

Minutes of the October 25, 2022 Regular Meeting of the Tecumseh Local Board of Education

October 25, 2022

The Tecumseh Local Board of Education met in regular session on October 25, 2022 with Board President Corinne Scott presiding. Mrs. Scott called the meeting to order at 6:00 p.m. The meeting was held in the Arrow Conference Room at Tecumseh High School, 9830 W. National Road, New Carlisle, Ohio 45344.

Roll Call: Present — Members Scott, Slagell, Priest, and Stafford.
Absent — None. Martin arrived at 6:02 p.m.

Mrs. Scott led the Pledge of Allegiance.
Mrs. Scott recognized guests.

Minutes of Previous Meetings

Motion by Mr. Priest and second by Mr. Stafford to approve the minutes of the September 25, 2022 meeting, as presented.

Roll Call: Ayes, Members Priest, Stafford, Slagell, and Scott.
Nays, none. Motion carried 4-0.

Communications

Written Communications – None at this time.

Other Communications – None at this time.

Reports:

Beth Moore, Curriculum Coordinator - State Report Card Data I would encourage the board to pull up the slide show that way you can look at some things up close. Just this morning I was watching Spectrum News and WHIO and they had shared how the report cards throughout the state had decreased and students weren't catching up very fast, and I thought 'How timely, I'm reporting on this tonight' / 'I get to share pretty decent news', so I felt guilty and also happy about that. Also, as I look out to the crowd, I'm going to pretend that you saw my name, and that I was presenting, and that's what you are here for. So, if I smile at you, that's what I'm thinking in my head. I know that the board received some information, I want to say some surface information, good information. That was just a warm up, that was your appetizer. So, it's so important that you understand what we're doing academically how it's assessed, and how we're performing, not only on the big things, but the little things as well. And that really is going to be my role this year to do that better, serve that role better during board meetings. This is something that pretty much everybody saw, it is the Tecumseh Local School Report Card and again, we received a 3-star in Achievement, a 4-star Progress, 4 in gap closing a 2 in graduation, a 2 in early literacy and they are not going to grade the college career report until next year and they aren't going to give an overall grade until next year, unless they change that, which could happen. So, we are going to focus on one part at a time, again I think it's really important that you understand the report card and the makeup of it. So, I'm going to go into teacher mode, if you don't mind. I really encourage you, even if you have to look off of somebody. Teachers, you'll know this, because we live this. So, in achievement, we have what's called the performance indicator. The performance indicator is essentially all the tests that the students take and how they rank. This is a composite score of all the students in 3rd grade through the state testing. We're used to looking at indicators, did

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we get 80% of our kids to pass the state test? Were the proficient? We don't do that anymore, or rather they don't do that anymore because hardly any district, regardless of socioeconomics, can make that mark, so it's off the table. So that's one great thing. So, this is the only thing that we are looking at when we look at achievement, which is pretty fair. So, you will see here that you have untested I think that's pretty understandable, limited, basic, proficient, accomplished, advanced, and then the plus. The plus is for any of our students who are accelerated, like a fifth grader who is taking sixth grade math if they get a proficient or higher on the test, we get extra points for that. Right here you'll see this is the percent of our students that received this ranking, and this is how many points it's worth. They multiply that together to get our score here. Our score of 76.8 is out of a possible 107.3, assuming that all of our kids are proficient. That's the goal. And we scored a 71.6%. and you are thinking 'what does that mean' the teachers are probable thinking 'what does that mean'. Well fortunately, I've dug into that for you so you can see what that means. I'll tell you number one, it's earned us a 4-star, so that's one thing. Last year in 2021 we were at a 58.3%, so in one year's time we raised that to a 71.6% which is a huge accomplishment. If you look at the scale and see how they ranked that, we are right in here. I said 4-star earlier, I meant 3-star. I apologize. So, if we are right here at 3-star, between a 70% and an 80%. We're barely hanging on to that 80%. So, when we met at the District Leadership Team, we talked about strategies that we would like to implement to push those kids in each of those groups up one notch, or at least make a little bit more gain so that they could eventually get to at least that proficient mark. And so, in November's meeting, I'll select a building to talk about their plan and what specifically they will be working on to accomplish that. So that is how achievement is figured and graded. Any questions before I move on? *Mrs. Scott – you made a comment that next month you are going to report on one school, are you going to report on all school eventually?* Yes, I think it's important for you to know more details about what every school is doing. And we have EVOS reports, Value added report, Map scores to look at. I like to even highlight what teachers are specifically doing, based on those big ideas. Again, a 3-star, I think it's pretty great, coming back from where we were the year before.

Progress, when we look at progress, we are measuring ...if I have a class of kids and all of them were proficient, I would be expected to keep them at proficient the next year. That would get me a year's worth of growth. So, at Tecumseh we understand that sometimes our kids come in quite a few years behind and so we always try to make a year plus a little bit more of growth, so when we make that kind of progress, either a year or a year and little bit more we are able to increase the student's levels to get them back on track, and I think the teachers in most of these areas did a great job. If you look at this right here and you see the tested grade, you have a composite score at the top that says all grades, then you have each grade level -fourth, fifth, sixth, seventh and eighth, and then high school below. Then if you look at the columns, you'll see English Language Arts, Mathematics, Science, and then All Tests, and that's really just a combination again. That way you can look at grade level and subject areas. So, if you are wondering what do all those colors mean, the dark blue is where the students have made more progress than expected with significant evidence. The light blue is made progress, more than expected, with moderate evidence, the green is students made progress similar to what was expected, yellow is made less progress than expected, and red is made less progress than expected with significant evidence, and then the gray is, they weren't tested. Because of a composite it really kind of builds, it's a good thing they do a composite, if you look at each of these areas there are strong areas, strong grade levels and then right here at the end, that's how we managed to receive that light blue – made more progress than

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expected, to receive that 4-star. I'll have you take a look at that. Again, we're not going to point at any grade level, or speak specifically about grade levels tonight. Each school will have their opportunity to talk about their plan every month.

So when we look at that, sometimes we like to put it another way. The state gives a good amount of leeway, when you look at the 4-star, when you look at the performance index, this is from a tenth of a point to two points on their scale for that 4-star, and that is where we lie. Value added, the EVOS reports just came out this week, for teachers and at the next meeting I'll be available to share how each school did individually with you, and we can dig into some numbers more with that. Any questions in regard to progress. The colors are good and fine and give a nice overview, but if you want to know specifics, this is a great table to take a look at because you have an overall composition for all of our students, and the actual numbers, how the gifted population do and students with disabilities, then they break it down by subject areas, English Language Arts, Mathematics, Science, and Social Studies. We can talk about very specific student sub-groups in our district and what our plan is to make improvements.

Ms. Martin – remind me again how we get a 4star, when I'm looking at these numbers and not getting to an average. I'm seeing a couple fives, and a lots of threes, how do we get a four out of that. The numbers there, the gain index, don't correlate with the stars, like exact mathematically. Growth index needs to be between a +2 and a +110. I just like this slide a little better.

Gap closing, I really think this is what Tecumseh is best at, closing those gaps. It has so many different parts. I'll talk about four of the six, parts because two of them weren't actually calculated. The first part is achievement again. Essentially those dots there are where our students performed, the bar is where they wanted us to perform so the state says if you are going to be able to close the gap, you need to get to about here. And if you get to that bar in each of those subgroups, you are closing the gaps. English Language Arts looks pretty good in a lot of these areas. Mathematics, we really felt that our multicultural, Hispanic, economically disadvantaged, and EL populations pulled up here. So again, we use this data to say what was done with those students, who was with them that helped them so much. What did they do, what were their practices. So that's where we look at the achievement part of gap closing. Then they say you need to make this much growth. So, if you look over here with the English Language Arts, you want to get to – here's like the base line. This is like that year's worth of growth, so anything over here is gain. So, you can see that a lot of our subgroups made tremendous gains in English Language Arts. EL, students with disabilities, those were struggling area and of course English Language Arts is the toughest subject area for them. And when you look at mathematics, every single subgroup made tremendous gains with those students. So that is the achievement portion math and ELA, growth portion math and ELA. There is also a graduation rate for each subgroup, and again you can see that our English Learners, Hispanic students far exceed the expectation and the others very close. They also measure how are our EL students performing as compared to all students. Two other things that are not up there tonight will be chronic absentees, we would like a reduction in that because of course it correlates directly to student performance, and the Gifted. And again, they are just trying to figure all this out too at the state level, which I think is why gifted doesn't receive a grade. This is the data that we do have. *Mrs. Scott - What reports did you just get today? You said you just received some today, which ones were those?* I'll share those when I get there, if that's ok. *Oh, ok I didn't realize you had those available tonight.* So where are we on this scale of gap closing? Here is where they graded us, Gap Closing, component grading, so 51.9% we are tucked pretty snugly here in that 4-star rating. So that

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was a solid 4. Any questions on Gap Closing? I think there is always confusion between what's the difference between progress and gap closing, aren't those the same thing? They do work together, it's just progress is making that year's worth of growth or more, because we are always trying to get more, otherwise our kids will always stay the same amount behind. And the gap closing really looks at, the state sets this bar and you have to achieve it or go above, so that's why we do well in gap closing, we go above that bar.

Graduation, so the graduation is calculated with a four-year rate, and with the five-year rate. The four year is weighed at 60% and of course the five-year at 40%. It's interesting because we are always a year behind with some of these things. You'll see with the next two things. It comes later because of the way it has to be tracked and reported with EMIS. So, with that weight, that puts Tecumseh at an 88.8, which puts us right here, almost a 3-star in graduation. The new data that we received, this actually goes up. This is what was on the report card. which anyone can see, anywhere, it's on the web, you'll see the trends, and I know this was in the report from last time where you see the trending up on the five year, and you see the trending up for the four year, until 21, and then I know a question was raised, 'what happened in 21' well a lot happened in 21. I'd like to talk about that in the next slide. If you look at our four-year rate, as compared to the state, it's similar, and our five-year rate is above. So, I'm looking forward to that report. This week we received some data on the class of 2022, so again we see the report to here to 2021, and this week we received the report that 2022 was 89.3% which is excellent, and also makes me start to calculate, so I almost know where our grade will be for next year, but I'd rather not say. If I look at this year, and because of the weight, that year will be averaged into our five-year, it's going to be really close. It will be interesting to get that. *Mrs. Scott -The special ed students are permitted to be in the school until their 22nd birthday. How does that come into play? Are they excluded from this four and five year? Mrs. Wile shared that our special education graduation rate is good and getting better. If students defer graduation, they are counted when they take their diploma, which means they most likely fall into the fifth year as opposed to the fourth, and we do take a bit of a ding for that, but the students benefit from it. All of our students are included in our graduation rate.* Ms. Moore – here is an interesting report on the report card, a non-graduate report, you can see that kids that don't graduate stay with us, that percentage of students, they stay with us typically until they do graduate. We do want to make sure they are graduating regardless of what the state system is. When you look at a 20-year average of a graduation rate it is exactly an 87.7%, we are above that in 22, and I also want to talk about, it looks so dramatic, this drop here, this 90%. I do want to say on this chart here, the graduation requirements changed every single year here. It's difficult for our students, teachers, principals, and guidance counselors. I started going to meetings with them, and thought 'how many meetings outside of school to look at the paths to graduation are there?' It's overwhelming. I will say that this right here is higher than it probably would have been if there would not have been covid, and that's another thing that makes it look so dramatic. The requirements were lowered, so low, the standards for that year was so low, so that peak is so dramatic. It's making any type of drop fall. I would also like to state, that I looked over the data from the last 20 years of graduation rates and there were seven other times when it dropped to that and lower to that 85% mark, and within the last 10 years, we are now at the fourth highest graduation rate in 22 than ever. So, I thought it gave us a nice picture of what is really happening outside of this one little graph. I don't want the high school to take a hit on this, because it's not deserved. There is data to support the work that is being done and the circumstances surrounding all of the graduation changes, what's happened in years past. *Mrs.*

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Crew – can you repeat that about the 85%, how many times have we been down there historically as a district? Looking at the past two decades, we were down there six to seven times. So, we are always dancing between that 85 and 90 mark. Ms. Massie – not a question but a comment. I appreciate this conversation in bringing this back around showing this additional context around it. I was the one who raised my hand last time, because I was so concerned about that number. I appreciate seeing 2022 thrown back in, I appreciate the additional context that we've received on it, so thank you. It's fair to everybody.

The last component is the early literacy. This is surrounding our students in kindergarten through third grade. So, it consists of three parts. The proficiency test, the reading portion only that the third graders take, the promotion rate to fourth grade, and improved literacy, which I'd like to explain the madness in the next slide. It's weighed at 40% for testing 35% for promotion, and 25% for improving literacy. Tecumseh received a 58.2 in the ELA proficiency for third grade testing, promotion 100% only because of covid, but I would like to say that historically we've only kept three-five kids back prior to that. And then improving literacy, well, I'll just say that we earned a 61.1%, again I always want to know what does that mean, what is the scale. A 2-star rating, means that we fell right in here and we were only 1.9% away from that 3-star. There are a few things that, the everybody being promoted, the 100%, we're not going to have that. That is something the third-grade teachers and every teacher prior to that is going to have to work on that, and they have. It's something they continue to have to push. I know the state lowers that expectation. They don't have to score in the proficient range, or they do, but just the reading portion, or they do the tera-nova, or we look at our maps test we do a lot of things to be able to promote them to fourth grade. I want to talk about the early literacy component. This is when we are going to look at that slide and really figure that out. They looked at cohorts, it's not something you can look at in one year and say, oh that's what it is. So, the kids that were in kindergarten two years ago they gave them a diagnostic test in the fall, they recorded said diagnostic test. Then last year as first graders, they gave them another diagnostic test so when they were given the kindergarten test they were either marked on track or not on track. And when they look at the first grade test during the next year, is that kid still off track, or are they on track. We went from not on track 162 students 39 on track and then 24.1% moved to on track. And so they look at cohorts of kids, that's how that calculated every year, so it's a moving part. You can't just look at this is the third graders this year, no it's the third graders last year and the test you are comparing it to is the one from the previous year. They look at were they on track the prior year or off track and did we move them on track, and that's how we get that percentage from that, and that was 31.4% of the students moved to on track. I look forward to talking about all of the ways principals, the teachers, their big plans that they have for each building and what they've been doing with those plans in the future months to come. It's important that the board knows about all of these things, because that's why we are here. Any other questions? Concerns? *Mrs. Scott – is this a report we will get once a year, or is there a mid-year?* No, it's once a year, but with that said, we do take, every district has to have a universal screener, and so our district does NWEA Maps and we will look at that in three points. Next, we'll plug November, we'll look at the EVOS reports which looks at growth and we'll look at our Maps reports from the first quarter so we can see the growth throughout the year. One big report at a time, otherwise it's just overwhelming.

Public Comments:

None at this time.

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Old Business

None at this time.

New Business

ADOPTION OF CONSENT CALENDAR - PERSONNEL

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

Resignations - Certified

None at this time.

Resignations - Classified

Hunter Sallie, Paraprofessional at Tecumseh Middle School. Effective October 14, 2022.
Reason - Personal.

Danny Clark, Evening Custodian at Tecumseh Middle School and Tecumseh High School.
Effective October 18, 2022. Reason – Personal.

Employment – Certified

None at this time.

Employment – Classified

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

Ashley Knox, Child Nutrition at Park Layne Elementary School. Effective October 4, 2022. Step 0, \$13.25 per hour.

Laura Cameron, Registered Nurse at Park Layne Elementary School. Effective October 24, 2022. Step7, \$37.60 per hour.

Christy Crawford, Paraprofessional at Tecumseh Middle School. Effective October 26, 2022. Step 0. \$13.25 per hour, pending licensure. She will not be paid until her paraprofessional license is secured.

Miranda Guisinger was removed from the agenda. She is being hired as a preschool aide, which will go through the Clark County ESC, as do all other preschool employees.

Employment – Substitute 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.

Tracy Volmert (Classified - Secretary)

April Zimmerman (SB1 Certified - Teacher) pending licensure

Employments – Resident Educator Mentor

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to approve the following individuals for the position as listed for the 2022-2023 school year, as per the Negotiated Agreement.

Annie Huffman (3)
Michelle Peters (3)
Kerry Cassell (1)
Kathy Quarls (2)
Patrice Setterfield (2)
Lisa Wells (2)
Nicole White (2)
Steven Rudnicki (1)
Sue Howard (1)
Stacy Hampshire (2)

Employments - Home Instruction 2022-2023

to employ the following individuals for the purpose of home instruction, as needed, for specific students at the rate of \$28.61 per hour. Home instruction services will not exceed 5 hours per week for any one student unless required by law.

Cindy Taylor
Stacy Blackburn

Employment - Supplemental - Travel

to approve the following employee and travel amount for the 2022-2023 school year.

Cara Mansell \$750.00

Employment – Supplemental - Athletic

For the 2022-2023 school year, salary as per Negotiated Agreement.

WINTER SPORTS - all positions are filled. * - Pending Certification

Head Varsity Boys Basketball	Kyle Leathley
Assistant to the Head Varsity Boys Basketball	Dan Vaughan
Assistant Varsity Boys Basketball	Scott Knapke
Freshman Boys Basketball	Jimmy Berner
Head Varsity Girls Basketball	Chasity Russell
Assistant to the Head Varsity Girls Basketball	Miranda Mougey
Assistant Varsity Girls Basketball	Jason Runner
Varsity Wrestling	Corey Mollette*
Assistant Varsity Wrestling	Josh Knoop
Assistant to the Head Varsity Coach Wrestling	Gavin Sineff*
Head Varsity Swimming	Tom Stafford*
Volunteer (Swimming)	Morgan Mumma
Head Varsity Girls Bowling	Angie Davenport*
Head Varsity Boys Bowling	Noah Burns*
Varsity Basketball Cheer	Kim Osborne

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Sponsor Junior Varsity Basketball Cheer
Middle School Girls Basketball 8th Grade
Middle School Girls Basketball 7th Grade
Middle School Boys Basketball 8th Grade
Middle School Boys Basketball 7th Grade
Cheerleading Sponsor
Middle School Basketball 8th Grade
Middle School Basketball 7th Grade
Middle School Wrestling
Middle School Wrestling

Kim Osborne
Ceslie Shellhaas
Kendra Cuellar*
Jim Dinwoody*
Josh Mooney

Erin Burns
Erin Burns
Anthony Watson
Tommy Rowe*

Approve Retire/Rehire Public Meeting and Notice

to approve a public meeting on the issue of rehiring retirees on December 13, 2022 and to approve notice for publication in the newspaper, as follows.

“The Tecumseh Local School District Board of Education hereby gives public notice in accordance with Section 3309.345 of the Ohio Revised Code that Karyl Strader, who is currently employed by the Board of Education as a Principal at Park Layne Elementary School, will be retired and seeking re-employment with the Tecumseh Local School District in the same position following her service retirement. The Board of Education will hold a public meeting on the issue of re-employing the above-named person at a meeting to be held on December 13, 2022 at 6:00 p.m. at Tecumseh High School in the Arrow Conference Room, 9830 W National Rd., New Carlisle, OH 45344.”

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

ADOPTION OF CONSENT CALENDAR – ADMINISTRATIVE

Motion by Ms. Martin and second by Mr. Priest:

Set Organizational Meeting and Regular Board Meetings for 2022

to set January 10, 2023 at 5:00 p.m. at the Tecumseh High School Arrow Conference Room for the organizational meeting. The Board will discuss, at the organizational meeting, setting all regular meetings for 2023. In addition, the Board is asked to set January 10, 2023 for the regular January meeting to immediately follow the organizational meeting.

Set Budget Hearing

to hold a public budget hearing during the Organizational Meeting on January 10, 2023 at 4:45 p.m.

New Carlisle Community Garden

to approve the one-year lease agreement between the New Carlisle Community Garden and Tecumseh Local School District. The lease is for the site of the former Westlake Elementary School. This is the fifth year for the lease.

Swank Movie Licensing, USA

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to approve using Swank Movie Licensing, USA for public performance site licenses for all buildings. The cost is \$2,292. This is the same as the prior year. The District has been using this company since 2009.

College Credit Plus (CCP) Course Materials

to approve the addition of electronic/virtual apps/books/papers as part of the district's responsibility for CCP course material when this is an option available to the student. All reimbursement(s) are subject to approval by the superintendent.

Wireless Communication Allowance

to approve the wireless communication allowance of \$40.00 per month for eligible employees for Fiscal Year 2023, as per Board Policy #7530.01, as presented.

Cara Mansell

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

ADOPTION OF CONSENT CALENDAR – FINANCIAL

Motion by Mrs. Slagell and second by Ms. Martin:

Financial Reports

to review and approve the financial reports for September 2022.

Fund Advances

to approve the following, as presented.

Negative fund balances covered by unencumbered general fund balance for September 30, 2022.

001-0000	\$596,973.48
461-9023	(\$3,876.33)
505-9023	(\$11,411.40)
507-9222	(\$4,920.00)
507-9322	(\$455,229.61)
516-9023	(\$55,916.87)
536-9023	(\$4,032.00)
551-9023	(\$1,188.11)
572-9023	(\$50,375.66)
572-9823	(\$809.52)
590-9023	(\$9,213.98)

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. Appropriations for Fund 018 will be increased by \$100,000.

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Donations

to accept the following donation made to Tecumseh Local Schools.

Tecumseh Elementary PTO	New Carlisle Mini Grants	\$932.35
Tecumseh Cubs/Tecumseh Strong	Tecumseh Girl's Soccer	\$750.00
Jenkins Auto	Yearbook	\$ 5.00
SW Ohio Volleyball Officials Assoc.	Tecumseh Volleyball	\$ 85.00
Kettering Health Network	Tecumseh Athletic Program	\$299.14

Dayton Area School Application System Consortium

to approve participation in the Dayton Area School Application System Consortium coordinated through the Montgomery County Educational Service Center for fiscal year 2023 at a cost of \$10,005.97. The cost last year was \$9,484.33.

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

INSTRUCTIONAL

None.

ATHLETIC

None.

POLICY

No action required or taken.

The Board reviewed the following policies, as presented.

1617	Weapons
2220	Adoption of Courses of Study
2413	Career Advising
2430	District-Sponsored Clubs and Activities
2431	Interscholastic Athletics
3120.08	Employment of Personnel for Co-Curricular/Extra-Curricular Activities
3217	Weapons
4217	Weapons
5111	Eligibility of Resident/Nonresident Students
5335	Care of Students with Chronic Health Conditions
5336	Care of Students with Diabetes
6700	Fair Labor Standards Act (FLSA)
7217	Weapons
7440	Facility Security
7440.03	Small Unmanned Aircraft Systems
8210	School Calendar
8320	Personnel Files

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8330 Student Records
8600 Transportation

Further New Business

None at this time.

Planning and Discussion

None at this time.

Reports

Susan Wile

- Since we were talking about state data today, I wanted to put together some information. We get a Special Education report card every year, but that one is not public and the reason it's not public is because the state doesn't want any bullying because of any personally identifiable information about it. Meaning a district that has a few special ed kids, someone could figure out certainly how those students were doing. But, our rating for this year which is based on data from the 20-21 school year is Meets Requirements, which doesn't sound great, but it is the highest rating you can receive. The other ratings are Needs Assistance, Needs Intervention and Needs Substantial Intervention. So, we try to stay out of the Needs Substantial Intervention category. I put on there some of the key indicators they look at when they look at the disproportionality of discipline. TLS was not rated in the 20-21 school year and that was just because we didn't have enough students in the IEP category that had suspensions and expulsions that required us to be rated in this area. In that 20-21 school year we were rated for disproportionality of identifying students in special education and we passed what they look for. So, they are saying that we are not overly identifying any particular population of students as being students with disabilities. We were 100% compliant on completion of our evaluations in a timely manner and accurate and timely reporting of our data. This is huge when you really think that comes down of the paper we shuffle in our office and Jan Knotts getting that information to the state correctly and in a timely fashion. We have well over 1,000 meetings a year a lot of paper to push around and get into that system. The graduation rate you asked about Corinne, it used to be that if we issued a diploma to one of our special education students, they were counted as having graduated from Tecumseh Local Schools. Then a couple of years ago the state said, from now on you can only count a student as having graduated if they have met every requirement as a typical peer had to meet to graduate from high school. So, they are counted in our graduation rate, if they are excluded from any of those things that Aaron covered last year in the board meeting. The competency, credits or seals. If they don't earn all parts of that, they aren't counted in our graduation rates. So, the first time we did that, because we can exclude students from certain parts of the graduation requirements, our graduation rate for special education students was really low, like 10%. I put a few other markers on there for you, in 2019 it was 23.68% was the amount of special ed students who met all the requirement as their typical peers. But in 2021, if you look that was 73.68% of our special education students were meeting all same req as their typical peers to get that diploma. That is a reflection of the hard work that the high school is doing to make sure their students really understand the requirements and that they really need to meet them. So that's huge and when you see that, yes, they are being counted in our graduation rates, but if they are being excluded from those requirements, they are not being counted as having graduated in that graduation rate. *[Mrs. Scott] so they are being*

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taken out of that population? [Susan] No, they are not being taken out, they are being counted as someone who didn't graduate. It's really good to look at that number. *[Mrs. Crew] so if the IEP team determines that that child is way from the consequences, if they don't pass that assessment, but that counts as a* [Susan] so there are other ways for them to meet competency. It's like the state says, ok you can waive that requirement to pass that test, but then the team really should dig in and find another path for competency so that student can still find a path to graduate, and that's why the state created those multiple paths to graduation. At the high school, the teachers, counselors, intervention specialists are working together, and they are doing a great job of it, to find paths for our kids. So, we've gotten that graduation rate much higher in that short period of time. Those pathways are great for our kids. Other indicators we would have met, which is exciting, because they also grade us based on what they think our special education students should be able to get, they got it for 4th and 8th grade math, they didn't meet it for high school math. The reading proficiency, they also look at 4th and 8th grades and high school. Reading proficiency didn't meet the target, although they weren't terribly off. We've got growth in our special education program, some exciting things going on in special education! *Beth Moore commented on how the two reports tied in with each other.*

Brian Dixon

- The Reynolds roof at THS, met with Jeff Sandlin, president of Maxim and Dave Donner Superintendent, last week along with Mrs. Crew, Mr. Barger, Mrs. Robinson, Mr. Eier, and Mr. Oakes to plan for what the project will look like. Maxim has started the site set-up for that project, tear-off will take between 2-4 weeks, pending weather. The timeline for the completion is 6-8 weeks.
- Working on a project with a boiler at THS, we talked last time that we had two boilers go out one domestic 3 weeks ago, that's different than the boilers that went bad last winter. Those are the water boilers for all the water in the building. Those were out, we are replacing both because they are both the same age and nearing the end of their lifecycle. They have been ordered; they are 15 weeks out. You can see a little bit of a history with those kind of things with order and supply. These are being paid for with ESSEER funds. Comfort Sytems had the lowest rate. It is a prevailing wage job because we are using federal fund for that.
- At the last meeting, Mr. Stafford asked about the Maintenance Building that we are working with Clark County CTC on a joint project. In the spring it's our goal that we work with the carpentry program, led by Ron White a 1996 graduate of Tecumseh, on constructing a maintenance building which will be for primarily housing some of our equipment that sits outside. There was a partial poured pad back in 2007 when the new buildings were built, but it was never started, it was part of the original project. The good news is that Tecumseh will incur a smaller amount than if we were working with a contractor, because CTS is going to provide the labor. So, we are working with them on design, prints. It's a little more complicated because you are working with another group but we're all here for educating students and if we can get some of the kids in the trades involved, and it takes a little bit longer to do that. We're currently accepting material quotes from some different builders here in the local area with that. So, hopefully in the next couple board meetings you'll see some of those approvals coming this way and then you can make some decisions on that.
- OFCC Safety Grant, the district submitted our application through the Ohio Facilities Commission. If awarded, we would receive 497,000 for that grant that would be to upgrade video systems in our buildings so a special thanks to Deputy Loney and Veronica for helping

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out with that. They assisted me with that application process. They are currently being scored today; we hope to hear something from that soon. *Mrs. Crew asked about the video system, is that the security system, internal and external?* Mr. Dixon confirmed that it is both internal and external. You could apply for up to \$100,000 at each of our buildings. We couldn't apply for Medway, because we don't have students there.

- Van Update, we had some conversations after the last board meeting trying to think outside the box, on how we could provide transportation for some of our smaller groups of students. We could utilize transportation for some of our smaller sports teams, extracurriculars, and some of our smaller groups of students that needed that using a van would also not necessarily require the use of someone who holds a commercial driver's license which was a positive thing. So, anything under ten passengers would meet that, if it's twelve or more it doesn't meet that. I reached out to multiple Ford dealers and General Motors; they are currently not producing that vehicle at this time. They don't know when they will start producing it again. I told them to make sure we were noted on the waiting list or the notification list. One of the questions that was raised was could we buy a fifteen-passenger van and remove some seats so that it was a ten-passenger van, well in compliance with the Ohio Department of Education, that doesn't work. Needless to say, I'm putting that on the back burner. It's something we can revisit, if the vehicles become available. *Mrs. Crew, reiterated from last meeting we had a parent who was upset with the amount of time their student had to wait. So, we will continue to try periodically to look for that, but the idea was to send a van either to pick up this group, or the ones who had the smaller number of students to transport.* We are still looking for drivers. *Mrs. Scott asked for clarification about the boilers.*
- One of the newest developing situations that is happening in the past couple days. We are having problems with our septic system here at the main campus. There is a challenge going around tic toc, involving toilet paper and students and restrooms. We aren't sure that's happening here at Tecumseh, but it's kind of ironic that we are now having some problems with our sewage system. So currently we have a back-up out here in the line, basically the sewage drains from Tecumseh Middle School down to a pump station down near the concession stand. It also drains from the restrooms at the stadium. That pump station has backed up three time in the last four days. And we've had to have someone come out and pump it out. That pump station then pumps it over to Tecumseh underneath the building to a separate pump station that pumps it out to the road to the sewer. There is a clog in the line someplace. They came out today, Roto-Rooter, with a jet to try to clear that, but weren't able to do that. They are coming back in the morning with a camera. There is either a blockage or we have a line break. If we have a line break, that will mean digging down to find that. We are pumping that out on a daily basis so we can continue to have school. That's one of those things behind the scenes that probable nobody ever knows about but, Boyd Barger, myself and Danny Medve have been working on that for two or three days. If you see Dooley, that's what it is. We've used three different companies, it's hard to keep up. John's Reliable Sanitation has been here. So, we have them on kind of a schedule. Where the blockage or break is basically when you go outside the choir doors here, there's a manhole cover there, that we can pump it out from behind the concession stand, and then empty it into the manhole cover. It saves us some money instead of having them have to empty it on their own. We know it works from there out to the street. *Ms. Martin asked for clarification on the process.* *Mrs. Slagell asked for clarification on the location of the blockage.* So, we are also working

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with our supplier of toilet paper to see if there is something available that is more biodegradable.

Mrs. Crew

- Had a phone call from the New Carlisle City Manager, Randy Bridge. He indicated that he would like to have a meeting to talk about some housing development information. These are things we've heard about for the past year and a half. Wants to meet and talk about specifics. He said he has housing numbers for each location housing type whether it's an upscale apartment or if it's for a certain age or a single-family home. We're going to meet with him next week, and then I'll share that information with you. One of the things he asked is whether or not we want this to happen, but I think it's happening. I shared that we don't have enough information to make any kind of a report out on what our needs are. We need to know a projection of how many students we are talking about roughly, and what kind of homes they are, if they are single family. We are more than likely going to move on and find a company come in and do some kind of estimation for us, information on what that would look like. So we are not even ready to begin talking about for example do we need to open Medway or how many teachers will we need to hire. We'll just have to wait and see that information, but I am excited that he reached out to me. I'm excited that they are including us. Myself, Brian and Denise are going to meet with him next week and try to get some specifics, and I plan to share those with you at the next board meeting.
- I've often talked this year about the SAVE Act, and that's the Safety and Violence Education Act, that is mandated by legislation and so there are some initiatives that we have to do as a district. Our staff has been working on those, our mental health committee, our administrators, to fulfill the requirements of those. One of the requirements is called Social Inclusion. We have to have initiatives as a district that socially include students. I wanted to share that we had "Start with Hello" week September 19-23. Each school had activities where they welcomed students and different inclusive activities. Last week as a district we had Unity Week. I don't know if you saw any of that but each school did some different activities with Unity Week, and that's an inclusion. Kindness to All, No Bullying tactic initiative that we are trying. The second area that we need to implement for the SAVE Act is the suicide awareness and prevention. We do have some systems in place already that qualify with the state. One is HOPE Squad and we have that at the middle and high school level and those are going very well. Very appreciate of the staff that are involved in those and the students who have agreed to be mentors for their fellow students in this area. Actually, they just went to Camp Joy a couple weeks ago Middle and High School students who are the HOPE Squad and received training for that. The third area is that Safety Training and Violence Prevention and we have a couple of things with that. This week I know at the Middle School we have Red Ribbon going on which is a Say No to Drugs Initiative that's been around for a long time and Deputy Loney is helping out with the Safety Training and Violence Prevention. We just had a seat belt check. 108 cars stopped, 130 passengers had seatbelts on, two didn't.

Deputy Loney

- We have our Shop with a Cop coming up on December 10th. The Sheriff's office, we picked several families from Tecumseh and the SRO at Shawnee and all the Deputies in the schools. We have 15 students, six families at Tecumseh that we will take and make sure they have a merry Christmas. That will take place on December 10th at Wal-Mart on Tuttle.

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- Our Drug Takeback is this weekend from 10am – 2pm. One here at the high school and one at the Springview location. Like Mrs. Crew said, we work really close with the health department. They came out with two of their representatives, we had our seatbelt check right before homecoming.
- We've done a Stop the Bleed training, getting more people tourniquet trained. It's a great tool that can save a life. A lot of good things going on.

Mrs. Crew (continued)

- The other one is the SAFE Act, which is Supporting Alternatives for Fair Education, and that is all about PBIS, which is the Positive Behavior Interventions and Support System. We've had that in place at Tecumseh for over ten years. But in 2018, legislation came out that made it a requirement for all schools to implement PBIS, but they gave you four years to do so. So this year, 2022-23 is the first year that all districts in Ohio have to have PBIS fully implemented, but again we've had it fully implemented for quite a few years. What we have to do as a district is submit evidence that we are utilizing PBIS and fully implementing that as a district. What you'll see on next year's report card, we will get a grade on how well we are implement PBIS as a district. So, if you hear PBIS, it's a requirement, it's not something that we are doing just because we want to, but it does yield results as the evidence indicates. I also wanted to share that in the information items in the agenda we have a couple of really exciting things coming up. First of all, we have the Fall Play on November 4th and 5th. Secondly is Veterans Day programs. I'm very excited to report out that our Veterans Day are coming back as they were prior to the pandemic. I know our Veterans out there, I've been asked many times when I'm out and about, 'are you having those Veterans Day Programs ever again?' So, we are this year, and another thing that we've been repetitively asked is about the Senior Citizen Luncheon. And we are planning to have the Senior Citizen Luncheon the first Friday in December. Invitations have gone out for that. And just wanted to share a couple other things. I gave a tour to the class of 1972; 35 members of that class toured the high school and the round Olive Branch building this weekend.
- Kudos to our football team who are in the playoffs this Friday, we are very excited about that.

Information Items

Oct. 25	Report Cards Distributed
Oct. 27	National Honor Society Volleyball Tournament - Shannon Gym 5:30 p.m.
Oct. 31	Picture retake day - PL
Nov. 1	Picture retake day - THS
Nov. 1-2	Third Grade ELA Testing
Nov. 4 & 5	Fall Play - Agatha Christie's The Mysterious Affair at Styles 7PM at THS
Nov. 8	Election Day - All Students Virtual
Nov. 9	National Honor Society Induction - THS Auditorium 7:00 p.m.
Nov. 10	Veterans Day Program - 10:30 am - NC (grades 2-3)
Nov. 11	Veterans Day Programs - 7:45 am - THS, 9:30 am - DV, 10:30 am - NC (grades 4-5), 1:15 pm - TMS, 2:15 pm - PL
Nov. 14	PTO Meeting - Park Layne Elementary 7:00 p.m.
Nov. 15	BOE Regular Meeting
Nov. 17	Picture retake day - Donnelstown Elementary
Nov. 17	PTO Fundraiser Pick-up at TMS 4:00 - 6:30 p.m.
Nov. 18	Picture retake day - New Carlisle Elementary

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Nov. 18 Open Mic Night - Tecumseh High School 7:00 p.m.
Nov. 23 Conference Make-up day - No School - Board Office Open
Nov. 24-25 Thanksgiving Break - No School - Board Office Closed

Comments and Questions from Board Members

- Mr. Stafford, the project that you are doing with CTC is a great project. I like that we are pushing the trades. The soccer team won the league, congratulations to them. We are hosting a game Friday night for the football team. A couple months ago, Denise shared with us the costs from Bricker and Eckler from June 2021 to June 2022, and I was just thinking ‘how do we determine who we use for attorneys? Is it bid out, or is it up to you. *Mrs. Robinson – it can be bid out if the board chooses to, I think this district had a few attorneys in the past, but I think Bricker and Eckler has been the longest running attorney. But if you want to, you can always interview other attorney firms, have them come present to the board and then you can choose whether it’s about monetary things or whatever, but they will give you packets and presentations. I think the CTC, somebody just went through that.* The reason I ask is it seems like that’s a lot of money that we spent, but I know that school districts are going to spend a lot of money because there is always something that comes up. But it just seems like, you know, a big high-power firm like Bricker and Eckler and I’ll say like outside of like the Tecumseh schools, like in the construction world, they are like the Michael Jordon of attorney firms, but like also comes with high expense. Like at Staffco, I would never use Bricker and Eckler, because I can’t afford them, but they are the best. They also come with pressure from within, I think inside their firm, to get billable hours and it seems like everything that we do ends up going from like this to negotiations, to arbitration to like it seems like it’s in the best interest of our attorneys to keep dragging these things out. I just, everything that comes across our desk, never ending and I’d just like to see some more, like why are we like dragging these things out. Its frustrating from... *Mrs. Scott – I will add to that Jon, that some districts have different attorneys meet, like different companies. One may handle negotiations and one may handle other school related activities, like special education. There’s a possibility of having different ones too. That’s something we can look at.* I think we should consider, maybe B&E is the best option, I just feel like it hasn’t been checked, and you’re telling me it hasn’t been done in a while. *Mrs. Robinson -actually Clark County ESC, they use Walter Haverfield and Ennis Britton and Bricker & Eckler, I think they have three that they interchange, so when we have our Superintendent and Treasurer meeting, they bring a rep each month from a different firm, so you get different angles, which is nice. Mrs. Crew – one of the things that Bricker & Eckler has just to let you know, that not everyone has is that ability to, if it’s a special education issue, Susan calls this attorney who is an expert in that area, if it’s about buying property, there’s an attorney there on property that you go to. Just to let you know. Like I said, they are the biggest and the best, it just comes with a high cost. Mrs. Robinson – the other thing too as Treasurers, I believe it was probably when they started looking, I know Greenon started looking, they sent out a survey from Clark County districts to ask who are you using and what are the hourly rates. If that’s something you’d like me to get, I can try to get that from the other county treasurers and see who they use. Ms. Massie – it would be great to know if there are any that are using more than one like you mentioned, and what they are doing with them. Mrs. Crew – we have a Superintendent and Treasurer meeting next Friday, so that’s something we could ask about too.*
- Ms. Martin – nothing at this time.

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- Mr. Priest – I got grade cards today; I can't believe how quick the first quarter went. For some people it might have gone slower, or quicker. In my house it went pretty quick. I drove by Saturday; it looked like there was a great turnout for the band showcase. It looked like it was the place to be. I know personally, I'm really excited for the Veterans Day programs. My youngest daughter has been singing My Country 'Tis of Thee for about a month and a half, so it's one of my favorite days of the school year. Best of luck to our football team on Friday, congratulations to the soccer team for winning CBC.
- Mrs. Slagell – nothing at this time.
- Mrs. Scott – I would add on to what John said, the marching band showcase was Saturday. I want to call them unsung heroes, they are at every football game, the pep band is at basketball games. I was working the concession stand which I love, because you get to talk to other parents. The marching band showcase had 16 other schools that were there and many other band parents come up and they talk and it's kudos to our band program and our students, they complement how well everything is run, how nice everybody is, the grounds are nice, they really appreciate everything. To me it's a big compliment to the district and to our music program. The kids work really hard at that. It was a good showcase. That was fun. Updates on CTC, nothing much has changed there. Their new food truck is done, the graphic arts students are designing the wrap for it. The Superintendent, Michele Patrick, has been asked to be on a committee on the state level for the Career Tech education report card, to figure out the new report card process for CTCs. That's kind of exciting to have some input on that. They look at things a little bit differently. They look at graduation, they look at grades and things like that too, but slightly a little different. Tecumseh is still represented pretty well at CTC. They are, between Tecumseh and Springfield High School, we have the most students there. Our kids have lots of outlets. I'm tickled to death, talking about the graduation pathways, that's another way our kids can succeed. So that's exciting news.

Public Comments

- Mathew Mills – it's great that Randy called you guys, I've been hounding him for months to reach out to you. Actually, it's the first board meeting I've had the opportunity to attend in months, because the planning board meeting or something else going on in town. So that's the whole reason why I'm here, it sounds like it's great that he's going to meet with you, but if I can provide you with a little bit of information ahead of time. There are currently two developments that have gone through two preliminary hearings with the New Carlisle Council, with their planning board. They go for another one and it will be up for a vote sometime next month. If they get approved, they go in front of New Carlisle full council, there are two sessions that they have to one is a preliminary, one is an actual voting. If they get approved, ground is going to break on the two developments; one right behind New Carlisle Elementary, the other one behind and adjacent to the IGA. It will add 571 single family homes that will be for sale and 104 single family units that will be rented. That's two of the three. The third one can double that. Which means that in the next five years, the district could see somewhere around 1200 new homes. You will see the rental units completed, I don't know when they will be rented out, but the developer plans on having all of those rental units done by 2024. The other houses will be built as they find buyers. So, I have a couple of questions about this, if you guys can't answer, I understand. The price tag

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for these homes in both developments is right around \$300,000 that's minimum, and it's not you guys' job to educate me, but will the district be able to collect property taxes based on this valuation, or will it still only be able to collect taxes based on what was when the levy was passed. *Mrs. Crew – so the first year we realize some of that, but not a lot, but some funding from that, but no, because it's property tax, we passed a certain property tax and it can't go over that. What it does basically, is takes the amount we're allowed to receive and divides it up even more, to include those houses. So, my property taxes will go down, and the school will suffer. Mrs. Crew – the school won't suffer in that we would have to account for that many more students and hire that many more staff, but we will not realize, unless we pass new money, any additional funding other than that first year. Thank you. You answered my next questions, you won't see any additional property tax revenue but you would see new money from the state as students enter the district. Mrs. Robinson – not necessarily, currently the district is on what we call 'the guarantee' and so we are guaranteed a certain amount of funding based on fiscal year 2021 and fiscal year 2020 data. So, we're currently on the guarantee which means we can get an influx of right now, over 200 students and we would not see an extra dime. So, it depends on how far we are on the guarantee vs how many students it would take to get us off the guarantee to where we would get any additional funding per student. Now that changes every time the biennium budget changes. So, this is the last year of the current budget, so for fiscal year 2024 and 2025 there could be no guarantee at all, we don't know that yet. It could be very different. But where it stands now is we are on the guarantee by over a million dollars. Mrs. Crew – so if you ask that same question next year, we might have a completely different answer. Here's a big one, here's what I've been pushing for, here's why I fought so hard to stop the Scarff Road development, which we are successfully doing. Can the district accept donations from the developers to help them offset the initial added costs to the district that will be experienced until tax dollars and money catch up? I guess, and I don't expect you to have the answer – if the developer were to give money to the school district out of the goodness of their heart, what would a beneficial number be per student be to cover that additional cost? Just until the state catches up. Mrs. Crew – we would need to do some research, and look at that legality wise. It would be a good figure to have for Randy. I think you answered this for me too, do schools have a formula of children per household to apply to this? Mrs. Crew – no. This is going to be another tough one, so if you can't answer, I understand. Per the five-year plan the district is currently forecasted to begin operating at a deficit in 2024, per the May 2022 report. The plan also shows that the district is considering a new levy with added income added to 2026. Will this be additional property tax or proposed income tax? What year will this be placed on the ballot? Does the levy consider any of these developments, housing developments. Mrs. Robinson – So, on the five-year forecast if you talking about at the bottom where it has a million or two million dollars, those are our renewing levies. So, they are existing emergency levies, so you can't put them at the top of the forecast because they have to be voted on every five years and renewed. They aren't continuing. There's no additional levies projected in that five-year forecast currently. Mrs. Crew – but to add on to that, we are looking at that, we have a levy committee. The last time we met, the com and the board let's hold off a little bit, that was right after covid and \$5 gas prices, our electric is planned to double here as is everyone else's it wasn't a good time to ask for new money six months ago. The committee is reconvening in December. Mrs. Scott – looking for a treasurer? Mrs. Crew – no, we have a treasurer, we're looking for a levy president. A lot of my questions have been answered. I'm also pushing to have the developers present at your meetings. I think it would be beneficial if you can try to ask for that too. My*

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biggest concern are the schools. New Carlisle shouldn't be able to grow at the expense of the entire community.

- Paula Fugate – again this year I'm working with FYI mentoring at the third grade at Donnelsville. Those kids are tremendous. This is my second year for mentoring the third grade and from the beginning of the mentoring until the end of it, which is three months, the change that you can see in the kids sometimes or the things that come out is amazing. Nobody likes me when your working, but one thing besides the mentoring and I know most everybody was seeing all of those third graders today the stress the worry and just everything about having to take the state test. If I had my way, I'd force the State Board of Education to take the test, because I don't think they could pass it, but that's just me. But one thing I told the kids is don't worry, quit telling yourself you can't just start saying I can do this, I can do this. But I feel sorry for these kids, for what they are being put through for these tests. And I know I'm not the only one, but I had to make the comment because it came up so much today. My second one is real quick, and everybody mark this down, I agree with Mr. Stafford on how much the delay has been and the negotiations on the contract and how much we are paying attorney fees or whatever else. I've worked in a union shop and there comes a point in time, when I don't care if it's the company which is people sitting at this table, or if it's the union you have to say it's time for us to come to an agreement and not just say this is it. You either take it or stick it, excuse me. But you know, 30 years in a union shop, being a management person, I got along more with the union a lot of times because of working with them. So just my two cents, and Jon, mark this down that I agreed with you.
- Kerry Cassell and Sherry Priest – Corinne had mentioned about the band showcase and I completely agree, I have a lot of band parents that are friends and I was sent a text that said they received a comment that the best comment was 'you guys blew the Ohio State (hospitality) room away, all they had was coffee and pretzels and chips' and everyone leaving talked about how good their hospitality room was. And the only thing I will say is what I have heard that the band parents were really bummed that the showcase has not made the district's Facebook page yet. Question about the roof tear off, I know study hall got moved out of the gym for the 4-6 weeks, how is that going to impact basketball, because I know they have a scrimmage coming up. *Mr. Dixon – I talked with Mr Eier, and his comment was 'I worked through school construction in this district and we'll work through this.'* With the sewage line and the tic toc challenge, I get that we are addressing the physical line, but what are we doing to address the tic toc challenge? Because, I mean I think Jay will probably agree, we had issues with the bathrooms at Donnelsville the last few years and those fourth and fifth graders now go to the middle school and now all of a sudden, the middle school is having problems like we weren't really surprised. I hope that won, like don't just address the physical part but there's a behavior behind it also. *Mr. Dixon – I think we have to be real careful not to say 'hey, don't do the tic toc challenge' because a lot of the kids are going to say and then Beth's data showed that we were at 58% in 2021 and now we are at 71.6 in 2022, so kudos to the people sitting out there that are getting the job done every day. Because there is more and more put on our plates every day as teachers and support staff and we continue to step up, and so thank you.*
- Bernadette Owens, alumni, I actually went to my church for kindergarten at Park Layne, a long time ago, before the Park Layne school was built. My pastor was my principal and one of my Sunday School teachers was my teacher. So, I'm old... and Amy Bressley. I have a son who goes to seventh grade at the middle school. Ms. Owens -My children went up through the school system and graduated in '99 and 2000 and my nieces go, my great-nieces go, and

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great-nephew will be going. I'm here to talk about my great nephew/grandson, because he refers to me as his grandmother, that's how close we are – Nicholas Pelfrey. There was a situation that he was attacked her by a girl on September 12th and I heard that we were going to get grants for new video updates and stuff, I hope they get used you know, I don't know what all they get used for, people breaking in or whatever. But when it comes to these fights, video shows exactly what happened and who is at fault and how severely my great nephew was beat by this person, female. So, once she had him down, she was still kicking him. He wasn't going to fight her because she's a girl He was always taught you don't fight girls. *Ms. Bressley – he was unconscious.* He suffered all kinds of things, which she knows the list of all of them. I don't know what the policies are, but I know there was another fight, but that girl was expelled, but the girl that assaulted and did mental and physical damage to my great nephew, got two or maybe four days out, I'm not sure – maybe somebody could tell me how many days. *Mrs. Crew – we're not allowed to share; we're actually not allowed to talk about discipline of students. It's kind of skirting along not appropriate to talk about, you are naming students and the incidents that would identify those students.* Well, I named my great nephew, I have to bring to light what I am talking about. And too there were issued that took a really long time for parents to be informed. I mean he has really suffered it took his sports away from him. He just got approved to play baseball, but that kid every time he was told he couldn't play because of the concussion. It was so unnecessary, I don't think there were a lot of kids videotaping, so I don't think it was that issue of wanting to get it on video. But somebody step in to stop the incident. I mean it's been since September and believe me how many times I went by the school and just wanted to come in and really vent, but I'm staying calm. I want to see changes. I don't want this to happen to any other kid. It looks like it may be the start of something. It's something we don't need. Like I said, I went through Tecumseh, I don't remember having these issues. *Mrs. Crew – so there are systems that we talked about earlier, through the SAVE and SAFE, we have done and we continue to implement more. Our guidance counselors are working double time currently as well as our staff and administrators. I shared with you one of the things that we are working on is something called 'See Something / Say Something'. So hypothetically, not talking about an incident in particular, we need our students to stop videotaping incidents taking place like fights, and go over and get the nearest adult they can find and say something. So, they see something, they say something. We need parents and we need everyone to help us with that. The norm now is that it's videotaped and then you know that's just shared on social media. So that's the See Something / Say Something. With the PBIS, the unity trying to do inclusive strategies and initiatives as well, and also not condoning that behavior. That behavior is not condoned, nor will it be condoned.* *Ms. Bressley:* So, my question would be as far as, I know when you and I had spoken in the past, that I don't know if this is something that I should say here or just tell you directly, but when he was able to go back to class and cleared for gym, his whole class schedule has been changed, which he doesn't understand, he feels like it was an attack on him directly, like he did something wrong. *Mrs. Crew – maybe you and I can reconnect, because we've met several times and talked. Connect with me?* *Ms. Bressley -Yes.* *Mrs. Crew - You have my cell phone number; we'll connect and see what we can do.*

EXECUTIVE SESSION

Motion by Ms. Martin at 7:49 p.m. to recess into Executive Session to review negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment. There may be action taken afterwards.

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Second by Mr. Priest.

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

The meeting reconvened at 8:36 p.m.

Motion by Mr. Stafford to hire Heather Scaggs as the EMIS Coordinator effective January 2, 2023, with salary to be determined by the Superintendent based on the EMIS Salary Schedule.

Second by Ms. Martin.

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

EXECUTIVE SESSION

Motion by Mrs. Slagell at 8:38 p.m. to recess into Executive Session to review negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment.

Second by Mrs. Scott.

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

Adjournment

Motion by Ms. Martin to adjourn the meeting.

Second by Mrs. Slagell

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

Meeting adjourned at 9:08 p.m.


President


Treasurer

