we didn't see the change until the following January. So, we went six months on the new budget with no money additional. You knew it was coming, but you didn't know how much though. So, they help you try to figure that out and they do what is called simulations. So, they simulate what the budget is going to do for you. And another thing to think about that I didn't say before, if you

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do pass a property tax. Property tax is figured in when you determine how much state funding you are going to receive. So, they look at your tax base and they look at your ability to pay with your property tax. Not to my knowledge do they look at your income tax, they look at property tax. If you look at the formula of how they come up with your state aid, property taxes are in that calculation. So, that's another thing we may need to consider. When it gets closer and we know more of these numbers, I could hopefully run simulations to see what that would do to us financially. But that's just another piece that does play into our state funding. **Sue Anne Martin** – Thank you for that conversation.

Sue Anne Martin – One of the things we wanted to bring back, we tried it, and then Covid hit, is to do a self-assessment for the school board. I asked Paula to lead that for us. She gave you some papers in advance. So, Paula I'll turn it over to you if you'll walk us through this, please.

Paula Crew – Absolutely, if you'll take a look at the first stapled paperwork in your folder. It's the Ohio School Board Association self-assessment process. It goes through step one, all the way down, of what we should probably do as a board, recommendations by the Ohio School Board Association. If you'll turn the page, I like the succinct list on the inside of the first page. Beginning of the new evaluation year. So, July-September develop those district goals and objectives, and that's us Superintendent and Treasurer. Progress on board objectives, progress on superintendent objectives, progress on treasurer objectives. This is something you had shared, Sue Anne as well. It's just a nice timeline. It doesn't always fall into... here we are in April looking at our needs assessment, but, I wanted to point that out so you would see what the recommendation is. If you take a look at our standards-based board self-assessment, the Ohio School Board Association indicates certain standards that school boards should have. So, under each one we are going to go through, and this is you, you determining where you feel like you are at. So, standard one, where you are at as a Board of Education. Is that provide responsible school board governance. A – conduct board and district business in a fair respectful, responsible manner. So, now what you need to do is just have conversation and decide do we do that, do we exceed that expectation, do we meet that standard, or do we have an improvement to make in this? And what we'll do is we'll go all the way through and we'll discuss it aloud and at the end, your goals are developed based upon the needs assessment, the improvement needs that you may have. Or, you may have an exceeds, and you want to make sure it continues to be an exceeds. So, you may have a goal that also falls under the exceeds. So, as a board of education, do you feel that you conduct board and district business in a fair, respectful and responsible manner? **Corinne Scott** – Yes. **Paula Crew** – Ok, I mean it's not a quiz. **Sue Anne Martin** – I think it's a 'Meets'. **Corinne Scott** – I think it's a 'Meets' – I don't know if we... do we say 'Exceeds'? **Jon Stafford** – How can you exceed on fair? You know what I'm trying to say. **Corinne Scott** – Now, here's the thing we can change the assessment levels too. We can just say, we meet or we don't, right? **Paula Crew** – You can. **Corinne Scott** – Do we want to keep them this way, does it make sense? **Paula Crew** – It does, I think, only because then you'll see where you need to develop your goals. If it's just this or this.. **Sue Anne Martin** – and there may be something further down that 'Exceeds' would apply. **Paula Crew** – So, Meets standards, is what I hear. B. – Insure board is accountable and open to the public including seeking divergent perspectives in its decision making process. **Corinne Scott** – I think we meet that. **Jon Stafford** – I think we should put some improvement needed because I feel like we don't do a very good job responding to people when they come in, but that's just me. **Paula Crew** – Would you expand a little bit on

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that, Jon? **Jon Stafford** – When you get, I just feel like sometimes people come in and they say things, and I feel like we are just staring at them. **Paula Crew** – Do you mean come to the board meeting? **Jon Stafford** – Is that what this is, or not? I feel like we should not be afraid to have some dialogue. **Sue Anne Martin** – I would say we need improvement here as well. But for a different reason. I think that we have an ethnically diverse school district, and we do not have that represented in the voices that we hear at a school board meeting or sitting here around the table with us. I think we could do a better job of that as well. **Paula Crew** – So, I've checked 'Improvement Needed.' And then, Respect and Advocate Mutual Understanding of the Roles and Responsibilities between the Board Members and the Superintendent. **Paula Crew** – -Do you think that meets standards? I think we should add And Treasurer on that. I'm going to put on our needs assessment 'and Treasurer' on that one. I feel like you meet standard on that, but would you agree? **John Priest** – I'd agree with Meets. **Sue Anne Martin** – I'd agree with a low-side Meets. I'm on the line, I believe there are times when we are closer to Needs Improvement. **Paula Crew** – You may want to look into having this on a likert scale, like a one to ten. **Sue Anne Martin** – We don't want to do that. We just took that away. I'm going to say it's a Meets, with an asterisk. **Paula Crew** – Next, Adopt Policies Based on Well-Researched Practices that emphasise the belief that all students can achieve in high levels and that the support continuous improvement of student achievement. One of the things we have strongly here at Tecumseh Local Schools is a strategic plan that we developed in 2018 with internal and external stakeholder involvement. And we have kept that alive, even through the pandemic. Our four pillars are Academic Growth, Wellness, Fiscal Responsibility, and Community Engagement. Being here all that time, I feel like the board absolutely supports that continuous improvement. I know you are all on one of the committees. Jo h n, are you on Academic Growth, or are you wellness. **Jon Stafford** – I'm Wellness, and John (Priest) you are Academic Growth. Corinne is Fiscal Responsibility, Sue Anne, Community Engagement and Wellness, Matt Fiscal Responsibility and Community Engagement. **Corinne Scott** – So, about adopting policies based on well-researched practices, our policies, because they come through Neola, they do all the research. **Paula Crew** – Yes, they do all the research, they have attorneys that do that work. **Corinne Scott** – So, I think we meet. **Paula Crew** – Promote healthy relationships by communicating supportively, inspiring, motivating and empowering others and exercising influence in a positive manner. I wasn't sure what you are supposed to do here. **Sue Anne Martin** – It sounds like a meets to me. **Paula Crew** – Work as an effective and collaborative team. **Sue Anne Martin** – Yes. Meets. **Paula Crew** – Ok, the second standard is Set and Communicate high expectations for student learning, with clear objectives. Does the board articulate the conviction that all students can learn and the belief that students learning can improve regardless of existing circumstances or resources? **Sue Anne Martin** – Yes. **Corinne Scott** – I think we articulate it. We articulate it in the fact that we support and we listen to input from others. Like, when Beth gives us information, we're not the ones articulating it, she's articulating it to us, for us. The way it's worded... **Paula Crew** – I would say you articulate it in this fashion, you support the vision of the district which is learning for all – whatever it takes. I'm sure you communicate that. **Sue Anne Martin** – We ask questions to clarify when things presented to us, to make sure that we are meeting those goals. **Paula Crew** – Are you good with Meets? **Sue Anne Martin** – Absolutely. **Paula Crew** – We lead the development, articulation and stewardship of the vision of learning that his shared and supported by schools and community. **Sue Anne Martin** – I think this is the Strategic Plan idea. **Paula Crew** – We have a very strong strategic plan in which I've shared with colleagues in Clark County, who wanted to see how we did that. **Sue Anne Martin** – I'd say B is Meets.

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I'm working ahead, I'd say C is Exceeds. Anyone? **Paula Crew** – Do you concur with that? **Sue Anne Martin** – Gentlemen? MM – I don't have a lot of input, I've only been here four months. **Paula Crew** – insure non-negotiable goals for student achievement are established and aligned to the district's plan. Just to remind you of what that is, that's our district leadership team, and that district leadership plan that is aligned to both goal one and two. So, I would propose that that is definitely a Meets. **Sue Anne Martin** – Yes. **Paula Crew** – John? **John Priest** – Yes. **Paula Crew** – Matt? MM – I'll go along with that. **Corinne Scott** – Are you seeing those ... (unintelligible, multiple people talking at once) **Paula Crew** – I believe in your packets I gave you a copy of the whole strategic plan. Standard three is Create the conditions district wide that is required for student and staff success. Do you provide for the safety and security of all students and staff? Considering that this is school board that hired the first resource officer in all of Clark County, I'd say exceeds. **Corinne Scott** – I'd say exceeds. I mean, we're not done, there is more to do, but I think that's.... **Paula Crew** – and again, Tecumseh is one of the districts that many districts come to and ask about our safety plan. **Corinne Scott** – You don't think we exceed at that? **Sue Anne Martin** – I think we exceed comparing ourselves to other schools who may not be doing so great. I think that we do a lot, we really really do. I think that we can never take our eye off the ball. If we say we exceed... **Corinne Scott** – Right, we are constantly improving. That's one of our top priorities. **Sue Anne Martin** – It's a top priority. **Corinne Scott** – It's a high Meets – it's on the line. We're not done, there is always more to do. **Paula Crew** – Employ and support quality teachers, administrators, and support staff, and provide for their professional development. **Corinne Scott** – We definitely do that. **Sue Anne Martin** – I think we exceed at this. Do we provide for their professional development, Yes. **Paula Crew** – Do we provide for learning essentials including rigorous curriculum, technology and high-quality facilities? We would have been 'Improvement Need' on this one before Covid, honestly. We hadn't replaced things for twenty years. Our teachers were trying to teach high school social studies where Reagan or Bush was the last president. So that's allowed us to do a lot of adoptions, one-to-one student ratio for devices. **Corinne Scott** – Beth has brought on a lot of new... **Paula Crew** she was given quite a lot of money from the ESSER. So, I would say we meet standards there. Are you comfortable with that? Multiple people – Yes. **Paula Crew** – Insure management of the organization operations and resources for an efficient and effective learning environment. **Corinne Scott** – We meet that. **Paula Crew** – Adopt and monitor an annual budget that allocates resources based on the district's vision, goals and priorities. That is, not only the five year, but that's our capital outlay plan that we began in 2017. I would say we definitely meet that, and when I say we, I mean you. **Corinne Scott** – I think we look at that a lot, we ask lots of questions. It's shared with us. **Sue Anne Martin** – But is the forecast a budget? **Paula Crew** – No, the capital outlay is. **Sue Anne Martin** – But the five year forecast is not. It is a response to -here are our expenses, here's where we think we're going to be. It is truly a forecast, not here's my twenty million dollar pot of money, where am I spending it. Because we don't have that luxury. **Paula Crew** – No, we don't. But on capital outlay, we do because we have a PI levy that generates a little over \$700,000. So, we utilize that along with general fund money. The 034 from the buildings, that we only have for about three more years. **Denise Robinson** – The general fund is the five years, used as a budget as far as I create the budget from the five year for the current year. **Sue Anne Martin** – But it's not really a budget, per se. You can't just go in and slash out a line item because you want to move the money somewhere else. **Denise Robinson** – No. **Corinne Scott** – But, I think we still meet that. **Sue Anne Martin** – Yes. **Paula Crew** – Standard four – hold school district accountable for meeting

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student learning expectations. Commit to continuous improvement in student achievement at each school and throughout the district. Do we commit to that continuous improvement? **Sue Anne Martin** – Yes. **Paula Crew** – I would say we do, because we have a district leadership team, we have building leadership team comprised of teachers and administrators. We have teacher-based teams that are working diligently to analyze data and see what improvements they need. Evaluate the Superintendent and Treasurer on a clear and focused expectation.

Corinne Scott – We meet that. **Sue Anne Martin** – We will, we're going to be on the line for that one between Needs Improvement and Meets the Standard. **Paula Crew** – Measure student academic progress and needs based on valid and reliable assessments. **Sue Anne Martin** – I think, thankfully with Beth, that's an exceeds. **Corinne Scott** – We've been seeing data that we've not seen before. **Sue Anne Martin** – Would you guys agree? MM – I'd say exceeds. **Paula Crew** – Do you feel like, as a parent, Matt and John, would you say that you get a lot of data when you go to parent teacher meetings. MM and **John Priest** – Yes. **Paula Crew** – So, you say exceeds. Standard five – engage local community and represent the values and expectations they hold to their schools. Do you collaborate with families and community members responding to diverse interests and needs in mobilizing community resources?

Corinne Scott – I think we need improvement in that. Multiple voices spoke in agreement.

Paula Crew – You do, because you guys have second harvest just started a program this week to help students and families who no longer have Covid money effective March 1, you bring out the mobile mammography through administration. You also bring out second harvest mobile food truck. **Corinne Scott** – I think we need improvement in this. **Jon Stafford** – I agree, improvement is needed. **Sue Anne Martin** – In what way? **Jon Stafford** – With the diverse. **Corinne Scott** – Yes, we talked about that earlier. We're not collaborating with them, there is providing. But collaborating means you are actually working with them. What can we do? Let's put together a team, figure out what we can do better. We're not collaborating with anyone. **John Priest** – FYI, or Second Harvest, I mean the district is, correct. **Corinne Scott** – Providing the services, but we are not collaborating. **Sue Anne Martin** – But, we're not collaborative when it comes to mobile mammography. That's not our lane. We are facilitating, we are not food providers in that way. We are allowing the services to happen. I know that Paula has reached out to those resources directly. **Corinne Scott** – We're definitely not mobilizing the community resources part of it. **Paula Crew** – That's where maybe you have a goal, where you do continue. My own personal goal when I started, because of what our district has, and I am going to find every resource that our families can have, and bring it to the district. **Corinne Scott** – I think we can do more there. **Paula Crew** – Mobile mammography and everything, but as far as mobilizing community resources, I think we're good. You alluded to this a little bit earlier. We have almost 15% of our families are Hispanic... **Sue Anne Martin** – and we do not have representation. **John Priest** – How would we get representation? **Sue Anne Martin** – I don't know **Corinne Scott** – You can't force someone to do it. **Sue Anne Martin** – You are absolutely right, but that doesn't mean we shouldn't be looking for the way. **Corinne Scott** – I think that's what the issue is, we need to figure out a way to do it. **Paula Crew** – I don't know if you are aware of this or not, one of the things we've done in the district to respond to those diverse interests, Parent Square for example. I used to have to have Mrs. Bucio come over and I would say something on the telephone and I had to literally hand her the phone. Now, I do Parent Square notifications, as do a lot of people all the time, and it's just a quick click to translate. Google docs has the ability to do that. We've really pushed the Hispanic (language) when you come in the building, it's in Spanish and in English. Graduation last year for the first time, they had a Spanish version of the program and an English. We have

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interpreter services they can call and interpret while the program is going on. I don't know if you know that we have all of that. We've worked on all of that in the last two to three years.

Sue Anne Martin – So, maybe our role is not the collaborator, it is allowing the district to collaborate, and the district being represented by Paula. **Corinne Scott** – And, maybe that's it, we didn't realize all this stuff that goes on, too. **Sue Anne Martin** – We still have a diversity thing we need to cover, we still need to do that. But, I ... **Corinne Scott** – We might be better than... We're on the line. **John Priest** – I think we're Improvement Needed moving towards Meets Standards. **Corinne Scott** – We're a high improvement needed. I'm on the right side of the line on this one. **Paula Crew** – I'm putting Improvement Needed, close to Meets Standards. **Corinne Scott** – I think we are there, but we can do more. **Paula Crew** – Insure school board and district transparency through a process that is open and accountable. **Denise Robinson** – I think you exceed that, because we just got that four-star rating in being the most open and transparent government in this and surrounding counties. **Sue Anne Martin** – I also think that we try very hard to make sure we have discussion in our open sessions of our board meetings where even if we already know the answer, just to ask so it's on the public record. I think we try to be very good at that transparency. **Jon Stafford** – I think we exceed too.

Corinne Scott – But 'C', do you think we exceed? **Jon Stafford** – We get it out there. **Paula Crew** – Insure district information and decisions are communicated? **Corinne Scott** – We share it, the issue is that it's not being received. We're not responsible if someone doesn't understand and doesn't read it. **Paula Crew** – You guys absolutely share, you definitely communicate county wide. **Denise Robinson** – Paula communicates more than any superintendent. **Corinne Scott** – You do, but we still have people say, 'well, I didn't know about that'. **Denise Robinson** – But you have to want to be informed. You can't change people. **Corinne Scott** – I know, but that's what I get hung up on. You can share everything in the world, but if it's not perceived as being shared. **Paula Crew** – I think as long as you have a communication plan, which as a board, you do. You have that communication plan updated annually by your community engagement committee. I don't know if you recall that communication plan, but that's my documentation binder over here. **Corinne Scott** – I'm going to get over my hang-up that people aren't receptive to it. **Sue Anne Martin** – If someone chooses to not hear the message and or ask a question when they don't understand. **Corinne Scott** – That's what I was getting hung up on, how do we get over that hurdle? You can push out everything you want, if someone doesn't want to ... Ok, I'll agree that we exceed on that. **Paula Crew** – Do we solicit input from staff and a wide spectrum of the community so that a diverse range of interests and perspectives on issues is considered? I have a couple of examples. Our school calendar, one of the things that I've been doing the last couple of years is disseminating a survey on, where before they were given three calendars, and they were told to pick one. **Corinne Scott** – That is with the staff. **Paula Crew** – Yes, I'm going with the staff right now. Now, we send out a survey and kind of decide what the three drafts will be. We did that with virtual days when we put that in. So, I'm trying to send out surveys to our staff, that would get information. We did a community survey at the onset of our strategic plan that went to internal and external stakeholders. If you'll remember, our yield of return, the Ohio School Board Association was really surprised, I think we had 700 and some, don't quote me on the figure, I think we had high 700's that we had a rate of return that people actually filled out the survey. But when we did that in 2018, instead of just mailing a survey, we were able to just link it to a Google doc and so, we put that on You Know You're From New Carlisle. **Corinne Scott** – But, that was so long ago. **Paula Crew** – We did that in 2018, one of the things that we're talking about. I think we need to do another one for the community.

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Sue Anne Martin – I think we need to revisit our strategic plan. **Denise Robinson** – I still think you meet the standard. **Corinne Scott** – I think we meet the standard. Maybe we need to **Paula Crew** – and so, from that, I know we have more to talk about tonight... **Corinne Scott** – So, what did we score the lowest on? **Paula Crew** – So, a couple things. One of my recommendations on a goal, if I may. Standard 3A, I know we said, Sue Anne thinks we need improvement there. I said exceeds. Did you say improvement or did you say meets standards? **Sue Anne Martin** – I gave us an on the line, between exceeds and meets, because it's ongoing. **Paula Crew** – I think that would be important to have a board goal on safety. Something on a SMART Goal, on-going safety measures. You will continue to evaluate on a routine basis, safety measures as indicated by data presented to you so if you'd like, I can come up with a couple of SMART Goals on that one. **Corinne Scott** – There is 1B that we need improvement on. **Paula Crew** – More dialogue you said. I think Jo(h)n, you said more dialogue on 1B and then Sue Anne you were talking about when we say that divergent perspective. So, I need a little guidance on what you want the goal to look like. The Safety one, I'm pretty solid on, comfortable on making a goal and sending it to you in a board update for you to look at. But, I need a little bit of guidance. You don't have to have a lot of goals, you can one, two, or three. **Corinne Scott** – Well, the other one that needs improvement is 5A. MM – I have a question on community engagement, and this is just an observation. Sometimes I think that the community that does come out that wants to engage, I'll give an example, at the last board meeting, and I know it would have been an uncomfortable conversation, but the family that had the issue with the softball incident, they got up and left. I think they got tired of waiting. I don't know if our agenda is set in stone, and we have to wait for public comments until the end, that may be something to experiment with. That would allow for public comments sooner rather than later. That might encourage some participation. **Corinne Scott** – We actually have a policy on the agenda. MM – and that's why I was asking. **Paula Crew** – There is a board policy right now, and that was modified a few years ago. We do have public comments at the very beginning but those are reserved for what's actually on the agenda. I think the rationale for that, and then the public comments are at the end, for example the softball family...sometimes when you have those at the beginning of the meeting, what we've experienced is it really throws the whole meeting off. Because you have the... **Corinne Scott** – We have it at the beginning that way people can express their concerns or any questions about what's on the agenda. Then we have them at the end, so they can hear some. **Denise Robinson** – Because you may explain during the board meeting. MM – I agree with that concept. I appreciate the explanation, it was just a suggestion. **Paula Crew** – Sure, absolutely. What about B? What would you like to see there? What would you do more, or what could you do more? You're accountable and open to the public. **John Priest** – Not that you have to have a full blown discussion, but just from, I think it's folks want to know that they are being heard. I suppose you just, stating their two-cents. Is that what you are getting? **Jon Stafford** – You follow up with them sometimes, Paula, when there is information, and maybe we don't see that because. But I feel like people have come in and spoke to the board and we just stare at them, and then they leave. They've got to be, like what am I doing here? **Corinne Scott** – You have to get back to understanding what the rules of the board meeting are. It's a meeting in public, it's like we go through this in our training all the time. It's a meeting that has to happen in public, it has to be open. But then, if you have a public discussion meeting, that's like a different type of meeting, if you'd want to have a conversation. It's kind of weird the way the rules are set up. Does that make sense? **Sue Anne Martin** – So, maybe it's more about acknowledging what they are telling us, what we are hearing, making sure we are

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hearing it correctly and establishing the next steps. **Corinne Scott** – So, you guys have gone through the training more recently. Did this come up again? **Sue Anne Martin** – No, it didn't come up. We talked about having public comments in the beginning for agenda items, public comments at the end for everything else. But, it wasn't about, I think that John, to your point, maybe it's more of an acknowledgement? Or maybe... **Jon Stafford** – I just think that, rules or no rules, you should be able to say to somebody, like 'alright, we'll look into that and we'll get back to you.' **Sue Anne Martin** – So, what you're, acknowledgement of somebody. **Jon Stafford** – Or like 'We'll take that under advisement.' We just, I feel like... **Sue Anne Martin** – Next steps. **Corinne Scott** – and maybe, like also what you said, Paula does the follow-up, but we don't necessarily hear that follow-up. **Sue Anne Martin** – So, maybe you could include any follow-up in your board update after that? **Corinne Scott** – I mean, it doesn't have to be the details of the follow-up necessarily, but let us know I followed-up with so-and-so, or whatever. **John Priest** – Is that a reasonable request? **Paula Crew** – It is, but sometimes, I won't follow-up, for example the lady that came from Donnelsville and complained about how horrible the discipline was, I didn't follow-up with her. I'll just say it, she was a plant to come here and talk about that, and that was very obvious. So, I'm not going to follow-up, I know what her opinion is. I felt like she was encouraged to come here. **Corinne Scott** – If you do follow-up, is it something, does it make sense that we know that you followed up on it? **Paula Crew** – I would be happy to share that, yes. **Jon Stafford** – and there are sometimes when people just come to vent, and there's nothing to say. **Paula Crew** – Yes, that's what I'm saying. **Corinne Scott** – Yes, there's not a follow-up that is needed to everything. **Sue Anne Martin** – but we can acknowledge. **John Priest** – Yes, when they... **Sue Anne Martin** – I'm making that note for myself, and I will set that standard then going forward. **Jon Stafford** – I guess I feel like, I've sat around here, and been like, is anybody going to answer this person? And, it's awkward. **Corinne Scott** – It is very awkward. **Denise Robinson** – The other thing you have to answer as a board, and not answer as an individual person. So, that's why, at other board meetings you'll see that nobody will respond, or the board president will say, ok we'll discuss and get back to you, **Corinne Scott** – Or just say thank you for your feedback. **Denise Robinson** – and that's why, you're a board together, you are not the board individually. **Paula Crew** – But, that could be something as a board that with your president you say, hey we would like this to happen. You know we all agree that we want to say, what did you say Jon, acknowledging the venting? Following-up and having.. **Sue Anne Martin** –... Well, and maybe it's establishing what the follow-up will be in public, if there is follow-up to be had. **Corinne Scott** – I don't know if we necessarily, like if there's a case where, like the one example. **Sue Anne Martin** – Well, we would just not say that. **Corinne Scott** – No, we don't want to say, Paula is going to follow-up with you on every little thing. **Sue Anne Martin** – No, agreed. When it's valid and needed, I think that we can absolutely do more of that. (unintelligible) **Denise Robinson** - ...the Superintendent, and possibly get back with you. **Corinne Scott** – It's very awkward. **Paula Crew** – I am, I can say, and I know our recorder is on, but I can comfortably say I do communicate, and I do get back with people when they text, or they email, or they call me. Or, if it's here and they ask something specific. But, if they are venting, historically, I don't. I know what their stance is. **Jon Stafford** – I understand that, I'm not questioning that. I don't know, I just have felt that sometimes when people do come in, I think that if we get to a point where we are like, where Sue Anne will say on behalf of us, we'll take that under advisement, we'll discuss it, and the superintendent will do something. **Sue Anne Martin** – I can do that. **Jon Stafford** – I think as an example last week, we talked about the people's names on the thing, and it was kind of

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...discussed. **Corinne Scott** – Ok, those are the. **Paula Crew** – Let me just before we turn the page on that, did you want a goal on that or did you just establish what we are going to do. **Corinne Scott** – I think we just established our plan. Safety, we talked about that. The other was a 5A. **Paula Crew** – What would you like to see your goal be? **Corinne Scott** – I don't know. **Paula Crew** – Responding to diverse needs. Who said they thought we were improvement needed? **Corinne Scott** – I kind of did, I just don't know, again. **John Priest** – Which number? **Paula Crew** – 5A. Actually, John I thought that you said something. **John Priest** – Yes, I did, the diversity. Just making sure that everyone knows what resources are available to them. And, again, I don't know how to go about doing that, but like you said, folks have to receive. **Corinne Scott** – They have to want it. They have to be open to it. **John Priest** – Because, like the resources, are they on like, the website? They are? Ok. **Paula Crew** – and I send them in Parent Square. Again, maybe a goal could be to continue to do all of these things, as evidenced by A, B, C, D. I'll put some as evidenced by, and you can tweak it. Does that sound good? Because, like you indicated, you didn't know about the Hispanic efforts to communicate and involve. **Corinne Scott** – When it's registration time, don't we, at one point we opened up the schools and had translators available. **Paula Crew** – Last week. **Corinne Scott** – we did for Kindergarten. **Denise Robinson** – and you have the service over the phone that does, I don't know how many languages. **Corinne Scott** – Do we have any idea what percentage of our families, or our parents or guardians, do not speak English and need translations. **Paula Crew** – Yes, Susan Wile has those numbers, being in charge of Migrant. **Corinne Scott** – Is there anything we can do, so we know, how do we measure ourselves that we are reaching that segment of our population? **Paula Crew** – A couple of ways, I'm sure there is always more we can do. We have that acquisition language plan, and Susan Wile talked about that at one of our board meetings, and that is all of our strategies that we are attempting, and those are the ones I've talked about. She has presented on that before. Our efforts to increase the communication, by having things in Spanish and having the ability to have interpreters and having the ability for them to then translate it themselves by pushing a button. But maybe that's... **Jon Stafford** – Is this question, I don't feel like this question is more about diversity, I feel like the word should be multiple. I don't feel like it's like a black, white, Hispanic. I feel like it's just a collaborate with families (unintelligible) families to respond to multiple interests, is what it should be. I don't think it's a diversity issue, but I... **Paula Crew** – Responding to multiple interests? **Jon Stafford** – I think as a district there are so many different needs. (multiple people talking at once) **Denise Robinson** - ...may not be migrant. **Jon Stafford** – I don't think that's the intention of the question. **Paula Crew** – It's been changed to multiple. **Corinne Scott** – I like that word better. **Paula Crew** – It's there. Well, that changes the whole dynamic, I think, do you? If we do it that way, with multiple? My thought. **Corinne Scott** – See, it's the whole collaborating with families. I mean that was what... **Denise Robinson** – Well, we have family nights for ... **Sue Anne Martin** – We facilitate the district collaborating. **Corinne Scott** – that's what I keep getting hung-up on. We're physically not doing it, but we make sure... **Sue Anne Martin** – Facilitate the collaboration. **Corinne Scott** – We support that it happens. We facilitate, I like that. **Jon Stafford** – I've joked about this before, but I think one of the major people that we really need to, like, take care of or whatever. And don't laugh at this, I call them, like the power moms. I feel like a lot of these power moms, like they do all the fundraisers, like the same amount of people do all these things. **Corinne Scott** – It's the same people that do all the volunteering. **Jon Stafford** – and those moms also talk to a lot of different people and I feel that we really need to like, if you piss off the power moms, then it doesn't go well. **Paula Crew** – The mom

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squads? (multiple people talking at once.) **John Priest** – That’s a very good point, though. **Jon Stafford** – I’ve joked about it. **Corinne Scott** – Where does that fit in? **Jon Stafford** – I’m just saying that, it’s part of the collaboration, like that. I just feel like if you want to get anything done, you’ve got to keep the moms happy. **Corinne Scott** – So, are we back to meeting the standard on this? **Paula Crew** – I’m not sure, do you think? **Sue Anne Martin** – Yes, I’m a Meets Standards. **Corinne Scott** – Facilitate the collaboration with families, community members. Respond to multiple interests and needs, and mobilize community resources. We facilitate all that, through Paula and through others. That’s our conduit. I guess in that sense, I’d say we meet it. **Paula Crew** – So, right now I’m going to do a goal then for the Safety. Is there another area, even though there aren’t any more improvement needed, is there another area that, you know we had 4B, evaluate Superintendent and Treasurer on a clear and focused expectation. Do you want a goal there for next year? **Sue Anne Martin** – You can, we’re going to be doing it. **Corinne Scott** – How is that a goal? I mean, that is part of our requirements we should be doing. **Sue Anne Martin** – Because we are going to be doing it, and we are not. **Corinne Scott** – What do you mean, we’ve been doing it? We do evaluations every year. **Sue Anne Martin** – We haven’t done it this year. So, if we haven’t done it since August, we haven’t set the goal, talked about the goal, had a review. **Corinne Scott** – No, we haven’t done it for the school year. OK. **Paula Crew** – Or, we can look at something else. **Corinne Scott** – I think Safety. **Paula Crew** – Do you want me to do a couple goals in there? We have safety. Anything else that you want a goal on for yourselves as board members, as a collective board rather? **Sue Anne Martin** – Can we do something in Two? I know that we have three meets in there. I just think that this is that High Expectation for Student Learning with Clear Goals and Objectives. I just think there are ways that we should be reinforcing that. Is it in the questions that we ask? Is it in the presentations that we have at our board meetings? What can it be? I don’t know that it’s tied to specifically. **Paula Crew** – Which one? **Sue Anne Martin** – Standard Two, the whole thing, not a letter. I just think it’s important that we facilitate. I don’t know if we want to pick one of those. But, the facilitation of, we’re here at the end of the day for our students to learn. How do we... **Corinne Scott** – The fact that we get more reports out, like on the academic achievement. Beth has given us reports on each building, and what they are doing. She shares information with us. But, we, as a board, we don’t this is where I’m having trouble stepping through what we do directly as a board and what we make sure happens. That’s where I’m having trouble. **Paula Crew** – Perhaps you could have a goal on 2C, where it indicates adopt a collaboratively developed district plan focused on learning and achievement outcomes for all students. You have that, perhaps your goal can be revisit. **Sue Anne Martin** – That’s the strategic plan. Is everybody good with that? The strategic plan is five years old. **Corinne Scott** – We need to look at it. So, let’s make that, that’s going to be the goal. **Paula Crew** – Yes, and maybe your goal would be perhaps to look at that and determine the steps that you need to take to revisit that? Do you need to bring the whole group together again? I don’t know that you do. A lot of those external people, unfortunately are gone, literally. **Corinne Scott** – But, I think we need to look at it. We do this at work, you have your strategic plan, you have your big thing, and then annually you have your big goal, and each year we have like, tactics that come out of it, and after like three to five years, we look at the big plan again. That’s kind of where we are at. **Paula Crew** – How about if I reach out to Terry Morgan, who facilitated that the first time at Ohio School Board Association, and see what the recommendation for that whole strategic planning method is. It is every five years, I’m pretty sure. I agree with Sue Anne, but I don’t know that you have to go through the whole... **Corinne Scott** – It was a huge commitment, and we’re not going to get

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that commitment again. **Paula Crew** – But, it was very good that we had that. It was some good information. Do we need to look at another survey that goes to internal and external? **Corinne Scott** – You’re going to get some feedback from Terry and give us some guidance on that. **Paula Crew** – Yes, and when would you want that by? **Sue Anne Martin** – I was just looking at the schedule. **Corinne Scott** – Not Monday’s meeting. **Sue Anne Martin** – The next part is, right now we’re sitting at the end of the year evaluation in the short chart, April – June. So, I’m wondering if we get some goals and then we set ourselves up back in August. **Corinne Scott** – Yes, we get back on the August schedule, that would be our board objective. **Paula Crew** – So that would give me time to do the goals and get them shared with you, you can tweak them. That will work. Are you good with that? Multiple voices spoke in agreement. **Sue Anne Martin** – Next up, comments questions from our board members.

Mrs. Scott – nothing at this time.

Mr. Stafford – nothing

Mr. Priest - nothing

Mr. Mills – nothing

Ms. Martin – nothing either.

EXECUTIVE SESSION

Motion by Mr. Priest at 8:13 p.m. to recess into Executive Session to consider the employment of a public employee or official, to consider the compensation of a public employee or official, and to consider matters required to be kept confidential by federal law or regulations or state statutes, and to discuss details relative to the security arrangements and emergency response protocols for the board of education. Second by Mr. Stafford.

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

Nays, none. Motion carried 5-0.

The meeting reconvened at 8:53 p.m.

Adjournment

Motion by Mr. Priest to adjourn the meeting.

Second by Mrs. Scott

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

Nays, none. Motion carried 5-0.

Meeting adjourned at 8:56 p.m.



President



Treasurer

