

# Minutes of the November 15, 2022 Regular Meeting of the Tecumseh Local Board of Education

**November 15, 2022**

## **CALENDAR HEARING**

Mrs. Crew proposed the calendar for the 2023-2024 school year.

The Tecumseh Local Board of Education met in regular session on November 15, 2022 with Board President Corinne Scott presiding. Mrs. Scott called the meeting to order at the conclusion of the 5:45 p.m. Calendar Hearing. 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, Martin, Priest, Stafford.  
Absent — None.

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

### Minutes of Previous Meetings

Motion by Ms. Martin and second by Mr. Priest to approve the minutes of the October 25, 2022 meeting, as presented.

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

## **Communications**

Written Communications – None at this time.

Other Communications – None at this time.

Public Comments pertaining to the agenda:

- None at this time.

## **Old Business**

None at this time.

## **New Business**

### ADOPTION OF CONSENT CALENDAR - PERSONNEL

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

#### Resignations - Certified

None.

#### Resignations - Classified

Heather Scaggs, Principal Secretary at Park Layne Elementary School. Effective January 1, 2023. Reason - to accept another position within the district.

Tara Jackson, Assistant Secretary at Park Layne Elementary School. Effective January 1, 2023. Reason - to accept another position within the district.

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Janice Sandy, Paraprofessional at Tecumseh Middle School. Effective November 27, 2022. Reason - to accept another position within the district.

Isabelle Prenatt, Part-Time Library Aide at Tecumseh Middle School. Effective November 25, 2022. Reason - personal.

Peyton Ellis, Technology Aide at New Carlisle Elementary School and Park Layne Elementary School. Effective November 3, 2022. Reason - personal.

### Employment – Certified

None.

### Employment – Classified

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

Tara Jackson, Principal Secretary at Park Layne Elementary School. Effective January 2, 2023. Step 0, \$14.76 per hour.

Janice Sandy, Assistant Secretary at Park Layne Elementary School. Effective November 15, 2022. Step 0, \$14.19 per hour.

Stacey Leighty, Technology Aide at New Carlisle Elementary School and Park Layne Elementary School. Effective November 14, 2022. Step 0, \$14.20 per hour.

Beryl McNabb, Evening Custodian at Tecumseh Middle School and Tecumseh High School. Effective November 17, 2022. Step 1, \$16.50 per hour.

### 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.

Hailey Berezky (SB1 Certified)  
David Thurlow (Certified)  
Cheyenne Hahn (Certified)  
Kimberly Houseman (Certified)  
Allison Bischoff (Certified)  
Carter Mansell (Classified)  
Brittany Hunter (SB1 Certified)

### Employment - After School Tutors / Stipend

to approve the following student teachers to be employed as after school tutors. They will tutor for approximately one hour, twice a week, for about 8 weeks. They will be paid from grant funds at \$13.00 per hour.

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Taylor Barrett  
Jordan See

and to approve a \$200 stipend for Mary McKinley, a long-term sub, who is serving as a cooperating teacher for a student teacher from Wittenberg, Courtney Sheek, at New Carlisle Elementary School.

### Retire/Rehire Public Meeting and Notice

to approve a public meeting on the issue of rehiring retirees on February 21, 2023 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 Amy Enloe, who is currently employed by the Board of Education as a Music Teacher at Park Layne Elementary School and Donnelsville 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 February 21, 2023 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.

### ADMINISTRATIVE

#### Power of the Pen Competition

Motion by Mr. Priest and second by Mr. Stafford 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.

Anna Frascone  
Christina Emberton

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

### ADOPTION OF CONSENT CALENDAR – FINANCIAL

The Treasurer presented the Five-Year Forecast.

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

#### Five Year Forecast

to approve the November 2022 Five Year Forecast, as presented.

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## Financial Reports

to review and approve the financial reports for October 2022.

## Fund Advances

to approve the following, as presented.

Negative fund balances covered by unencumbered general fund balance for October 31, 2022.

|          |                |
|----------|----------------|
| 001-0000 | \$583,352.54   |
| 461-9023 | (\$549.86)     |
| 505-9023 | (\$8,839.42)   |
| 507-9222 | (\$4,920.00)   |
| 507-9322 | (\$435,452.05) |
| 516-9023 | (\$56,679.74)  |
| 536-9023 | (\$4,052.65)   |
| 551-9023 | (\$1,228.47)   |
| 572-9023 | (\$57,891.34)  |
| 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 fund to cover the negative grant funds.

## Amend Estimated Resources and Appropriations

to amend estimated resources and appropriations, as presented.

## Then and Now Purchase Order

to approve a purchase order and payment for \$3,000 for the Lean Six Sigma & Leadership Excellence License Fee for 2022/2023. The bill was received in August 2022 and a purchase order hadn't been issued. We will use restricted career tech funds to pay for this license.

## Donations

to accept the following donations made to Tecumseh Local Schools.

| <u>Donor</u>               | <u>Purpose</u>               | <u>Amount</u> |
|----------------------------|------------------------------|---------------|
| Tecumseh Athletic Boosters | Cross Country Program        | \$ 740.00     |
| The 6G Group               | Cross Country Program        | \$ 72.00      |
| Justin Sladewski           | Pep Band Program             | \$ 6.00       |
| American Legion Post #286  | ROTC Program                 | \$ 250.00     |
| Tecumseh Athletic Boosters | Baseball and Softball Fields | \$12,000.00   |
| Tecumseh Elementary PTO    | PTO Mini-Grants (DV)         | \$ 396.78     |
| Tecumseh Elementary PTO    | PTO Mini Grants (PL)         | \$ 789.13     |
| Tom Voris                  | Athletics Program            | \$ 100.00     |

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### Maintenance Building Quote

The Board is asked to approve a quote from Worch Lumber for material price for the construction of the maintenance building in the amount of \$32,982.25. Worch was the lowest bid per the exhibits. The Springfield Clark CTC is providing the labor for construction of the building at no charge.

### Copier Contract

The board is asked to approve the quote from ProSource for a five-year contract, beginning in March of 2023. ProSource is buying out our current lease six months early.

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

### INSTRUCTIONAL

None.

### ATHLETIC

None.

### POLICY

#### Policy Adoption

Motion by Mr. Stafford to approve the following policies, as presented.

Second by Ms. Martin

|         |   |
|---------|---|
| 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   |
| 8330    | Student Records   |
| 8600    | Transportation  |

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

### Further New Business

None at this time.

### Planning and Discussion

Mrs. Crew will contact Ms. Princehorn to see if she has availability to present at our December meeting, just to highlight the different kinds of levies, since we met with her last time, there have been changes made.

### Reports

Beth Moore - Last time we met, I went over the district report card. And that's something we share at District Leadership Team. Each school actually gets their own report and makes plans based on that. Now every building has a Building Leadership Team and members from the Building Leadership Team sit on the District Leadership Team. So, I promised last month, even though it seems like last week, that I would share goals and initiatives at each building. We talked a bit about the high school but we'll get back to them. So, I'm moving on to the middle school. Two of their major initiatives are working on rigor to increase student growth and to provide interventions to all students in multiple levels. I wanted to focus on those areas, what's been accomplished, what are the plans and what data we are actually going to look at throughout the year to measure that. So, we'll stick with the increase of rigor, what has been accomplished. We have since 2020, looked at social studies, science and now some small amount of ELA curriculum, to increase that rigor, because you can't really increase that with ideas out of the air. Our teachers are good, but they need some support. So, we put some money into that. On the November in-service day, there was a 'what is rigor' conversation with teachers. We also get, ....Susan, how many teachers receive gifted professional development, let's just focus on the middle school. *Mrs. Wile -on the middle school, there are two per grade, two or three per grade level. There is at least one math teacher and one language arts teacher that participate at each grade level.* Ok, so it is spread throughout the building. Sorry to put you on the spot Susan. I didn't want to mis-speak. Another idea that some teachers have been doing for years is capitalizing on released state questions. The state, after a test, will release some, not all, of the state questions that are asked. And trust me, when you take a look at the state standards, which I'm sure you all have, you will see they are incredibly vague and/or ambiguous and difficult to know exactly what is required from you until you see the state questions. Once you see state questions, it really is eye-opening because there is also, not only the knowledge that students are required to know, but also at what level are they asking those questions. So, it's really a great tool that many of our teachers at the middle school have been using. So, during that DLT meeting, someone said it's so hard to find those, and it is. If you go on their site, anybody can download it, any parent, any teacher, but it's very difficult to maneuver through. So, I took the time to organize every state-released test released from 2016-2017 through the current year. That way our teachers can go to it and just grab it up. And, also during that November in-service, we highlighted some teachers that were actually using it to move their instruction forward to increase rigor and to actually place it on assessments to measure how students are doing. So, we're capitalizing on what teachers are already doing and working with that. We also, Ms. McFarland and I spent quite a few hours

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rostering all of the teachers who can get on to take what is called a state readiness assessment. The state has really picked up on the idea that these released test questions are good and fine, but we live in a digital age, the students take a digital test. So, they offer these checkpoints and benchmarks, where students can be linked to teachers, if rostered, take the test and then that information come right back to them into a central reporting system which is what they can actually use to see all their state data, which is incredible, but it does require a lot of back work from the district, But, we said it's worth it and so they can use that immediately *Mrs. Scott, so, we're set up for that now?* At the middle school we are, and Veronica Cassidy...after Ms. McFarland and I did it, it was an entire day and then some, but we were really just hellbent on getting it done so they could use it for this in-service day, we wanted to be able to say you can use it. So, lets say we know a teacher there who will do things if you ask nicely, and if you offer to babysit her daughter, because she is your niece, to like test it out so we can get all the glitches out and we had a 7th grade math teacher run through it and we're monitoring it to see what it was like for the students what we had to be prepared for when teachers actually went to do it and then with the results of when they came back and worth it definitely worth it so we moved forward on it brought that to an instructional team meeting. Sorry I moved on from middle school, but Veronica Cassidy has found a solution to get every student 3rd grade through whoever is tested in high school rostered so that every teacher can have access to this so it's a great way for teachers to, it's a tool that's readily available. It grades it, it comes back to them and and it looks just like what the standards are that needs to be taught look like. So, it's is a great tool to use. It's not the only thing but it's a portion of that. So that's what's been accomplished so far. Plans for additional p.d. one of the needs from a teacher survey was students at the middle school cannot retrieve information very readily and so we have someone speak on retrieval practices, nor do they communicate well in class and so we had someone speaking on Start Slow, which is inquiry-based questioning that allows or forces them to communicate answers and their thoughts. And then we're working with, actually we have a meeting tomorrow with Forward Edge about using blended learning which is taking our technology and then what teachers do in class with students whether it be a project or things they need to accomplish when our wellness students are in small group and kind of blend that learning with the focus on rigor because that is what the middle school chooses to focus on, which is great. We also want to make sure that if teachers want students to use that Readiness assessment that we are trained to get in there and help them run a session because once the teacher see it once they're going to get it thank you very much have a nice day I'm fine from here, but I make sure that they have support the day to give the test if they need it and once the reports come back how to read those reports and what to do with it so we want to make sure that is some job embedded and continue to highlight teacher strategies that are successful what works for teachers are district tend to spread and work well throughout. So, data that we'll use TBT minutes, those are teacher-based team minutes that they record all of these processes whether you can glean a lot of good information from what's working what's not working, where the trouble is on standard phase common formative assessments are recorded within the TBT minutes which is really nice to see quickly. We will use the readiness assessments, once teachers start to use that. Of course, we'll continue to use our three-times per year MWEA Map, and Ohio state test results. And in regard to Intervention which is nothing new for the Middle School they've been doing it for years what has been accomplished is that intervention. There's an intervention period for every student now. Evidence-based intervention material has been purchased for reading and Mathematics. Math games and some manipulatives those have been purchased for our math teachers of course.

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Some grade levels have developed very effective systems for students. So, let's take the 7th grade hallway, if some students need ELA interventions and Math intervention, they work together to say I'll take this kid Tuesday and Thursday, but I'm going to need him Monday and Wednesday and then how are they doing who can catch him up on Friday. Or one of the things that a group of math teachers did was they said this group needs Expressions, this one needs multiplication and division this group is ready to move on order of operations for the Intervention Program. And they say okay let's share our kids, let's see who needs what and then work it out that way, So, again feeding off the success of staff ideas is something that has worked for the middle school,

Plans, we need better intervention materials for writing or a better plan for that. Again, highlight this year intervention practices that are successful, develop stronger plans from more productive intervention periods. They're not where they should be they are not where anyone wants them to be. It needs to get better and that's something that they're working through. Increase enrichment activities, because not all of our...when we say intervention we often think oh, those who are below. But intervention can be enrichment activities. Those students need to be pushed as well, the higher students, so they can get enrichment activities, but that is a form of intervention. The data is the same as above, there's TBT Minutes, formative assessment, readiness assessment and again maps and OST results. if you flip it over I do have to share just a little bit of data. So, we saw this performance index for the district last month; this is the middle school's. Why rigor, why intervention? if you look at our students at limited and basic, and we've got students at accomplished and advanced you can see that there is a need for both of those we need to continue to bring up the students who are behind, that has to happen. You can't just have rigor, or you can't just have intervention you need the combination of both especially when you look at how our students are performing, both are necessary. And if you're thinking okay what is that 68.8 I put the scale to the side for you so you can see that was a 2 almost to 3 for the middle school and I know that they will fight and work and do everything possible. I'm sure they'll get that 3 next year. We had a couple teachers that really invested in explicit intervention the way it was designed completely and totally. The figures below are their value-added scores, which is growth, it measures nothing but growth. How much you grew a student, and there is a teacher at the top and there is a teacher at the bottom. There is a dark green vertical line at 0. If a teachers diamond was at that line, it would mean they made a year's worth of growth so if a student scored 700 in 6th grade and you're in seventh grade and they scored a 700, they would be at that zero line. This is a compilation of all the students they served in 2021 you can see where both teachers were. In 2022 you can see where both teachers ended. The green means effective all throughout that line the teacher could have from a -2 to a +2 and still be in the good as far as effective year's worth of growth both of those teachers knew something had to happen they invested in that program and both of them were in the blue which is more than expected growth which is exactly what they were hoping for and in the end they received so I just thought, these were two people when I sat down and had discussions with them I'm like what was different because the trend after sitting with teachers and going over their reports with them throughout the district, they seemed to come down from 2021 to 2022 in mostly, and I think it's because, they kind of there was no test in 2020 and I think they were just very lenient in 2021, but it ended up hurting everyone in 2022 because they came down a little bit once they started to bounce it back out. It's just a theory but I think it's true looking this information. I just wanted you to see what explicit intervention did when followed correctly.



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Susan Wile – nothing at this time.

Deputy Loney – Our drug takeback held at the end of October. We got 16 pounds of prescription drugs turned into us and off the streets. Working on a lot of different safety things, I think Mr. Dixon will cover that.

Brian Dixon – to follow up on John's safety measures, we have been doing small audits in the building and seeing how things are secured. It's one of those things that always a reminder, close your door, make sure the door behind you is closed, make sure it's locked. We looked at some of our office areas, and how the buildings were initially designed. Not everything was designed for lockdown purposes. We're looking at how we can secure those areas better so that we can keep kids safe. I think the statement you used was 'Safety is inconvenient', and it is, but if we're not safe...that impacts not just kids but teachers and staff. So, safety continues to be something we focus on in this district every day. Deputy Loney and I are constantly thinking what can we do. The Reynolds roof at THS is underway. Maxim has made progress on the roof during the past couple weeks. We had two weeks of really good weather. The last couple days, maybe not so much. They are a little over the half way point, probably 70%. They don't expect to slow down as long as the weather stays dry. They are making progress. Last time I updated you on the sewer line, pump station we had out here behind the stadium. Today two grinder pumps came in on backorder, we are hoping that those can be installed later this week. I say hoping, because Dan Medve has been off sick, so that kind of compounded things a bit, but we are staying on top of that. It should allow for material to pass through there a little easier because they are grinder pumps, so they are going to grind up anything that goes through there. I'm not sure when, but it's been a few years ago that they were replaced. Grinder pumps were not installed last time as a cost saving. I'm not saying that anybody did anything wrong, but grinder pumps certainly would have helped that. The other thing – water concerns. A question was raised about the quality of the water supply here at Tecumseh. And I can sit here, and I can talk about that but instead, I'm going to drink it, because I'm not afraid of it! And I'm going to let Boyd speak on it, but I do appreciate it when the community has concerns that they come to us. They ask questions, I can directly answer them, Boyd can directly answer, we can even get our water operator to directly answer them. The EPA will definitely answer them. We don't have anything to hide with that. I've got some information I think there was a question about a violation of some kind. This is the last year's worth of data that our water contractor has collected. When they take a sample, they take it to a lab either Pace or Masi, and what they do with that is they read that, and they report that directly to the EPA. So, anything that Winelco turns in, they don't get back to submit it to the EPA, it goes directly from there. When you look at this and you see on here, some of the different things Boyd is going to talk about here in a minute, you'll notice it says absent, so, that just means it wasn't there, which is a good thing.

Boyd Barger – So, this is just one test that we draw, this is a monthly test, and each paper that we get, one side is the high school one side is the middle school. They draw from the furthest point from the distribution. So, we're considering the distribution as the water tower. You get to see that last year. So, the well, what they do is they run the well and you test it from the EPO of one, which is in the water tower distribution, and then it goes out through the building, which a lot of people will think, that's really close to the water tower. But the water actually comes in through the basement of the old high school, comes up and goes all the way to the

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back of the building, and that's the furthest point. The middle school goes through the back of the building and comes all the way to the front, so we try to use the least conspicuous place, meaning we don't want to interrupt class, because they can test at any time of the day. So, we try to do that, and that one is done from the copy room of the middle school. So, these results are based from January till October and it tells the negative. If there is no negative, the EPA has a standard, I'm not certain what it is for each test, but as long as you are in that containment, it tests out, there is no violation. The violation that we may see, but it's really just more of a reminder is if something didn't get filed quick enough, meaning say, it was Christmas time and you thought they were open on the 24<sup>th</sup> and you took it on the 24<sup>th</sup> and they were actually closed. That happened to us last year. Kind of my fault, kind of Bob's fault, not really anyone's fault. He ran the sample and then tried to get it to be analyzed, but it got put in on the 26<sup>th</sup> or 27<sup>th</sup>. So, it was late, because it had to be in on the 24<sup>th</sup>. That's kind of, it's not a violation, but they classify it as one. So, the one thing, I want to make sure everybody knows is we do total chloroform bacteria tests for e-coli or some people like to call it poop. It's never been in our wells and we chlorinate our wells. The first thing that happens is we chlorinate our water. A lot of people say it tastes funny, well it does, because when you are at home you don't chlorinate your well. We chlorinate our water because we are a small city water operating system. Talking with Bob, you mentioned Bob earlier. When I took this job over, I didn't wrap my head around thinking that we are a city. We are a small city, with a heartbeat sitting out there 200 feet off the ground. So that's why I call it the heartbeat. We also test... Mr. Dixon – and let me go back, if we would have found e-coli or poop or fecal matter or whatever you want to call it, we would have to abandon that well. Boyd – EPA would be out that day, they would have called myself, Paula get an email, Brian, and they would have called our water operator, and they would make us shut the well down and not open it until we could show them there was no e-coli, or what they would consider any chlorophyll bacteria. Any of the containments, if we have a disinfectant byproduct that's too large, which a lot of people don't realize when you add chlorine to a well or water system, you take the chance of adding too much chlorine to it. So, then what you have is a byproduct that is sitting there that's a contaminant level. It's a secondary contaminant, I think, which you need to make sure you aren't doing next. We do that also, disinfectant byproduct test. That is a set by EPA test where it could be twice a year, it could be three times a year, or four times a year. It's all based on what the EPA looks at your results and see what you have to do. Daily we do free and total so, those numbers tell us what kind of residuals we have in the water. We test those at the high school, middle school, Medway, and Donnelsville daily. And then we do total trihalomethanes in the waters, that's any manmade chemicals we could pickup in the water system. Especially with the problem we had at the bus garage, that's been years ago. We want to make sure the water safety is good. So, they test that, set by the EPA, I think it's twice a year. And then lead and copper, lead and copper is kind of a unique test because we come in here at 11:00 at night. It's me and Danny, we take two building ourselves. And we run water in the building, because you are allowed to run water eight hours before the test. So, we come in at 11:00, say on a Tuesday, we run water when everybody is gone. Nobody is allowed to be around it. EPA says you can run the water. You run that water in five locations, and you run it at each spot that's designated by the EPA, and it's five locations at each place where you have a water operation. So, we have four sites, and we run that water for a good 30 minutes, and about midnight we shut it off at each one of those buildings. And then, the next morning, we have to be the first person in the building to open the valves up to test lead and copper in the building. So, by 5:00 the next morning, we are running samples to make sure we are getting lead and copper results.

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When you find lead and copper, it's usually in older houses that have lead and copper in their solder, in your houses. We've had one hit in our buildings and that was at Donnelsville, had a faucet that we replaced, that had copper in it, because it was shipped from overseas – it had copper in it. So, we replaced that. That's the only hit we've had in the district for lead and copper. But those are the five tests we run, and all of our results are based off the EPA has those records and our water operator does an exceptional job of trying to keep on this other than that one test that we ran on Christmas Eve when we thought something was open, but it was closed. And that was during the time we were redoing the water tower and we needed to run that test to get it taken care of. We've had one boil advisory, and that was because of a broken pipe that was above ground and come to find out we really didn't need to do the boil advisor, but we erred on the side of caution. *Mrs. Crew – so, what you passed out, this is certifying that our water from the EPA has been.* Mr. Barger – so like Brian had said, each one of these reports that they run a sample. If I go and run a sample, it gets handed off to the water operator because he's the one that actually signs off on our water operations. It could be me, if I had my license, which I'm going to get. But, that person signs off on the chain of command, and it goes to Masi or Pace – which are the analysts who do the testing. So, they take it and this goes directly to the EPA and they get a copy and send it back to us, because they literally are Tecumseh, we're just the people who hired them to be 'Tecumseh'. They get these results monthly. *Mrs. Crew – so, our water is good.* Boyd – Yes. I never knew that signing on to this job that it would be this in depth. But I'm happy, because it's giving me something to think about. It's fun, it's interesting. Mr. Dixon – but it's something we need to take very seriously, and I wouldn't be drinking the water, again, I wouldn't have my three kids here, I wouldn't have my fourteen nieces and nephews here if it wasn't safe.

Mrs. Crew – I want to go over a few things with you. First and foremost, we were able to reinstate our Veterans Day programs this year. And those here on Friday, I don't know anyone other than John Priest were able to make that, as far as board members. I know that he and I followed each other around the different building. But our staff did an incredible job. As you know, we weren't able to have that for a couple of years due to Covid. Everyone worked hard, the hallways, the decorations, the pictures of the veterans, the playing of taps. I just heard so many comments from veterans and their appreciation about having that. So, I wanted to share that with you. Again, I sent an email to the staff, but just to thank everybody. Everyone who had a hand in that, many worked behind the scenes, and I appreciate that. Next thing I wanted to share, the Clark County legal cost analysis, we did a cost analysis of Bricker and Eckler. That was asked last time, how much, and it was a good question you should do a cost analysis and see where you are at. As you can see, Bricker and Eckler, we have that legal firm, we pay \$300 an hour for that legal firm, and I shared all the other legal firms that are used in Clark County. Northwestern uses just one individual, and he charges \$295 per hour. Northeastern uses Ennis & Britton, and they charge \$280 per hour. Southeastern uses Walter Haverfield, at \$310 per hour. CTC uses Walter Haverfield at \$310 per hour. Greenon uses Walter Haverfield at \$310 per hour, although they recently interviewed Bricker and Eckler a few weeks ago. I haven't heard if they are switching, but they wanted to look for another firm at a cheaper price. Clark Shawnee uses Walter Haverfield, and for some reason they only charge them \$300 per hour. *Mrs. Robinson - it's because they contract for a certain number of hours per month. So, they give them a little bit of a discount, because there is a guarantee.* Mrs. Crew – but that's just something good to look at. We certainly don't pay the highest or the lowest, we're right in the middle of that. I wanted to review the potential housing

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development with you. Randy Bridge, the City Manager at New Carlisle, came in and met with Denise, Brian and me. And I wanted just to share that information that he brought in as far as what I know of it and what he shared. There are two developments that we have maps for. I'll go over, and Brian and Denise please jump in if you think of anything that Randy shared that I miss. This one, if you lay it down in front of you like this, with the multicolored one, if you find North Dayton-Lakeview Road and angle that North and South, you'll see that you have North Dayton-Lakeview Road, you know the fork that it takes going out of New Carlisle, and you have Addison New Carlisle. These are the two developments that they are indicating did pass a preliminary on November 1<sup>st</sup>, now it's on to the City Council. First, taking a look at the one on your left. If you look at the site data in the upper left-hand corner, the gross area, the 78.28 acres going down what we look at is important to us as the board are the total lots. On that one, the total lots are 311. Randy shared with us that those total lot are going to range between \$325,000 - \$425,000 for each home. And each home is a slab home, there will be 5-6 models of those homes and 3-4 floor plans. Randy shared that they will be building in 2024 and some of those will be ready to move in in the fall of 2024. So again, this on your left on 235 heading out of town, behind New Carlisle Elementary School. So, there will be some easements that they are requiring and asking of us. And that will be us talking with them when we get to that point to see where we prefer those, because it is a safety issue. Again, it is the back of the building. I don't know if I can answer any of your questions, I'm just sharing what Randy shared. Mr. Dixon – there are a couple of access points on here that I'm a little concerned with from a school safety side of things. Anytime you have kids that are being led to the back of the building, that's not a good thing in my opinion. So, we'll have to work and mention that to Randy at some point that we'll have to negotiate this a little bit. I think we'll want to make sure that we're not encouraging kids to come to the back of the elementary school. We want them entering at the front, not walking around the sides. One of these entrances is back by where we have our dumpsters. We have enough problems back there, just as it is, with that being in the back of the building. *Mrs. Scott – so the bottom left is where the school is, that's the total layout of our school property?* Mrs. Crew – yes. And so, the one on the left is going to be called Monroe Meadows and Arbor Homes; the one on the right hasn't been named yet. If you look at the site data on this one, you'll see in the yellow, those are single family owned homes, 256 of those. Randy indicated that those are still in the \$325,000 - \$425,000 price range, and the green are single family home rentals, and 103 of these. I appreciated him coming in and talking with us and giving us details. As far as Twin Creeks, there is not a development plan yet, he would reach out when that one was closer to being ready and get with the district. *Mrs. Scott – did he indicate if the rental single-family homes, are they townhouses or are they stand-alone houses?* Mrs. Crew – it is my understanding that they are stand-alone homes. *Mrs. Crew – so you said Monroe Meadows would begin construction in 2024 and move-in in 2024. Do we have information on the other one?* Mrs. Crew – he told us it would be the same for that one. And then he did say they would be built based upon the need, if you will, on how many they are selling. He also shared that he felt Wright-Patt was going to be one of the big pursuers of these homes, because they come in and try to find homes in Beaver Creek and Oakwood, and it's so expensive, that the price of these would be much more reasonable and not too far of a drive. *Mrs. Scott – \$325,000 - \$425,000, that number is a lot higher than I was led to believe the cost of the affordable housing was going to be. So that's all the information we have so far?* Mrs. Crew – That's what we have, yes. Mrs. Robinson – didn't he say a total of 1,000 home? Mrs. Crew – he said 1,000, but I don't want to quote that, he said 1,000 total that's including the third

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(development), once it gets there. But I think there were some questions too regarding Northwestern School District line versus Tecumseh, because he's not sure that Twin Creek is actually all Tecumseh Local Schools. So, he wanted to check that before he makes that statement. And the last thing I have is something that we talked about a little earlier. Denise and I attended a session at the Ohio School Board Association on ballot issues -what to say and how to say it. It was a good session. This is House Bill 140, which has recently been passed. Basically, what happened in Bellbrook, where there was... actually the Superintendent and three board members were indicted for utilizing public funds to advertise a levy, a ballot to be passed. So, you have to be really careful, and I'm really glad you asked for Ms. Princehorn to come in, because she is the one who gave the presentation at OSBA. So, what I was going to have you do tonight was take this with you and we'll talk about it in December. And I'm very glad she will be here, so she can answer the nuances for you. But, as an example, before the Superintendent and Treasurer have always been actively involved, and they still can be, but you are not allowed to run the levy committee whatsoever. So, I can't use my email from this point on out to share information out, 'hey staff, we have a levy committee meeting coming up' I can't do that. That's all going to have to fall to the levy committee. Board members are not supposed to be members of the levy committee now, according to HB140. We were in a room with about 500 superintendents and treasurers in Columbus yesterday and it was packed in because it's 'the' issue. Right now, no one is running anything, because no one wants to be indicted. There's some guidance that is supposed to come out from legislation and the Ohio Department of Education. They are saying now, by January, so that's another reason why everyone is on the backburner with their levies. Because you don't want to mess up, and you don't want to mess up for your district. So, again, I'm thrilled that she is going to be here, and she can talk about nuances. If you'll just do me a favor and read that in it's entirety and write down any questions you have on the actual paper before our next meeting. That way, she or there was another attorney that co-presented, so if she's not available maybe the other one would be. Again, kind of just very concerning on the things we are not allowed to do. Basically, the levy committee is just supposed to man itself and have a grass-roots effort to pass levies in all districts now. *Ms. Martin – but the school board is still the director of the kind of levy, and the placement of the levy, right?* Mrs. Crew – yes. And please, write down any of your questions before next month, because this is new legislation and that will be a nice time to ask that. Does anyone have any questions? (none)

### Information Items

|                |   |
|----------------|---|
| November 15    | Musical Tryouts - THS Auditorium 4:30 p.m. - 8:30 p.m.                                  |
| November 16    | Title I Parent Training Meeting at TMS Special Ed Conference Room 6:00 p.m. - 7:30 p.m. |
| November 17    | Picture Retake Day at Donnelsville Elementary   |
| November 17    | Elementary Fundraiser Pick-up at Tecumseh Middle School 4:00 p.m - 6:00 p.m.            |
| November 18    | Open Mic Night - THS Cafeteria 7:00 p.m.  |
| November 21    | Marching Band Awards Banquet 6:00 p.m. - 8:00 p.m.                                      |
| November 22    | Bethel Church of the Nazarene Community Meal -TMS Cafeteria 4:00 - 8:00 p.m.            |
| November 23    | Conference Make-Up Day, No School (Board Office Open)                                   |
| November 24-26 | Thanksgiving Break (Board Office Closed)  |

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|------------------|--|
| Nov. 28 - Dec. 2 | Park Layne Toy Drive for Impact Bethel                     |
| December 1       | NCES Holiday Program at THS 4th Grade 6:30, 5th Grade 7:30 |
| December 2       | Senior Citizens Luncheon at THS Shannon Gym 1:00 p.m.      |
| December 3       | Band Booster Craft Show at TMS 10:00 a.m. - 4:00 p.m.      |
| December 6       | TMS Choir Holiday Concert at THS 6:30 and 7:30             |
| December 7       | NCES Holiday Program at THS 4th Grade 6:30, 5th Grade 7:30 |
| December 8       | DV Holiday Program at THS 2nd Grade 6:30, 3rd Grade 7:30   |
| December 12      | THS Choir Concert at THS 7:00 p.m.                         |
| December 13      | Board of Education Regular Meeting, 6:00 p.m.              |
| December 13      | TMS Band Holiday Concert at THS 7:00 p.m.                  |
| December 14      | 2-Hour Delay - Staff In-Service                            |
| December 14      | DV Holiday Program at THS 4th Grade 6:30, 5th Grade 7:30   |
| December 15      | THS Band Holiday Concert at THS 7:00 p.m.                  |
| December 19-30   | Holiday Break - No School                                  |

### Comments and Questions from Board Members

- Mr. Stafford – nothing at this time.
- Mr. Priest – Yes, I've actually got a number of things. So, I heard of a sub walking out from the middle school in the middle of the day. Which was obviously concerning. So, I reached out to the sub and she filled me in on what had taken place and what had been said to her. She had worked for the school district this year and last year. And some of the things that have been said to her are absolutely appalling and this is from our students. She sent me a list. Do you want me to say some of these things? *Mrs. Crew – if you can just share them with me, because it falls under personnel? Mrs. Scott – share them openly? Some of the things may not be permitted to be shared if it's personnel. Mrs. Crew – if you'll send me the list.* Ok, I'll send the list, and it was oh my goodness gracious. If a child said this to a family member of mine, I probably would have been in to where they work and caused a ruckus, because this is absolutely insane to have children say this to an adult. So, that was the first thing. Another thing I heard about, was again at the middle school was a student giving a staff member a vape for the staff member to hang on to during the day. Which, my goodness that's again, insanity if a staff member is hanging on to a vape for a student. You got to be 21 to vape, you might as well, the kid could bring in a beer for crying out loud, plus you don't know what's in the vape. And I'm pretty sure we're pretty strict on kids having vapes anyway. So, if you could look into that, that would be greatly appreciated. Again, going back to the middle school, the program was great. My goodness gracious, I loved the Armed Forces Medley, the kids did a great job, but with that I also had staff members mention how they were embarrassed how the children acted during the Veterans Day program. And I know getting middle school kids into the gym can be kind of crazy, but I mean, I heard they were kind of acting like a bunch of fools and honestly I was a bit embarrassed myself, for if Veterans had never been to the middle school or to the district before, this is how, you know, the middle school acts, like a bunch of hooligans, for crying out loud. And I'll tell you what, that's not acceptable any day of the week and especially not at a Veterans Day program. So those are my big gripes right now. On a positive note, I do greatly appreciate the Veterans Day programs. I went to the Donnelsville breakfast, and appreciated the speeches the kids gave, and having the kids sit with their veterans, and then also having the microphone go around and the veterans could say who they were there with, what branch, their rank, and when they

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served. I mean, that's pretty important to me. It's a huge sense of pride for myself and again they did that at Donnelsville and they did it at Park Layne, and oh my goodness gracious, the kids giving all their letters and their pictures and everything to everybody was just awesome. Kids were shaking our hands and giving us high fives. I'm glad we were able to have Veterans Day Programs.

- Ms. Martin – I will also talk about Veterans Day, but before I do, I want to thank to John and Paula for their service, and I'm sure that there are many other folks here who have served in our military. I know it's past the 11<sup>th</sup>, but thank you anyway on the 15<sup>th</sup> of November, so thank you. I unfortunately did not get to attend any of the Veterans Day programs and performances, but I heard lots of good things, which was kind of exciting, because I don't always hear a lot, but I had people reach out to me and express how happy they were, and how nice they were, which is good. I also want to recognize Boyd and Dan, I did a little before we started, but officially. I'm friends with the water supervisor in the city of New Carlisle, and we were chatting the other day, and he commented on what a good job these guys are doing with our water here and the hard work that it is. I know we may have given you some trouble in the past year about some of the cost, but I appreciate the work you are doing. I wanted to ask, we talked about the Capital Outlay previously, we talked about it when we were talking about the roof that needs to be replaced. I know that it's in the works for you guys to visit again. I'm wondering if you know when you'll have it done? I'd like to ask that we add it to like an annual rotation, to review as a board. I don't think we've seen it for several years, and I'd like to come back around. *Ms. Crew – we had it last year, but I can look and see what month we reviewed that.* Ok, that'd be fine.
- Mrs. Slagell – It is with great regret, but with absolute assurance that it is the next right step for me to take that I am issuing my official resignation effective at the adjournment of this meeting tonight. When I ran for reelection this past year, I didn't know that this year would be one of the hardest of my life, framed by what feels like near constant hospitalizations with five with our children alone. My father-in-law has been ill for six months now, he's still not home, and as of this past weekend my mother-in-law is also hospitalized and my husband, as of three hours ago, bought a one-way ticket to Oklahoma to go be with her. My husband is in the middle of a major job transition, my daughter and I are going to graduate in the spring, my son is getting married. I had to take a good hard look at what's on my plate and what I'm holding on to and what the emotional cost is to myself and my family and decide what I can let go of. I value what I've brought to this board. I'm proud of the decisions I've been a part of here. The strategic plan to drive this district forward, Deputy Loney coming to our district is one of my very proudest things that we've done. Better and more consistent health care in every single one of our buildings that our students so desperately need. Our staff has received 8.5% in raises since I've been here. I'm proud of that. I now some of us share different opinions on how often we consult our attorney, and the trainings and such I believe that's a wise expenditure of tax payer dollars. Because it's done to ensure integrity and transparency in this district. To make sure that as far as it is up to us that we can follow the letter of the law, on behalf of our constituents. I have tried to serve with the utmost integrity, so it would be a compromise for me not to say just a couple of things about how this has been challenging, personally and for my family and I, and why it's no longer worth the cost. When I ran, part of the reason that I did so was that I represented a segment of the community, that to my knowledge, has never been represented on this board before, due to my life



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experiences, my family make-up which is sort of unique. And that became the hardest piece for me to navigate while I was here. It was more challenging than navigating threats, or making cuts, upholding expulsions, the board has gotten dragged on social media. I've received personal, angry and threatening messages during Covid, I've had my integrity questioned publicly and privately. I imagine those things are true for most public servants, so that's probably not unique to this position. But what is unique to this position is, it is extremely challenging for me to have sat here year after year, or to look on line and to see community members, parents, sometimes kids, and to my utter disappointment, sometimes even staff get up at this podium, or online and publicly drag the district or try to bring down other employees within the district. They talk about our current student population. I wrote this before you said this John, I'm real sorry, it's not directed at you at all. But they talk about bad kids, I appreciate how you framed what you said today. But why that's challenging for me is because I know that those bad kids can be my kids. They have approved this message, so I'm not speaking out of turn here, they know what I'm about to say. I've had kids that have been bullied but have also to their regret been a part of bullying others. I've had kids who have been suspended, I've had kids that have been discipline problems, that have had failing grades. I've also had kids that have been assaulted that have faced near constant racism, both at school and in the community. I'm not making excuses for bad behavior, that's not at all what I'm about. What I'm saying is that I think that all of our students and their families are worthy of dignity. I'm not perfect, I mess up maybe more often than the average person if you want to consult my family, I would suggest that you don't. But, and I'm not talking solely about other people here, I think we all have a piece to play here. I think we all have a choice to make. We can constantly complain and try to bring others down. And it feels like that's what most of our culture is about right now. Or we can rise above it. I think this is a great district. We're not perfect, not by any means. But we're great. And, I want to say this doesn't have to be this way. We can tell a better story. We can act with integrity and assume the best out of others. We can be kind, because our kids are watching us. It has been my honor to serve this district and work as a member of this board. I leave with the utmost respect for Mrs. Crew and Mrs. Robinson. Their integrity, their dedication to their work, their commitment to their students is inspiring and while we certainly have not agreed on everything, and probably won't in the future, I have complete confidence in their leadership. It has been a pleasure to work with all of you in this room, board members and staff alike. I get extremely emotional when I think about the employees in this district who have treated my children with the utmost care and kindness, even when we have like disagreements between the board and staff, there are a couple staff members Ms. Tally is one, that are the sole reason that I have one of my children that is still in this district. I cannot say enough good things about this district staff. I will take you all and your colleagues hands down over anybody else in education. We are the best district in this area and it's because of all of you. I have not enjoyed every minute of this. This is for sure. But, I am proud to have done it. It took a lot of courage for me to run. I am not a politician. I don't like to be out front. It's taking a lot more courage for me to resign but I have to do what's right for me I have to do what's best for kids, and that means my kids most of all right now. It is an honor to have served here for five years. Thank you.

- Mrs. Scott - ok, thank you Suzanne. I'm at a loss right now. But I do appreciate your honesty and your integrity, and I appreciate that you see your priorities and I respect your decision. I think we all respect your decision. We know it's a hard decision. I absolutely support and respect your decision. That being said, we're going to move on to public comments.



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### Public Comments

- John Krabacher - I'm representing the Community Garden at the old Westlake, one of the properties that you do own. I want to thank you for reinstating our lease for another year. Usually I like to present to you what we have done during the year which is a lot. The first part of the year I came up here and I said we're having trouble with the city and with the ordinances and etc. and that's all been resolved. We've come down to an agreement, we talked it out and Randy gave me a handshake and said don't worry, it's all been taken care of. So, it has. That's where talking with other people helped out a lot. Briefly, because I know it's late, I used to do council meetings for twelve years, I know you want to get home, and some of you haven't had dinner yet. One of the big things that we have done this year is probably around Easter time, the National Parks had contacted us and said we do an after-school program with kids and we would like to teach them a little bit about how to eat healthy, how to garden. So, we set up a four-week program, they did it on Wednesdays, and they would march them on over to the garden and Kathy Wright and my wife Pat, taught them. But two of the weeks was raining, and they did not make it. The other two weeks, one of them they learned about worms. Worms are very essential to gardening, it's essential to our lifestyle, to what to eat, and they learned how to play in the compost pile. The second one they learned about bees. I don't know if everyone here knows Jim Farris, but if you know Jim Farris, John probably knows Jim, he knows Jay anyway. Jim is a beekeeper, he brought one of his hives over, we had plexiglass on it, and he described what bees do. Naturally, some of the bees got out, and they started to swipe at them. He told them, put your hands down, they just want to see if you are a flower. That's all they wanted to do. They had a great time, they understood, and I'll tell you how I know they understood about how essential insects are to our garden and what we eat, and the type of plants that we eat. Later on, about two weeks later, I saw two kids at the greenhouse when I was out there working in the field. I came running and asked, what are you doing in the greenhouse? I recognized one of them and he said I want to show my brother what is happening here. So, we had another discussion about what is happening in the greenhouse. We had trouble with the compost pile. People said it's unsightly, and it was. But we were working on it, we were trying to make it better. We did try to cover some of it up. And we're trying to work on that even now. One of the things that we really work on is first time gardeners. I'm going to tell you who was a first-time gardener, was Mike. He wanted to grow popcorn, he wanted to grow New Carlisle Popcorn. And I said, go for it. So, we learned about pop-corn and sweet corn, and you're not supposed to mix them, but we worked it out. I tell you what, you ought to ask him for a jar of his New Carlisle Popcorn. *Mr. Lowrey [Mike] - I've got about 60 jars left. Mrs. Lowrey - and they need to go!* That's the kind of fun we have. We have what we call 'rent a community sign'. The idea is, not everyone has a backyard, not everyone can garden. Certain things that we can teach you how to garden, even in a five-gallon container. There was one time there were four girls that were walking through the garden. I asked if there was something I could help them with. They said they were looking at the flowers. Now, if I don't eat it, I don't know too much about it. But Pat was there, and Pat showed the girls around and they were very interested in what was happening with the flowers. We need pollinators for the flowers there. What we're doing now for next year is growing. I probably get at least one call a week asking how do I get involved in the garden. We're currently closing the garden that was behind Madison school. We're going to bring whatever we can over and make that grow. We also were contacted by National Parks and Rec. to also do the after-school program again. As long as it doesn't rain, we'll be fine. During the summer, we got a call from Karin Lynch, so she asked

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Katherine if she wants to come over. She needs essentially twelve hours, well she learned what was good organically and what was good using chemicals, and what was not. She worked really hard at our farmer's market. I hope and pray, I've tried to contact her a couple more time, that more kids would take advantage of that. Because they need that twelve hours to pass her class. There's a lot more happening.

- Debbie Gemmaka - I've been teaching with Tecumseh Local for thirty-one years. Currently I teach an adolescent skills class trying to teach students kind of different things about social emotional learning standards. About standing up and thinking before you act and I hope that I have done enough thinking tonight before I act. I really want to keep it short, I just want to bring up some things we as a staff worked for a few hours extra for Tecumseh Local back in August. Three months later we have still not received our pay for this. Work that we did three months ago and have not been paid for. I understand that there's no stipulation in the contract that says exactly when you have to pay us for that, but it's been three months. I'm trying to describe and teach my students that there's a difference between legal and ethical. So, three months ago I did extra work, that I don't mind doing, that I enjoy doing, that I think is necessary that I do, but it's three months later and I've still not been paid. That money has been in your funds somewhere I have no idea where, but just as any money sitting somewhere, it's collecting interest for you. I worked three months ago for that and I would appreciate having that money. I believe to the best of my understanding; our last contract finally came together when we didn't necessarily have the lawyers involved as much. It was going back and forth, back and forth so much and it was a concern of the board last time about the expense of the lawyer, I understand now that you are hearing that expense is approximately, just kind of an average of what everybody else is paying, but our is going on and on and on and on and on and on and on. And again, sometimes it's not a matter of legal, it needs to also be ethical and being respectful of each other as human beings. The community suffers because grocery prices are going up, gas prices are going up, electric prices are going up. I'm part of that community. My bills are going up and need my contract settled. Along with that I kind of still don't understand why more of the board is not interested in the details of being there, hearing first-hand what is being said during those negotiations. Because the more people that hear the information first-hand, gives us more people to have ideas on how to solve the problem. Just one or two people can't solve problems. I encourage my student to find more information, ask more questions find the information for yourself, hear the information for yourself, discuss ideas not argue, but discuss ideas. The more people that are included in discussing ideas, the better ideas are developed. I understand that you have your budget, I understand that there are very important things in your budget, and on those things, you include the idea of increases. Because without those things, we're sunk. Without the insurance increases, we're sunk. Without the increase in the budget for fuel, we're sunk. Without the increase on maintenance, we're sunk. When do I become important? Because, yes, I know that you appreciate me. I know that. But I don't always feel valued, and that's just honest from my heart. I would appreciate any questions or concerns about what I've said. I hope that I thought long enough before I acted. And if you have any questions or comments back to me, I would gladly take them. *Mr. Stafford - I mean, we're allowed to comment back, correct? Mrs. Scott - well, we can't on anything related to negotiations, that's still in negotiations, we can't comment on that. Mr. Stafford - I just feel like there's a couple things that I'd like to talk to her about. We've talked about the two hours, and I don't know if Denise had relayed that to her. Would you like...I just want to tackle a few of these one by one. But, I*

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*mean the reason that we all want to get that two hours of pay paid, is there's an issue with the...and correct me if I'm wrong Denise and Paula, if we pay it, it's just running another check run for whatever the negotiation result would be for. Say it's \$60, it would be a 2% raise on that, so that would be whatever that is, and she's trying to avoid running a check run for like \$1.50 or whatever. Ms. Gemmaka - plus the interest that... am I allowed to reply? Mr. Stafford - you can talk, we can have a dialog. Ms. Gemmaka - and the interest that you've collected so far with my money, can that pay for that? Mr. Stafford - I don't even know if it's the expense of the check run or whatever, it's just that the amount of doing the check run. And the interest right now is, where it has increased in the last forty-five days, but it's little to nothing. But, I also want to say that one of the things I've been frustrated with, and I'm new to the board, is I want to be more involved with the negotiations. But one of the first things I was told was, is we don't do that here at Tecumseh. Unknown speaker - we have, in the past. Mr. Stafford - I know, but now we currently don't and I voiced my frustrations with that and I would like to see that changed, but I don't know how to do that but I just I would just like to say, you know we're talking about 81% of the school district's budget and I think the taxpayers elect us to be more involved. I think it's a reasonable request...and I'm trying to think what else you had in there, but that's one that I wanted to talk about.*

- Pat Krabacher - I want to share an opportunity. Paula, I appreciate you and the staff and the Board. I've last been to a board meeting over a year ago. October 20, 2021 board meeting when you were talking about initiatives, and so I came to the microphone there in the auditorium and I shared some ideas about my student. I have a son that kept me humble, and there were two initiatives 20 years ago that really saved David's life and allowed him to learn. I shared with you Paula then, that he had a big event that he was hired at Wright-Patterson as the support contractor for the modeling simulation, fancy computer program and all that stuff. Well, I can report now, a year later he just started as a full-time civil servant, working at Wright-Patt. And so, David was the child that kept me challenged as a parent. John and I had six boys, so I thought I had been down that trail of how boys don't learn and how they act out. Well, David broke all records, but anyway he's successful, thanks to some of the things that Tecumseh did twenty years ago to help him as a student. And so, I'm passionate about, and Susan's comments about being passionate about the students and the needs that are very different sometimes. So, this is an opportunity, I think, this article that I'm quoting from, it was 5:30 and John and I were deciding to come to the board meeting spontaneously. The title of the article is The Importance of School Gardens. And it's an article by Iowa State University. It was published three years ago in 2019. The Importance of School Gardens says school gardens aren't a new concept for decades school gardens have provided a place where children can become problem solvers, open their minds to creative possibilities that nature can provide them, and even improve test scores. School gardens provide hands-on learning activities. Children can get hands dirty digging tilling, not so much tilling, but planting, harvesting, other topics like John talked about bees and worms, and the preparation and eating their own produce if they get really involved. It teaches basic life skills. It teaches social skills. It's an opportunity for group work, like when you're at the compost pile. They can problem solve, and they can gain a sense of responsibility working together at the garden. Gardens provide an opportunity for children to be creative. And I know that's one thing that is kind of hard sometimes to get boys to relate to, but I think the garden has lots of opportunities for boys and girls. Students introduced took a more hands on approach to science are more likely to have a positive attitude towards science. A 2005 study in Texas,

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supported the idea that hands on garden lessons in the classroom have increased test scores in comparison to students that were not exposed to the same activities. Iowa has curriculum such as Growing in the Garden and Teachers Going Green that meet Iowa's education's core standards. I had a question early on from a year ago almost, I thought that the Ohio state board had come up with a gardening curriculum and we started to look into it a year ago, and then you know garden season happened, I don't have a lot from March. I don't know if anybody here at Tecumseh has found that Ohio gardening curriculum for the teachers. But I just think there are so many opportunities and you have a wonderful piece of land out there, right within walking distance of the elementary school. But our students, even in the junior high and high school. Our passion for them is my son taught me a lot and so I learned and struggled with him twenty years ago. So, I don't know if anyone wants this article, but I will leave it here with my comment card. *Mrs. Scott - yes, please leave it there.*

- Tia Stryker - First Grade Teacher at Park Layne, I just wanted to comment about something Ms. Martin brought up I was looking through my notes, you said how long ago it was we had a presentation. We had that Jeff McCuen come and do that whole presentation for us about levies, management initiatives, important levy characteristics. That was back February 23, 2021. We also I was looking through my notes, we did the survey to, for the community that was done by Paul Fallon Consultants, that was discussed at the March 9th, 2021. So, it's been pretty recent that we shouldn't have to maybe go back and redo the whole entire thing and pay more money to have that done.
- Mike Lowrey - Good evening School Board, Administrators, Deputy Loney. Mrs. Slagell, thank you for your service. Hopefully moving forward, you find what you need, and your future is bright, and it turns out to be everything you hope. It's a thankless job and the people that haven't done it, it's hard for people to understand, so thank you. So, I'm here tonight I know I sent out an email to the school board and the administrators in the past, I was trying to get some information, but kind of ran into a block wall. So, I just figured I'd come here tonight and see what I could, you know, as suggested from Mrs. Scott, to come and talk to you guys. So, the question is, as a reminder, kind of a moot point because as you guys mentioned, the roof is being worked on per the contract that was voted on, I believe September 27<sup>th</sup>, so my question was, or the vote was to do the roof over, I believe over Reynolds Gym, for whatever x amount that the price was. My concern was for those of you that don't know, that Mr. Stafford is very knowledgeable in the area of construction and you know commercial buildings and things of that nature. One of his comments, prior to the vote was that in his opinion if I remember this right that he was thinking that it was a much higher price than what the school should be paying, somewhere in the neighborhood of \$100,000 and that the amount of work was not what the school really needed, basically it was a little bit more than what he felt, in his professional opinion, was needed and to spend. So, you know, I know the two Johns both voted no, and the other three voted yes. And so, my question was, and I know from looking outside just as much as anybody that sometimes you don't see the whole picture, and that's why I was emailing you guys trying to figure out, you know, what maybe I missed that the other three that voted yes for, to have someone with that kind of knowledge on your board is invaluable, it's great I mean it's a real tool to have per se. So, I just wanted to ask the three school board members. Mrs. Scott, I guess I'll ask you first, why would you, and I'm not saying you did anything wrong, I'm just trying to understand is why you voted yes when there was potential room to save more money. *Mrs. Scott - like I*

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*responded in the email to you, we had many discussions, we absolutely had input from Jon, we had input from all the board members, we had input from a roofing expert as well, and we weighed all the information and looked at all the long term and short term costs and we made a decision based on what we thought was the best investment of our money. Mr. Lowrey - can I ask Mrs. Slagell the same thing? Mrs. Slagell - my answer is the same, we received all the information and we made our decisions based on the information. Mr. Lowrey - so, I mean when you have someone who deals with this and they are telling you that you could potentially be paying over \$100,000 more, you don't feel that maybe you should table and Mrs. Scott - we did, it was tabled for four months. We had many discussions throughout the summer. Mr. Lowrey - but at that point, is what I'm saying, he's saying that it's potentially \$100,000 over, why wouldn't you, I mean, wouldn't it deserve to be looked at again. Mrs. Scott - we looked at it Mike, for three or four months since June we had many questions come back, we had many discussions, we had other input in as well, we had other reports given to us. We looked at it from June, or May through September. So, we made a decision based on the information we had, looking at all the input, that's what you do, you look at all the input from all the people and we made our decision based on what we thought was the best decision for the use of the money in the long term as an investment. I'm not sure how else to explain it. Mr. Lowrey - No, that's fine, it's like I said, I'm not trying to attack you, I'm just, like I said, I know just as well as anybody, it's always a little different looking from the outside in. Jon, can I ask you your thoughts on it again? Mr. Stafford - my thoughts, I ... I ... Ms. Martin - can we pause? I'm sorry. I thought that during public comments we were to comment to the board, not individually. Mrs. Scott - we supposed to, and I thought I did, I was speaking how the process went, I did that in our email as well. Mr. Lowrey - ok so, I'll ask her through you, are you saying that your board can't speak by itself for its own opinion? I can't ask a board member what their opinion is on, not how saying just for an example, I'm not asking Jon to speak why he thinks you voted a certain way. Mrs. Scott - So, if you look at our board policy and our rules and our code of conduct, once a decision is made, the board speaks, we make a decision whether we voted yes or no for it, you support that decision once its made, ok? And then we don't go back and discuss it and have a whole other argument about it or another discussion about it. We move on, we respect the decision that was made, and we don't... and I don't have the policy right here in front of me, but it basically says you don't go back and ask everybody after the decision has been made, because we accepted it as a board. So, the decision has been made as a board, and that's how we... Mr. Lowrey - so, you are saying that your board has a policy that an individual board member cannot be asked by, you know a general taxpayer, citizen, why they voted on a particular issue, or why... Mrs. Scott - I think in the context of a board meeting like this and public comments... in the context of public comments the policy says you make comments, it's really not supposed to be a big discussion. We've had that already. I'm not sure, you're not hearing what you want to hear obviously. Mr. Lowrey - no, I understood what you said, I wasn't trying to get you know, Jon to contradict what you said, I wanted Jon's opinion on his vote, which he has every right. Mrs. Scott - and we stated those opinions when we took the vote. So, if you want to listen to the meeting recordings, like I said, you can go and listen to them. Mr. Lowrey - So, there's a policy in place that I can't ask him why he voted a certain way? Because that makes no ethical sense on an elected official standpoint. Mrs. Scott - Public Comments, if you look at our board policy Mike, it's supposed to be comments. Mr. Lowrey - it says a board member can't speak, you know, Sue Anne Martin can't speak for all of you saying well we felt this way. If I ask Joe Board Member why did you vote this way, they have every right, and should*

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explain to anyone who steps to this podium. *Mrs. Scott - which he did, many times, when we had all the previous votes. Mr. Lowrey - but you just stopped him from doing it, I can't ask him again? Mrs. Scott - No, I'm just trying to figure out what you are trying to do here Mike. Mr. Lowrey - I just want to hear his opinion his vote, and why he voted no. Mrs. Scott - because you didn't attend four previous meetings, and you don't want to listen to the meeting recordings. Jon, do you want to restate your reason for the vote that you did? Mr. Lowrey - Jon, don't worry about it. Unless you want to. Mr. Stafford - I mean I talked for three or four meetings, so there's a lot. Mrs. Scott - Yes, I know, that's what my whole point is. Mr. Stafford - just ...I, uhh, it was just a frustrating conversation from my standpoint, but we've been over it, and over it, and over it, so, like you said, we're putting a roof on now, so there's nothing we can do. Mr. Lowrey - that's all I was trying to understand. We're good, thank you.*

### EXECUTIVE SESSION

Motion by Ms. Martin at 8:40 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 Mr. Stafford.

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

The meeting reconvened at 9:32 p.m.

Motion by Ms. Martin to accept the resignation of Suzanne Slagell, effective at the close of tonight's meeting.

Second by Mr. Stafford

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

### Adjournment

Motion by Ms. Martin to adjourn the meeting.

Second by Mrs. Scott.

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

Meeting adjourned at 9:39 p.m.

  
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President

  
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Treasurer