

Minutes of the November 14, 2023 Regular Meeting of the Tecumseh Local Board of Education

November 14, 2023

The Tecumseh Local Board of Education met in regular session on November 14, 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, and Priest.
Absent — Stafford.

Ms. Martin led the Pledge of Allegiance.

Ms. Martin requested a moment of silence. Before we move on with the evening, I would ask that we pause for a moment of silence. There was a bus accident this morning on Interstate 70 into Columbus. The bus contained 57 students and a couple of chaperones from the Tuscarawas Valley School District. They were heading to the OSBA Annual Conference in Columbus where they would be featured as students doing great things and showcasing what they were working on. Sadly, while we don't know everything that has happened, we do know that there have been three fatalities and at least 18 people were transported to seven area hospitals. So I would just like to ask that we pause for a moment, we lift those families and that community up, and then we can go forward. Thank you.

Ms. Martin recognized guests in the audience.

Minutes of Previous Meetings

Motion by Mrs. Scott and second by Mr. Priest to approve the minutes of the October 17, 2023 meeting, as presented.

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

Communications

Communications – None at this time.

Reports – None at this time.

Public Comments Pertaining to the Agenda – None at this time.

Old Business

There was no old business.

New Business

PERSONNEL

Resignations - Certified

Motion by Mr. Mills to accept the resignation of Sherry Priest, Fifth Grade Teacher at Donnelsville Elementary School. Effective May 30, 2024. Reason - Retirement. Seconded by Mrs. Scott.

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Roll Call: Ayes, Members Mills, Scott, and Martin
Nays, none.
Abstained, Priest. Motion carried 3-0.

ADOPTION OF CONSENT CALENDAR - PERSONNEL

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

Resignation - Certified

Lisa Minna, Fifth-grade teacher at Donnelsville Elementary School. Effective May 30, 2024. Reason - Retirement.

Resignations – Classified

Trevor Cress, Evening Custodian at New Carlisle Elementary School. Effective November 2, 2023. Reason - Personal.

Amanda Walters, Title I Aide at Donnelsville Elementary School. Effective November 2, 2023. Reason - Personal.

Madelyn Beilharz, Child Nutrition at Park Layne Elementary School. Effective November 10, 2023. Reason - Personal.

Employment – Certified

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

John Kame, Industrial Technology Teacher at Tecumseh High School. Effective August 14, 2023. Step 5 Class IV, \$52,875.

Employment – Classified

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

Jean Marie Pierson, Title I Aide at New Carlisle Elementary School. Effective August 14, 2023. Step 1, \$14.35.

Regena Bliss, One-on-One Aide at New Carlisle Elementary School. Effective November 27, 2023. Step 0, \$13.52.

Employment – Substitute – Classified 2023-2024

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

Alianna Ullery

Employment - Supplemental - Athletic

to approve the following individuals for the 2023-2024 school year, salary as per Negotiated Agreement.

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High School

Girls Basketball

Head Varsity Girls Basketball - Chasity Russell

Swimming

Head Varsity Swimming - Tom Stafford

Bowling

Head Varsity Girls Bowling - Angie Davenport

Head Varsity Boys Bowling - Noah Burns

Cheerleading

Competition Cheer - Erin Burns

Middle School

Girls Basketball

Middle School Girls Basketball 8th Grade - Ceslie Shellhaas

Middle School Girls Basketball 7th Grade - Kendra Cuellar

Boys Basketball

Middle School Boys Basketball 8th Grade - Jim Dinwoody

Employment - Supplemental - Miscellaneous

to approve the following individuals for the positions as listed for the 2023-2024 school year, salary as per the Negotiated Agreement.

Musical

Melissa Willardson

Musical Assistant

Justin Hoke

Pit Orchestra Musical Assistant

Bryan Martin

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

Nays, none. Motion carried 4-0.

ADMINISTRATIVE

Power of the Pen Competition

Motion by Mrs. Scott to approve a \$250 stipend for the following coaches for Power of the Pen competition in February, to be funded by Tecumseh Middle School's portion of the Supplemental School Improvement Grant. If students advance to the next level of competition in May, the coaches will receive an additional \$250 stipend for March-May. Second by Mr. Priest.

Anna Frascone

Christina Emberton

Erin Ly

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

ADOPTION OF CONSENT CALENDAR - FINANCIAL

Treasurer Denise Robinson presented the Five Year Forecast.
Superintendent Paula Crew presented the Capital Outlay Plan.

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

Five Year Forecast

to approve the November 2023 Five Year Forecast, as presented.

Financial Reports

to review and approve the financial reports for October 2023.

Fund Advances

to approve the following as presented:

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

001-0000	\$625,711.76
505-9024	(\$8,170.60)
507-9322	(\$460,865.42)
516-9024	(\$57,056.62)
536-9024	(\$7,443.70)
551-9024	(\$2,120.97)
572-9024	(\$65,975.83)
572-9824	(\$8,819.94)
584-9024	(\$4,475.34)
584-9924	(\$1,225.00)
590-9024	(\$9,558.34)
572-9823	(\$4,020.50)
584-9023	(\$1,750.00)
590-9023	(\$7,968.51)

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

Amend Estimated Resources and Appropriations

to amend estimated resources and appropriations, as presented.

None

SAA Fund/Budget for Fiscal Year 2024

to approve the following SAA Fund/Budget for Fiscal Year 2024, as on file in the Treasurer's office.

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200 9109 Hope Squad - Tecumseh Middle and High School

and also to approve the updated Sponsor Form and Budget for Fiscal Year 2024, for the Tecumseh High School Business Club (200-9701), as on file in the Treasurer's office.

Donations

to accept the following donation made to Tecumseh Local Schools.

Donor	Purpose	Amount
Jase Strouse	Book Vending Machine	\$ 200.00
Anonymous	Tecumseh Middle School	\$ 22.00
Southwest Ohio Officials Association - Volleyball	Volleyball	\$ 85.00
Tecumseh Athletic Boosters	Athletics	\$1,331.00
Kona Ice	Tecumseh High School	\$ 322.00
Tecumseh Elementary PTO	PTO Mini-Grants	\$1,856.79

Unpaid Leave

to approve the following unpaid leave requests for the pay periods of 9/20/23, 10/5/23, 10/20/23, and 11/3/23:

Mackenzie Krapfel, 7.5 days
Almeda McGee, 2 days

Natasha Legge, 1 hour
Almeda McGee, 4 days

Elizabeth Baker, 1 day
Almeda McGee, 1 day

Natasha Legge, 2.5 hours
Patrick Loudin, 1.75 days

Resolution Declaring the Impracticality of Transportation

to approve offering payment in lieu of transportation to the parents/guardians of the following student, pursuant to section 3314.091 of the Revised Code, it has been determined that it is impractical to transport a pupil who is eligible for transportation to and from a school under section 3327.01 of the Revised Code because the service unavoidably disrupts current Tecumseh Local Schools transportation schedules.

Lily Summers (22/23) \$538.55

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

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FINANCIAL

Hot Water Heat Boiler Replacement Project Resolution

Mr. Priest introduced the following resolution and moved its passage:

RESOLUTION

RESOLUTION AWARDING THE GENERAL CONTRACT FOR THE PARK LAYNE
ELEMENTARY AND NEW CARLISLE ELEMENTARY HOT WATER HEAT BOILER
REPLACEMENT PROJECTS TO ADVANCED MECHANICAL SERVICES, INC.

The Superintendent recommends that the Tecumseh Local Schools Board of Education (the
“Board”) award the General Contract for the Park Layne Elementary and New Carlisle
Elementary Hot Water Heat Boiler Replacement Projects (the “Projects”) to Advanced
Mechanical Services, Inc. (“Advanced Mechanical”).

Rationale:

1. The District has identified a need to replace the two boilers located in the Park Layne
Elementary School and the two boilers located in the New Carlisle Elementary School.
2. In accordance with the statutory process, the Superintendent publicly advertised and issued a
request for qualifications for the Projects. Two firms submitted statements of
qualifications for both of the Project.
3. The apparent low bidder for the work at the Park Layne Elementary School is
DeBra-Kuempel, Inc. (“DeBra-Kuempel”), which submitted a bid in the amount of
\$201,105.00.
4. The apparent low bidder for the work at the New Carlisle Elementary School is
DeBra-Kuempel, Inc. (“DeBra-Kuempel”), which submitted a bid in the amount of
\$210,266.00.
5. After review of the bid submittals and bidder qualifications, it is clear that
DeBra-Kuempel’s bids are non-responsive because DeBra-Kuempel’s bids added conditions not
contained in the bid forms published by the District.
6. DeBra-Kuempel’s bids must be rejected.
7. The second apparent low bidder for the work at the Park Layne Elementary School is
Advanced Mechanical Services, Inc. (“Advanced Mechanical”), which submitted a bid in the
amount of \$209,700.00.
8. The second apparent low bidder for the work at the New Carlisle Elementary School is
Advanced Mechanical, which submitted a bid in the amount of \$221,800.00.

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9. After review of the bid submittals and bidder qualifications for the Projects, the Superintendent recommends that the contracts for the work for the Projects be awarded to Advanced Mechanical as the lowest responsible bidder in the amount of \$209,700.00 for Park Layne Elementary School and \$221,800.00 for New Carlisle Elementary School.

10. Federal grant funding, ESSER funds, may be used to pay a portion or all of the fees for the Projects, accordingly this procurement complies with the procurement requirements prescribed by 2 CFR 200.320.

The Tecumseh Local Schools Board of Education resolves as follows:

1. The Board rejects DeBra-Kuempel's bids as being non-responsive.
2. Based upon the recommendation of the Superintendent, the Board awards the contracts to Advanced Mechanical in the amount of \$209,700.00 for Park Layne Elementary School and \$221,800.00 for New Carlisle Elementary School as the lowest responsible bidder.
3. The Board authorizes the Superintendent and Treasurer to execute an agreement with Advanced Mechanical.

Mr. Mills seconded the motion.

If DeBra-Kuempel disagrees with the attorney's recommendation to disqualify the bids, the District may need to re-bid both projects. If this happens, we will not follow through with this resolution.

Roll Call: Ayes, Members Priest, Scott, and Martin.
Nays, none.
Abstained, Member Mills. Motion carried 3-0.

INSTRUCTIONAL

None at this time.

POLICY

Policy Review

The board reviewed the following policies, as presented.

- | | |
|---------|---|
| 0141.2 | Conflict of Interest |
| 2623.02 | Third Grade Reading Guarantee |
| 3120.08 | Employment of Personnel for Co-Curricular / Extra-Curricular Activities |
| 4120.08 | Employment of Personnel for Co-Curricular / Extra-Curricular Activities |
| 5113.01 | Intra-District Open Enrollment |
| 5320 | Immunization |

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5330	Use of Medications
5337	Care of Students with Active Seizure -NEW
6240	Board of Revision Complaints and Counter-complaints -NEW
6700	Fair Labor Standards Act (FLSA)
7440	Facility Security
8120	Volunteers
8210	School Calendar
8330	Student Records
8600	Transportation
8650	Transportation by School Van
9150	School Visitors
9160	Public Attendance at School Events
9270	Equivalent Education Outside the Schools & Participation in Extra-Curricular for Students Not Enrolled in the District

Planning and Discussion

None at this time.

Reports:

Beth Moore - As you have heard, over the past couple of board meetings, we've had an increase in English language learners like the rest of the country. So last year we had a presenter come in to present practical strategies to help teachers. We were not satisfied with the presentation and the staff wasn't either. We spoke with the president of the International Center of Learning Education, and let him know. Dr. Adam Drummond worked with us and said, "I'm going to fly out myself and do it. He was able to come out and do that presentation and did a fantastic job. He hit strategies that are great for EL students and all of our students who need any type of intensive strategies to help them learn. I felt lucky to have him here and the fact that he did that with no additional cost, it was necessary to make up for last year. The principals of the middle and high schools feel that a one-time presentation of strategies doesn't seem to be as successful as those strategies that are addressed throughout the school year. And I know that as a teacher you learn it once, and it doesn't always stick. So the principals wanted to do some strategy highlights and then feature some teachers that use those strategies. So that's a follow-up that I'm happy to help out with. In addition to the EL presentation and follow-up, we have sent several teachers to the TESOL Conference, an EL conference, or an English language learners conference. We like to send as many teachers as possible to learn new strategies, especially this year since there's that heavy increase of English learners coming in. We did have a Title I teacher from Donnelsville, a high school ELA teacher from the high school, and an ELA and math teacher from the middle school attend the conference.

Only after 15 other teachers declined, Susan and I took 2 available spots to help spread some of that learning. It was a great conference. TESOL has stepped up and I think they probably had to, considering what's happening throughout the state. The teachers that attended want to do a follow-up and meet in regards to "What's Next?" We have to make sure that we spread new learning and strategies. And so we, of course, want to pay them, give them CEUs to develop a plan to share those strategies as well important information.

Just to give you an indication of what is happening in Clark County, we looked to Springfield because they're a large district, and a lot of EL students moved there and then spread to

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surrounding districts from there. Two years ago, they had about 200 newcomers who were heritage newcomers, meaning they came from Hispanic families that have lived in the area. They came to live with those Hispanic families, and they were primarily Spanish-speaking students. So it's easier to find an EL person who speaks Spanish and provides the kind of service to those students. This year, they have 900 newcomers, which means they've been in the US for less than three years. And I thought, wow, Spanish-speaking students, that many students. No, Creole and French is the growing language. So it's not so easy to hire people to take on that language when it's not very prevalent. We are lucky to have a lot of Hispanic families who take those jobs here. So, considering that is what's happening in Springfield, it's kind of a forecast for what could potentially be coming to us with new housing developments. And then a lot of people would like to get out of the city. Once they get into that city, they like to go to school in places like Tecumseh. It is becoming increasingly clear that we need EL services that could stretch beyond Spanish. They project 1,200 newcomers next year. So, again, it's a little concerning, but it's good to have that information because you can prepare, and that is really what we're trying to do. And so what's next? And so we talked about what we're doing this year, and we will continue that. We're also working with TCE, Teacher Created Materials, who have resource manuals that are content-focused, and they also have specialists who present the strategies covered in each resource manual. To avoid the one-and-done, we are working with grant money and trying to convince them that they should work with us throughout next year as well. So that's in the works for our English learners and teachers.

In addition, we had our District Leadership Team this month. The morning session focused on breaking down the report card at a district level, and each building broke down its building report card. We allowed them time to work as a building to develop plans to address needs. They did great, really. The focus was K-3 literacy improvement, capitalizing on the professional learning that has to happen, the curriculum that has been purchased, and how to use that to move our kids forward. Everyone wanted to focus on stronger core programming, the education that everybody gets, and focusing on interventions as well where needed. And when I say interventions, I also mean the kids that are gifted as well. They don't receive the same type of interventions, but they need to grow as well. By focusing on those two things, it impacts the achievement performance index that we talked about because a kid can score at advanced, accomplished, proficient, basic, and limited, but we want to make sure that they are all moving up regardless of where they're coming to us at, which impacts, most importantly, the kid, and it impacts that Achievement Performance Index. Anytime you're growing a kid academically, it's going to impact that progress portion and the gap closing as well. So I thought it was an excellent plan. So again, unprompted, they developed that plan. Chronic absenteeism is a big problem. Again, you hear it in every single district, we need to figure out what we going to do here at Tecumseh. And so that's what we're going to focus on next because we just established areas of focus. Now it's time to get busy. Thirdly, the graduation rate is a concern. And so that's the other thing that the high school would like to tackle. But it's not just a high school problem, it's a district problem. We just really need to make sure that we're all tackling that as well. Our next meeting will be December 4th and you are all absolutely welcome and invited to that meeting to see the work of our district. We had the state support team spend the afternoon and they discussed the multi-tiered system of support work. They explained what it looked like just to kind of take the fear out of it. They did a good job of explaining that. And when we met with them afterward they said, "We've never seen such a focused district leadership team. They were ready to go. There was no ego. They looked at the scores, asked the hard questions, and they wanted to know how to make gains". The DLT was

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very impressive to the state support team, and I thought they were impressive as well. So come to our next meeting.

Another topic at a lot of district regional curriculum director meetings and at OSBA is the Ohio Revised Code involving literacy, which says, starting in 24-25, we have to pick high-quality instructional materials for our core programs, and it will start K-5, but then it will move throughout the grades. There will be some money to help purchase that. We'll see. And then more details are coming soon on the bottom of every slide. So not only does our core have to come from an approved vendor list, but so does any intervention that we provide, and so does any type of professional development we offer. So, when asked the question, how is that determined? They went back to Ed reports. I'm sure everybody in education knows what Ed reports is. It's an evaluative system that evaluates programs and actual strategies. The good news is Tecumseh has been using that since it very first came out several years ago. We started using that to determine what we could look at to purchase. So I feel that we're in pretty good shape. There is a lot more coming down from that Ohio revised code revolving around literacy. You'll hear more about it throughout this year. It might be scary to the districts that have not started. I look at it and think, well, we're two years in so that feels good. I did ask if we can get the funding back for what we spent on mandated curriculum and PD if they're going to give other districts money. I felt it was a legitimate question. We want our money back for that, so we can use it for other things. **Sue Anne Martin** - I have two things to share, one related to this specifically and this money.

Governor DeWine was in a session I was in yesterday at OSBA- the legislative session. He spoke and he talked about giving us money. We freed up money, and I think the whole room was like, and?... we're waiting, right? It was like, okay, and? So, he did talk about that. **Beth Moore** - Yes. So more details to come. **Sue Anne Martin** - But he did mention that as well. Back to the district leadership team coming back together and making these plans in response to what they were seeing. When we do that, is that this academic year plan, or do we lay things out for like a one, three, five year so that it travels over time with us? How do we build those? **Paula Crew** - It's actually our strategic plan. So the DLT plan is our strategic plan. What Beth is talking about is goal one and goal two, Academic Growth and the Wellness. So it's not a one or two. It's just a living document. It's tweaked and moved and flexible, depending on our data and our needs. The escalation of an increase in attendance issues, like Beth said, is nationwide. So one of the things, when Beth and I talked before the meeting last time, talked about, this needs to be a center, this needs to be a focus. So on December 4, when we meet, that will focus. So to answer your question, there's not like, I mean, we do have our goals that say during this year, from this year to this year. **Beth Moore** - We've created a four to five-year plan. The district needs that. It's called the One Plan, and we must submit it to the state. We make sure it is aligned with our district and building goals and strategies. You could go to the One Plan, and I believe anybody has access to that. And you can see Tecumseh's plan. It all aligns and it should. **Paula Crew** - But it all aligns also to our strategic plan on those goals, it falls under our goals. **Beth Moore** - You have the emphasis, I would say, on academics and wellness. **Sue Anne Martin** - I was just wondering, there are some things that you think, I can do this, but I can't do it right now. So maybe that's two years out. Right? And how we plan that and document that. **Beth Moore** - You'll see that even last year when it said MTSS it was 2024 that you get to that. So, you do, you have to make a large plan and say, these are the things we want to accomplish, but this is what we can get to this year. Otherwise, it's so huge. And I think that's why the state went to a larger plan in regards to how many years you're going to look at. **Corinne Scott** - So, the Ohio Revised Code, new requirements, and more details to follow, has to be implemented for next school year. **Beth Moore** - Yes. It has to be implemented for the 24-25 school year. And right now if you go to

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ODE, because I did, they are taking applications for vendors to be approved today. **Paula Crew** - It came out today in the news. **Beth Moore** - That room was loud. **Corinne Scott** - Wow. So, not only do they have to approve those vendors or I have to let you know what you have to get. We have to buy them, we have to receive them. We may have to do some training on them and have it all implemented for next school year. **Beth Moore** - Yes. But I will say, I know that sounds horrible, and for a lot of districts it might be, but probably not ours, to be honest with you. **Corinne Scott** - Because you feel that what we have is going to be compliant, already on the list? **Beth Moore** - Absolutely. **Corinne Scott** - Okay. So there might be some minor things, but you're pretty confident that we're not going to have an issue. Okay. **Beth Moore** - I'm thinking if they continue this on to the middle and high school, the middle school is going to need some attention in ELA, but the high school just adopted a curriculum for the 9th-10th grade that is on that Ed report that meets the expectations. I think they're in really good shape. **Corinne Scott** - But just putting a timeline. Now what's going to happen? The state is going to come out and probably delay that requirement. **Beth Moore** - They will because they'll hear so much noise. **Sue Anne Martin** - But I want to say how refreshing it is to have our Director of Curriculum sit here and say, it won't be easy, but we're in a good spot. Thank you for that work. Thank you guys for that work. Thank you.

Deputy Nick Dillon - Deputy Loney wanted me to pass along that we had a good turnout for the fall drug take back. We collected about twenty-six pounds of unwanted medications. So they had a great turnout.

Paula Crew - Brian is on the Washington, DC trip just to update you. The CTC pole barn, or the pole barn that's ours that CTC is working on, is underway. I went over there to check on it today. They're hoping in two weeks it will be done. So I'll post some pictures that I took today of the students out there working. It's just an exciting project. The auditorium roof, he indicates here they're planning to start it on November 9, which today is the 14th. So they were up there working. I can attest to that, when I was on the roof. I kind of had to work around the people working on the roof. So, two nice projects that hopefully will be done in the next two to three weeks. The roof may be a little longer, probably about a month, but the barn, we were hoping. We didn't think they would be able to get that done before winter, but because of the weather that we've had, I think they're going to have that done. Kudos to them. I'd like to do something nice for that group from the board, a thank you or something, maybe a resolution on a board agenda just thanking them. You know, that's labor we didn't have to pay. CTC board appointment. I want to talk about that. Corinne's been that, I think, for about the last five years. **Corinne Scott** - Seven years. **Paula Crew** - I think she's not wanting to do that again. Is that right? **Corinne Scott** - I'm ready to step down. **Paula Crew** - Seven years, right? And actually, Corinne did not go for the board again. Her term is up at the end of this year. **Corinne Scott** - My term is up here, and my term there happens to coincide. CTC is on a three year term and they had staggered a little bit. So my term is actually up there at the end of December. **Paula Crew** - So it'll be open in January. And with that, historically has been one of our board members who takes over that. And I think they meet once a month as well. **Corinne Scott** - 5:00 usually on Mondays. **Paula Crew** - So that's something to kind of think about. Just think about it and know that's coming. We can talk more about it in December. I wanted to let you know that when I was at the. Well, I wasn't at the superintendent meeting on Friday, I was at the Veterans Day programs. But I did talk to Dan, the County Superintendent, prior to the meeting, and told him that Tecumseh is on board with a mediation service that they're piloting the duration of the year. The Clark County Educational

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Service Center is offering mediation services to bridge districts with the court system, which I'm very excited about. So it's \$3,000 for Tecumseh Local, and all other districts, each to pilot at the duration of the year, that we'll be able to have mediation services in attendance. And you'll see a common theme here because attendance is an issue in behavior and peer mediation. They do have a point at the Clark County Education, a point person at the county office, and I'm just excited to kind of see if this goes anywhere. They've met with Judge Lancaster and hopefully by all districts working together on this pilot. We'll get some more support for attendance and behavior and mediation because we're not getting that support from the court system. I know I was in an expulsion today with someone who had actual marijuana. **Deputy Dillon** - Right. **Paula Crew** - And you pressed charges and those were sent back and not accepted. **Deputy Dillon** - Correct. **Corinne Scott** - By the court? **Paula Crew** - Yes, the court. **Corinne Scott** - So, you said \$3,000 for the remainder of the school year or calendar year? **Paula Crew** - This school year, which is if we can get some attendance improvement. I mean, that's just a nominal amount. If it works like we hope it works, that'll be exciting. Substitute training, we have another one scheduled for this Friday for non bachelor substitutes. Seventeen are registered. Typically what I found is about half of those show up that are registered. So I'm hoping to get at least ten more out in the pool. For teachers, we have some professional development, different things that we need to support teachers and we need to have substitutes to support them when they're involved in that. So working hard to do that. The calendar, typically, I brought the calendar in November. This year. I'm waiting until December. So it's a two time, the hearing and then the next time you approve it, I'm bringing it in December and then asking for your approval in January. I want to send a survey out on the 27th of November to staff. We added a full week Thanksgiving break this year and that was based upon a survey I sent to staff last year. Kind of a collaborative approach on the calendar and I want to see how that goes. But I have to wait until after next week, until after we are off a week to see how you liked it. And you can rank that and we can create our drafts from that data. **Corinne Scott** - Those have to be approved by February, right? Or March? **Paula Crew** - April, I believe. Yeah. I think we have some time. It's nice to have them, the earlier the better. Just for planning purposes, when Susan and Beth try to work on PD and securing presenters to come in. Denise, Brian, myself and Deputy Loney met with Randy Bridge from New Carlisle last Thursday, and a couple of the council members as well. We just had questions on the housing developments where we are on that. It looks like the Arbor Homes one, which is the one north of New Carlisle or as we know it, behind New Carlisle. I was curious, for planning purposes, do we open Medway? When do we open Medway? Will we need to open Medway projections? It's just too soon. We just don't know. Randy did say it could take, and again, he's guessing because the data is not there until they begin to build the homes and sell the homes and see at what rate they're selling those homes. But he said that whole development there could be between five and ten years, so depending. We did talk about the fence, and we had met with Randy and the developer from Arbor Homes, Paul, last spring, and we were under the impression we were going to get a fence behind New Carlisle. We were under that impression by the developer, not Randy, who said, it's no problem. We wanted to ask Randy about that and he did a nice job explaining that they can't force the developer to say there's going to be a fence. That's not something the city can force the developer to say. So pretty much we need to take that up with the developer. We can't force the developer, but we can ask again. So he had called and left a message and we have called. We're playing phone tag and are going to meet with, hopefully have a phone call with him and just ask about that. The reason it's so important, it butts right up against our property. It's right there by all of our HVAC and our dumpsters. And if anybody works at New Carlisle, they know that problems we've had of keeping people off the roof coming from the front of the building, let

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alone the back of the building, and the things that we found on the playground. So anyway, another thing, though, they could require the homeowners to put in fences. That that's something. So I feel like we have a good rapport and they were very open with us, and I understand that they can't make that fence happen, but I think that we can at least talk to Arbor Homes and see what we can do with that. We also were considering the tree line that's there. Is it a natural barrier? Whose side is it on? So Randy and I were looking on the computer to see that it looks like it's a little of both. So if we can keep that natural divider. So I don't know. And again, when we have five to ten years. That is the last spot, my understanding is, of the area that will be developed. They're starting on the north end of that land by Addison New Carlisle and moving south. I think we know as much as we can know right now, and I think they know as much as they know they can know right now, until everything gets rolling. Veterans Day programs we just have an amazing staff and students who go above and beyond to appreciate our veterans. And I appreciate that. Our veterans, I had so many compliments from family members and veterans themselves and staff who just appreciate that day. So I wanted to share that and then Washington, DC. Our students headed there this morning. They were a little while ago getting texts. I apologize, but they were visiting the Pentagon Memorial, so that's pretty neat that our kiddos are there right now doing that.

Information Items:

Comments and Questions from Board Members

- **Ms. Martin** – So as Paula, Mrs. Crew, referenced, we did just have some school board elections, and we do have two new board members joining us in January, Mrs. Brenda Clark and Mr. Roger Diller. And both are here with us tonight. So thank you for joining us. They are both longtime residents of the district, both retirees from Tecumseh Local, and it'll be exciting to have a couple new faces for us, and I look forward to working with them to continue the work that the five of us have been doing over the past several years as we continue towards doing what we can, the best that we can for our students, teachers, staff and community. Because Mrs. Scott and Mr. Priest are ending their board terms on December 31, both have served Tecumseh well and are an asset to the district. While the five of us sit together as a school board entity, we also bring our own individual experiences and expectations with us to this table. Both Mrs. Scott and Mr. Priest added to that depth of conversation, experience and expertise throughout their tenure. I want to say I am thankful for their service to our community, our district, and our students. While change is never easy, and sometimes it's more than a bit challenging, change in a governing body like our school board is also valuable. While the faces will change in January, the board's mission will remain the same, working together as an entity with our administrators, teachers, staff and students. Working together for the benefit of our students, supporting our administrators, teachers and staff, and continuing to work for the betterment of our Arrow community. So I want to thank both of you for your time and commitment. I also just wanted to...my other comment is not related to them. I did have the opportunity to go to the Ohio School Board Association conference yesterday. Beth mentioned it. I ran into Mr. Dixon in the hallway and we talked for a few minutes. I sat in a session on cybersecurity with Mrs. Cassidy and she was in front of me and the presenter was talking about things and she'd just be like (nodding her head). And he talked about one thing, and she's like (nodding her head vigorously), so very interesting, very scary at the same time, right? What he was saying made sense. And so when we were done with

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that, I went up and I sat with her for a couple of minutes just to have some conversation and just say thanks. That's no joke, protecting our infrastructure is no joke. And thankfully there are really good services around the area and she's already worked with a couple of them. And we talked about a couple more that the presenter had brought to us. So that was a really good conversation as well. And then I mentioned Governor DeWine came and talked to the legislative session, but also in the legislative session was the 2024 Teacher of the Year. He's from Gahanna Lincoln High School and loved what he did. And you could just really see, loved what he did, loved working with the students. And it was very cool for him to stand up there and say, you guys have to help us. You guys have to. And it was really powerful to hear his words for 500 of us sitting there listening to him. So it was just a wonderful opportunity. I'm very thankful I got to go and spend that time. So thank you. Thanks for spearheading that. I know that OSBA has some additional training coming up. I've already given Denise a list so we are ready to go at the first of the year.

- **Mrs. Scott** - thank you for those nice words, I appreciate it. **Ms. Martin** - You're welcome, thank you. **Mrs. Scott** - I don't know what you're going to say next month, but **Ms. Martin** - I've already worked on it. I have data...(laughter.) **Mrs. Scott** - Obviously, everyone knows the CTC new building levy failed not significantly, but by enough. The levy committee I'm sure will go back and look at some data, see what areas in the county it failed and try to do some regrouping. So just to explain to everybody. And they have one more shot to put that on a levy. In order to get state funding, the OFCC, CTC was on the list at the bottom of the list. They fund one CTC a year in the entire state. And they got moved up on the list because the other schools that were on the list a couple of years ago opted out. They didn't want to do it because either the levies weren't going to pass or they weren't ready for it. So they got moved up on the list prematurely, which was a good thing, but they have a limited time to get the money approved. Now, when I say they only fund one CTC a year, Greene County just did a new building that's all locally funded, no state funding. So they did that and they worked on Greene County from Cedarville to Yellow Springs. But that's all locally funded. And Springfield Clark CTC realizes that's not going to be an option to be locally funded. They have to have state funding, so it will be on a levy one more time. I expect it to be in the spring. And then after that it's done. Then the board will be looking at making changes. They're turning away students. They can't grow anymore. What other options, they are going to look at that. It wasn't expected to fail. We thought it would pass. I guess I wasn't too surprised where it failed. I think this part of the county, I don't think any precinct here passed it. Looking at the raw data. So every precinct in western Clark County did not pass it. So, that's an indication of what could happen. That's the big thing. Our meeting for November is actually next week, so I don't have any updates from that.
- **Mr. Priest** - Again, thank you for the kind words, ma'am. I appreciate it. I talked to Mr. Stafford today. I don't know if everybody knows he had surgery today, but everything went well and he's home and resting. **Ms. Martin** - So, look, I'm sorry I'm interrupting you. I'm glad you said that because he just sent me a text and said, I'm trying to get you to use your phone during a meeting because you may or may not go. I give him crap for it. So he said the same thing he's doing. Well, he's home. But, yeah, trying to get you to use your phone during the meeting. **Mr. Priest** - I just wanted to recognize that

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a teacher stopped by somebody's house, just that the student had a real hard, bad day at school, and the teacher stopped by just to give them a hug and just to check on them. And that just goes to show the caliber of teachers and staff we have here at Tecumseh. And it was just a special thing for that teacher to do. And again, I attended the Veterans Day programs, which is probably my favorite part of the school year. I was able to go to Park Layne and Donnellsville, and I know the veterans are super excited to go, and they're proud to say who they're there with, their branch and their service, but I think that the kids that invited them are probably just as, if not more proud that they have a veteran to share the day with.

- **Mr. Mills** - I don't have a huge amount to say today. I'll wait to say something on you guys next month. I am looking at the schedule and I am going to be here a lot the next couple of weeks. Looking really forward to the kids Christmas programs coming up. I thought it was a good time. I'm going to really enjoy that. And then I had the chance to stop in the auditorium before I came in and got to see them practice for the musical. So looking forward to seeing that in a couple of months. And then other than that, just happy Thanksgiving to everybody in the district and everybody here, and hope you have a good time with your families. And, Ms. Crew, if you need to know, you already have two votes of approval for the full week of Thanksgiving break, my children.

Public Comments

Sue Anne Martin - we're going to go ahead and open up to public comments. While we get ready for that, I would just like to remind everyone that pursuant to board policy 0169.5 we have some guidelines for public comment. Those guidelines include that speakers are limited to a five-minute interval. There's a total of thirty minutes set aside for this public comment. If it gets longer than that, we do have the option for the board to pause those comments and we are able to extend that time. Specific situations or comments related to a student or student discipline are not permitted in an open session, and if needed, we are able to request the speakers to join us in executive session to discuss further.

John Priest - Timeout, I got to go back. I'm sorry. Hey, I just want to thank Ms. Paula Fugate for all her time and effort and pins for Veterans Day. Thank you. Thank you very much, ma'am.

Sherry Priest - I'm going to jump in, she made 210. She crocheted 210, were they hearts this year? **John Priest** - And they've been different the past few years.

Kerry Cassell - We just have a couple of questions and a couple of comments. The slideshow, it was asked, will it be available on the website? **Denise Robinson** - No. **Corinne Scott** - But the five year forecast itself will be, but not yet. **Kerry Cassell** - Okay. And then a question, like, with us losing 270 kids since 2019 and 70 kids this year, I mean, that's more than just move outs. Do you ever look at why or where are they going to? When we look at trends, do we look at that trend, too? Is there an age when all of a sudden we're losing them, like, I know STEM starts at 7th. Is that a big year we lose kids? Is it junior year when CTC starts, or is it just overall? **Sue Anne Martin** - That's a great question. And I was going to say, is that something you can bring back to us and maybe we can have that in December? **Paula Crew** - Yes, we look at the trend data, we can look at that. **Sue Anne Martin** - That would be great. Thank you. **Kerry Cassell** - And then, as your teachers, on the capital outlay, I will say it jumped out at me that we have allotted \$10,000 for curriculum and \$15,000 for the crack fill.

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Paula Crew - Oh, we agree. Well, and remember, keep in mind that was this year because we had so much that we spent like \$189,000 from ESSER. **Beth Moore** - Yeah, and we're looking, there's also other things. You guys know you're already looking at a new math program, so there's more. **Paula Crew** - There's money allocated, but it's just not out of the capital outlay. **Sue Anne Martin** - That was a good question. **Kerry Cassell** - We can have bumpy kids or bumpy parking lot? And then a question, and this might be for Beth or I don't know who's in charge? The Dr. Adam Drummond presentation, unfortunately, K-3 was in LETRS. **Beth Moore** - I know. **Kerry Cassell** - And we didn't get to see that. So is it possible? Especially because a lot of those ELL kids are in the K-3 classrooms. **Beth Moore** - Can I say, I'm just so glad that you're even interested in it. As overwhelmed with LETRS as you guys are, the fact that you're interested in that we could talk about potentially offering stipend CEUs, do something afterwards. There's always something we can do. I can even talk to our Federal Grant Coordinator, DeAnna Gehret, who could, if you guys are interested in that. So thank you for being interested in it. **Kerry Cassell** - No, you're welcome. Thank you. Because we get it and we understand, like, we're locked into LETRS, it's the ball and chain for K-3. But then all the other ones come through, and we're like, oh, well, could we please go to that? And then to echo Sue Anne, thank you both. I do hope you come in December. So, we were planning to speak in December. I will say, you guys are leaving very big shoes to fill, so it's appreciated. And I'm disappointed you guys approved Sherry's retirement. **Sherry Priest** - I have to say, I was waiting for, I don't know, because I was going to WooHoo! and I didn't realize that it was my time to Woo Hoo, so Woo Hoo!! **Sue Anne Martin** - Thank you. It's been a long time coming. **Sherry Priest** - It's been a long time coming. **Sue Anne Martin** - And you, as Mrs. Cassell said, you are leaving some big shoes to fill. **Corinne Scott** - How many years? **Sherry Priest** - 33.86, but who's counting? **Sue Anne Martin** - Thank you. Tell me something good. **Kerry Cassell** - Okay. I even wrote it down this time. State testing is done for third grade. **Sue Anne Martin** - Excellent. **Kerry Cassell** - And I have the sweetest class this year. **(many voices speaking at once)** - You said that. She said that last time. You've got to have something else. You did say last time. **Kerry Cassell** - The magic of third grade. Like, third grade is the sweet spot. We have a turkey that comes and he writes letters to my kids every day. His name is Gobbles. And he moves around the classroom and they still have the magic. And that is why, yeah, it is the best. He moves and it takes a team for him to move. Because someone always forgets to move him. But I have a wonderful third-grade team in title and intervention specialists when we're outside. Because we move him when I'm out with my kids. **Corinne Scott** - Is it an elf on the shelf kind of thing? **Kerry Cassell** - Yes, it is an elf on the shelf. But he has terrible grammar. And he writes my kids a letter and they have to find all of his mistakes. It's super cute. **Sue Anne Martin** - Mrs. Priest besides you retiring, what's good? **Sherry Priest** - I also have a sweet class, and we're working real hard. We took one of Beth's, one of her checkpoints, and it wasn't so good. **Beth Moore** - It'll get better. **Sherry Priest** - But it's good to know that it's not good now in November versus not good in April and May. So thank you, Ms. Moore. **Beth Moore** - I didn't do anything. **Sherry Priest** - Well, no, because we didn't know about these before last year. But I did have three, one hundreds. So that's my sweet spot. I won't tell you the rest of them, but I did have three. Those are wonderful.

Paula Fugate - Okay, first thing on the agenda, I need a resolution made to rescind Sherry's retirement. You should have known that was done. Okay. Veterans Day was wonderful, except I am very disappointed in myself because I ran out of hearts to give out at Park Layne. So I'm

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trying to get hold of Mrs. Strader, because I'm going to see if she will send whatever that message is that you all send to find out how many veterans were left out so that I can get enough hearts crocheted and get them to the kids who had their veterans there. That's the first time I've ever run out. I still have extras at home. **Sue Anne Martin** - What a beautiful problem to have. Thank you for that. Thank you for your time and your energy in that. But what a beautiful problem. **Paula Fugate** - Thank you. But I still feel bad. A second positive note, if some of you, well, really only a few of you will remember a few years ago one specific board meeting which was held in the cafeteria, maybe something. I handed out copies of lunches from some of the different districts around ours, neighboring ours versus ours, lunch menu. and made the comment, why aren't our lunch menus as good? I will tell you now that I'm volunteering at lunch at the middle school, the lunches this year are 580,000,000% better. In fact, I have even had kids say, if you find somebody that doesn't want their chicken fries, will you let me know? Will you ask them if I can have them? To me, that tells me something. We have kids eating, not throwing it in the garbage. So that's the other. And as far as my volunteering, that's been quite an experience. I have yet to smack a mouth. I've yet to spray liquid soap, or any of that. So I've been behaving myself. But, I want you all to know that Ms. McFarland, Mr. Hauf, as far as, you know when I'm seeing what's going on in the lunchroom and stuff, if something happens, have been doing an excellent job of taking care of it. There's been a couple of incidents where they haven't been in there and haven't been told. Well, you can't do something about it if you don't know something about it. So I just want you to know I'm giving kudos to both of them. Last but not least, I know that, and it's not 270, but I know of a loss of quite a few students here due to the shutting down of the online school they're doing online at home through different things where they would have been coming here. And we've had several children pulled out because of the racism that they have faced. And I know that for a fact because my daughter was trying to talk my granddaughter into transferring because of what she was going through. And she said, no, I'm staying with my friends. But here's the point. Sometimes with some of these kids that their mental health comes before what they necessarily (indistinguishable). So that affects mental health a lot. I will tell you, I did have a boy as I stopped at the end of his table, used one specific word out of his mouth, and I turned right around to him and I said, don't ever say that word again. Don't let it ever come out of your mouth again. It is not a word to be said. It is not appropriate in any way, shape, or form. But it flew out, just as if he were saying "Hello, Ms. Paula." Thank you.

Sue Anne Martin - You know what? I have a public comment. Mrs. Fugate commenting on the food, our lunches and breakfast reminded me that I also heard over the weekend that our local food pantry in town served more people in October than they have served in ten years. And they're on track for November to be even more. So, just keeping that in mind, it impacts our students. You saying, see if I can have his chicken fries, made me think, that kid's hungry, right? And so just tossing that out there, that we can do all that we can in our schools. There is a need in our community as well. **Corinne Scott** - Which food bank? **Sue Anne Martin** - The food pantry across from United Methodist Church. The Bethel Churches United. **Corinne Scott** - There's several places, and I wonder if they've seen increases, too. **Sue Anne Martin** - Bethel Churches United is reporting that October was the most that they've had, and they're probably on track just those few service days into November for November to be even more. Not directly related to the school board, but related to the schools.

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Sherry Priest - I'm going to brag on Donnelsville because we are doing a food drive. Our Student Council is sponsoring a food drive this week. **Kerry Cassell** - And they are bringing it in. Like, one of our third-grade classes was at 94 today. **Sherry Priest** - One of my kids brought in 110 cans. **Sue Anne Martin** - Wonderful. Thank you. Thank you.

Adjournment

Motion by Mr. Mills to adjourn the meeting.

Second by Mr. Priest.

Roll Call: Ayes, Members Mill, Priest, Scott, and Martin.

Nays, none. Motion carried 4-0.

Meeting adjourned at 8:07 p.m.

A handwritten signature in black ink that reads "Sue Anne Martin". The signature is written in a cursive style and is positioned above a horizontal line.

President

A handwritten signature in blue ink that reads "Denise L. Robinson". The signature is written in a cursive style and is positioned above a horizontal line.

Treasurer