

Minutes of the December 13, 2023 Regular Meeting of the Tecumseh Local Board of Education

December 13, 2022

The Tecumseh Local Board of Education met in regular session on December 13, 2022 with Board President Corinne Scott presiding. Mrs. Scott called the meeting to order at 6:00 p.m. The meeting was held in the Arrow Conference Room at Tecumseh High School, 9830 W National Rd., New Carlisle, Ohio 45344.

Roll Call: Present — Members Scott, Martin, Priest, and 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. Stafford to approve the minutes of the November 15, 2022 meeting as presented.

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

Communications

Communications - None at this time.

Reports - None at this time.

Public Comments related to specific items on the board agenda - None at this time.

Old Business

There was no old business.

New Business

Public Hearing - Re-employment

Public meeting was held on the issue of the employment of Karyl Strader by the Tecumseh Local School District Board of Education.

Val Edmiston - As a taxpayer in the district, I would like to voice my opposition to double dipping by public employees. While the district may save a little bit of money, administrators aren't bound by the teacher's contract which actually specifies that rehired retired teachers cannot start any higher than year 5. As a matter of perspective from myself, that would have been about half of what I was making when I retired. So, will half of Mrs. Strader's \$98,000 salary be her new salary? The taxpayers don't know the answer to that, because that is entirely your decision. Regardless, the rehired administrator would still enjoy an above-average package of perks, a salary and full retirement, which will, and I don't know, because I don't know the personal info regarding her retirement, but having just retired and knowing that formula, probably around \$150,000 more than any other administrator in the district. And again, as a taxpayer living in the district and paying property taxes to fund Tecumseh Local, I find double dipping to be incredibly arrogant and 100% unnecessary. No one is being forced to retire, and given that she's related to the Superintendent, I'm sure her job is secure. As a teacher I served on the negotiations team for many years, and one the things that was often

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said to us when discussing wages, was that we needed to keep in mind the median income of the area. So, I checked with the U.S. Census website, and I learned that the median income in Donnelsville is \$60,000, New Carlisle is \$43,000 and Medway is \$57,000. That was current on the census site as of 2020. Just a side note, the average number of people with bachelor's degrees in those areas is 20%, and the average number of people with master's degrees is 7%. By comparison, the number of teachers in Tecumseh Local with bachelors is 100% and master's is 70%. And the starting salary for teachers is \$37,000, which is less than the median income in all of those areas. However, if that is what the board chooses to use as the standard, I would suggest that the board use that same notion of looking at the median income of the area that you expect teachers to consider when looking at an elementary principal who would be making around \$150,000 with salary, benefits, and retirement. Thank you.

Kari Dillman - I'm one of the teachers that teaches at Park Layne Elementary. And I know there are some of us back there, I don't know how many, I think they have also sent some letters to the board members saying that we support Karyl Strader to be rehired. We just feel that we have a very strong leader in our building. We have someone who supports us each and every day, works very hard weekends, evenings, early mornings, always is there for us. Her door is open for us, students, staff, parents. I feel, and like I said I do feel like I'm talking for at least some other people in this building, some people who weren't able to be here and asked me to represent us, I can't tell you an exact number it could be five, it could be twenty, I don't know. At least five people have asked me to talk here tonight. We just feel like she cares deeply for us as individuals, she goes above and beyond. She does things to try to keep us motivated, enthusiastic, and just keeps us informed and well educated and just always is there for us. I think it would be a very good recommendation to continue to have her lead that school building. She does a wonderful job.

Corinne Scott - I will share with you that we did, as a board, receive emails from Amanda Crowell, Tia Stryker, Melinda McKibben, Robin Morris, Sue Howard, and Lisa Allen all in support. Those were all emails in strong support of Mrs. Strader. Any other public comments?
None.

ADOPTION OF CONSENT CALENDAR - PERSONNEL

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

Resignations - Certified

William Gruber, Intervention Specialist at Tecumseh Middle School. Effective December 31, 2022. Reason - Retirement.

Vicki Landes, Third Grade Teacher at Donnelsville Elementary School. Effective May 26, 2023. Reason - Retirement.

Resignations - Classified

Matthew Haflett, Evening Custodian at Donnelsville Elementary School. Effective December 16, 2022. Reason - Personal.

Beryl McNabb, Evening Custodian at Tecumseh High School and Tecumseh Middle School. Effective December 9, 2022. Reason - Personal.

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Shana Burchfield, Evening Custodian at Tecumseh High School. Effective January 2, 2023.
Reason - Personal.

Employment - Certified

None at this time.

Employment - Classified

None at this time.

Employment - Substitute - Certified 2022-2023

to approve the following individual to be employed as a substitute on an as-needed basis for the 2022-2023 school year, as presented.

Michell Thomas

Employment - Substitute - Classified 2022-2023

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

Robert Cassell - Custodial

Heidi Garner - Aide

Almeda McGee - Aide, Cafeteria Worker, Secretary

Brendan Staley - Bus Driver

Employment – Supplemental - Athletic

Erin Burns - Competition Cheer

Stipends for Maintenance Staff

to approve a stipend in the amount of \$6,000 for Boyd Barger, Maintenance Director, and a stipend in the amount of \$4,500 for Dan Medve, Maintenance Director Assistant, for weekend work completed which is outside the scope of their current contract requirements. This is for time worked July 1, 2022 through June 30, 2023. The stipend will be paid in two equal installments during the year. (This is the same amount approved last year.)

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

ADMINISTRATIVE

Motion by Mr. Priest and second by Ms. Martin to elect a President Pro-Tem for the January Organizational meeting.

Mrs. Scott nominated Ms. Martin as President Pro-Tem for the January organizational meeting until the board elects the President.

Second by Mr. Priest.

There were no further nominations.

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Ms. Martin will be the President Pro-Tem for the January Organizational Meeting.

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

ADOPTION OF CONSENT CALENDAR - FINANCIAL

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

Financial Reports

to review and approve the financial reports for November, 2022.

Fund Advances

to approve the following as presented:

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

001-0000	\$452,463.30
461-9023	(\$263.99)
461-9301	(\$2,751.84)
505-9023	(\$9,145.66)
507-9222	(\$170,770.20)
507-9322	(\$136,742.95)
516-9023	(\$55,782.74)
536-9023	(\$15,808.42)
551-9023	(\$1,646.55)
572-9023	(\$50,274.69)
572-9823	(\$1,187.05)
590-9023	(8,089.21)

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.

Donations

to accept the following donations made to Tecumseh Local Schools.

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
New Carlisle Rotary Club	Senior Citizen Luncheon	\$500.00
New Carlisle Rotary Club	Jr. Optimist Club	\$1,500.00
Shadow Box Event Photography	THS JROTC Operation Christmas	\$50.00
Anonymous	THS JROTC Operation Christmas	\$1,293.22
Anonymous	Muse Machine	\$98.66

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Membership in OSBA

to approve membership fees for the Ohio School Boards Association for 2023, as presented. Membership for 2023 including subscriptions will be \$8,139, which is \$511 higher than the previous year.

Payment in Lieu of Transportation

to approve payment in lieu of transportation for the 2022-2023 school year, as presented.

John & Cassandraey Baumann	\$538.55
Micah & Elissa Berner	\$538.55
Andrea Berner Martin	\$538.55
Mark & Sara Debrececi	\$538.55
Todd & Shannon Edwards	\$538.55
Jessica Huber	\$538.55
Thomas & Nashua Johnson	\$538.55
Steven & Jacque Mann	\$538.55
James & Chelse Whalen	\$538.55

Purchase of Ten-Passenger Vans

to approve the potential purchase of up to two ten-passenger vans. The estimated total purchase price is \$140,000 for two vehicles.

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

INSTRUCTIONAL

District Calendar 2023-2024

Motion by Mr. Stafford and second by Mr. Priest to approve the 2023-2024 District Calendar, as presented.

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

ATHLETIC

None.

POLICY

None.

Planning and Discussion

None.

Reports

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Brian Dixon - I have four things, the first one is safety. Deputy Loney and I attended a training last week on crisis management for school-based incidences for key decision makers. Outstanding courses sponsored by the Clark County EMA. The course validated many of our current practices and offered suggestions for inside possible areas of improvement. So, we were thankful we got to attend that. The Reynolds roof at Tecumseh High School, Maxim is in the final stages of completion of this project. They are waiting on delivery of edge material, it's supposed to arrive on Thursday of this week. Once that arrives, they'll install it and it will be complete. We accepted, yesterday, sealed bids Tecumseh Middle School and Donnelsville boilers. The district accepted those, they are both in similar condition and age as the boiler we replaced at Tecumseh High School. We did notify the low bidder and are currently reviewing the bid bonds on those to make sure those documents are all in order. Last one, I'm extremely excited to formally report to you that we received the OFCC Safety Grant here at Tecumseh Local Schools. I know this was publicly released earlier, but I wanted to give a special thanks to Veronica Cassidy and Deputy Loney, as they assisted me in writing this grant. So, we will be receiving \$497,000 as a district to upgrade our current camera systems in all three of our elementary buildings as well as the middle school and high school. Not only will we have better cameras, but we will also have additional cameras and better storage of backup of these cameras. So, these cameras will also be able to be accessed remotely. This is an awesome investment by the Ohio Facilities School Commission in our district, and we are very thankful for that.

Beth Moore - I'm going to continue highlighting building throughout the year. New Carlisle is up next. I'm going to do a quick Their main focus, although they focus on all the things, is to provide intervention in reading and mathematics to make growth with students in that basic range. You'll recognize that whole achievement portion from the state report card, each building receives their own. The red arrow shows the percent of students at that level, and why that's targeted, and how that reflects on the school in regard to their overall score in achievement. The great thing about focusing on those students is you want to move them from basic to that proficient so that they will be successful, so that you can focus on the other portion of students. Again, this does not mean that other students are not being serviced at the same time. It's just a way of growing those kids out of that area. How students are selected, is using MWEA MAPS, second through fifth grades and then third grade through fifth grade uses the state assessment as well, that way they have a good picture of who is falling into that range. Some intervention details are focused intervention times, small groups, one on one, this happens daily. There is some grade level flexibility within the intervention. It is standard based in specific skills and aligns with the curriculum, currently with reading and math that would be Wonders and Vision. Next step is to work on a progress monitoring pool, because the state looks at the beginning of the year and the end of the year. MWEA Maps, there is a beginning, middle and end. So, we are always looking for what's in the middle, making sure that we are growing along the way. We are going to move forward on that, and teachers are going to be discussing the next steps during the Teacher Based Teams and the Building Leadership Team. So, we're excited to get some Maps data in January to see the success of all the initiatives of all the buildings. I'll focus on Donnelsville next time.

Susan Wile - I have two things, I want to say that I got to, for the first time, chaperone the eighth grade Washington, DC trip and I wanted to compliment everyone that's involved with that trip. It was really a good trip, it is so busy, so exhausting really, to be a part of. But the

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organization that goes into it is so well done. I know Kristy Leggett works with that, and I can't imagine the work that she puts into that because it just runs like a well-oiled machine from the start to the finish, and I was just very impressed by the trip. I don't know how the kids could be anything but inspired, and I was impressed by our kids. Especially when we were at the Tomb of the Unknowns, the group that I was chaperoning was there for at least a half an hour and watched three wreath changing ceremonies during which they were expected to be completely silent, and they did beautifully. It was good, it was great to see, and it was a great trip to be a part of. I was glad I got to be a part of that.

Another thing that comes up from time to time, my presentation is not nearly as good as Beth's, I wanted to talk about least restrictive environments, which is when we are providing services to students with special needs. Part of the Federal law requires that to the maximum extent appropriate children with disabilities, in public and private schools, or other care facilities, must be educated with children who are not disabled. Special classes, other schooling or other removal of children with disabilities from regular educational environments occurs only when the nature or severity of the disability is such that education in regular classes with the use of supplementary aides or services cannot be achieved satisfactorily. So, that's a quote there that I put at the top is actually from Federal regulation there. So, sometimes it will come up, and people will say, why don't we just move these kids here, or why don't we just send these kids there. So, there are several reasons for that. One is this part of the Federal statute, and then there's also some quotes I put in there from Ohio law. The next section comes from Ohio Guidance which says that IEP teams must meet and consider students unique needs. So, one thing that we have to think about is we can't look at kids as a group or a category and say 'the way we're going to serve this category of students, or this group of students is this way.' An IEP team has to meet and talk about a particular student, what is that student's needs, how is this student going to be served. In that consideration, we have to offer continuum of placement, and that's the little snippet below there from Ohio law that says we have to offer continuum of placement. So, when we are meeting as an IEP team and we are talking with the parents about how the student's needs can be met, we have to first always consider general education and all the supplementary services that we can provide there, have to be considered first. But, if that is not appropriate for that child's education, then we have to have options that include various resource rooms within the district and placement without, you know, outside the district when those are appropriate. The next one is that informed parental consent must be obtained before making a change in placement for a student with a disability. So, when the IEP team meets and discuss these continuum of placements recommendations are made, conversations happen, but before a change can be made on one of the choices on that continuum, the parent has to be fully informed in writing and they have to sign that they consent to that change of placement in order for that to occur. The preference in the statute for students to be educated in their least restrictive environment, inclusive environment, general education environment, however you term that, that was strengthened by a Supreme Court decision in 2017 there was a group of parents who sued based upon the progress they felt their child was not making in school. I copied that on the back, part of that decision, they redefined their vision, they didn't rewrite the law, but you know the court, they will make these definitions. They changed the legal standard of what a free appropriate public education is meant to be. So, those four points there are what they defined, and below that they said further each child with a disability is entitled to receive a free, appropriate public education in their least restrictive environment. The court made several strong statements in that ruling about being the preference of the statute that it be in the general education

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environment. And then to emphasize that, I wanted to show that one of the things that ODE looks at, I talked about our grade card for special education that went up in an earlier meeting. One of the things that they measure is how are we educating our students, what type of environments are we educating them in. So, I put three of the continuums that they look at there, and that is cut directly from our grade card in 2021 and 2022. So, for students being educated in their least restrictive environments, so they are talking about the general education environment greater than 80% of their day, they expect that we will have at least 64.8% of our students educated in that type of an environment. And we met that goal, as you can see 66% of our students are educated in that type of environment. Then, that next one they talk about the restrictive environment where students are in the least restrictive environment less than 40% of the time, that is a resource room in a regular school district and a regular school building where students are still able to participate in some of the classrooms with typical peers, they are able to participate in things like lunch and P.E. etc. and the target for that is 11.86 or fewer of your students being in that environment, and again we met that goal. And then that one drops below there where they talk about more restrictive environments such as a separate facility, and you can see the target for districts is to service 3.62% or fewer of their students in those types of environments, and again we met that goal, with .53% of our students being currently educated in a separate facility, those very restrictive environments. So, I just kind of wanted to show that that's part of how environments for special education are determined. They are determined on a case by case basis in IEP meetings individually and we do have a lot of students in our district who have various needs, we have a lot of options for our kids, we are lucky in that way. We have a lot of settings to offer. Are there any questions? *Ms. Martin - remind me how many students as of today that are on an IEP in our district.* If I were going to round it, I would say probably about 600 students that are on either an IEP or a 504 Plan, out of 2,700 students. I can get you an exact number. I'll double check. *Ms. Martin - do you know what other schools in the county are like? Are they about the same?* Mrs. Crew - No, they are not. They fluctuate, higher and lower. But I believe, Susan, aren't we right about at the state average? Mrs. Wile - We are right about at the state average as our percent of students on IEPs go, we aren't out of the ordinary with our percentages. *Mrs. Crew - Special Ed law is, having done that position that Susan has for a decade previously, there is a lot of nuances to Special education law, so I asked her if she could kind of recap that for us tonight.* Mrs. Wile - 668 students is the exact total as of today, that counts pre-school and 504 plans too.

Deputy Loney - Today I went back to Columbus, HB 720 was signed and put into law which will dedicate part of East National Road in memory of Deputy Yates, so I was invited to come back over, it was a real honor to go back over and see that put into law. I had testified a couple weeks ago on that. It's still emotional, it's been several months, I got to see his father, sons and wife over there, but that was a good thing, that I got to go there. ODOT will break ground sometime in the spring and they will put in that sign for Matt. We had our Shop with a Cop event this past weekend, we had eleven families from Tecumseh. It's very humbling going through the line. Each child got \$125 to spend, we might have gone over that a little bit, but that's ok, you can't tell them no. It's very humbling, the mother that I was with in line was crying and I asked her what's wrong. She said this is what my kids are going to have for Christmas. If we weren't here with you today, they weren't going to have a Christmas. So, that was very humbling. My oldest son goes with me every year, and he could tell she was very upset about it. He was very understanding. It was a huge success. The bill was close to \$5,000, but it was all worth it. Going back to the grant and the state, Mr. Dixon worked tirelessly on

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that. He was the main brains behind that, so a lot of kudos to him for that. I know our contact with the state, we worked with, we called about every other day working with him. So, a huge shout-out to Mr. Dixon for that. We have Think Fast coming back to the high school, January 20th. It's a program that is a game-show, it's out of Michigan, they'll come down here. It was a huge success last year. I know Mr. Oakes and Mr. Foster and I worked with that. It's put on by the health department, there is no cost to the district. The kids loved it, they get the prizes are like Amazon gift cards and other things like that. It's based around a teen driving, vaping, and all that stuff. So, that will be January 20 at 9:00 a.m. A big shout-out to Mrs. Willardson and Mrs. Lombard, Mr. Martin and Mrs. Enloe for the music programs, I've been here every night for the programs and they are all wonderful. Great job to everybody, all the staff and everybody who works hard every day in the district. Have a great Christmas.

Paula Crew - I passed out a brief report for you, as well. You had inquired about the potential of Bricker and Eckler bringing someone to talk about the changes with levies. I did reach out to Rebecca Princehorn, she is the same individual who came out and spoke with us prior to Covid at Park Layne Elementary. So, she will be here at the January 12th meeting. Her goal will be to detail the types of levies that are available for school districts to select when going on the ballot for additional funding. She's also going to talk about, if you'll recall, last time we talked about that House Bill 140 and the major changes that have come about as a result of that House Bill, specifically related to school levy committees, language that's on the ballot now, who is permitted to be involved in...there is supposed to be some information coming out, it's not out yet, that would help school districts and hopefully it will be, it's scheduled to be out in January from the state. So, hopefully it will be out in time for that and Ms. Princehorn can bring that. But, if not, she has a presentation that she did at Ohio School Board Association's Fall Conference I think would be important for all of us to hear and give us an opportunity to ask her questions specific to Tecumseh Local. Secondly, I wanted to let you know that Denise and I, one of our projects that we are working on currently is to look at the potential cost that Tecumseh Local Schools will incur with the new housing developments that will come out, and to plan for those. Those do see like they are going to begin coming about. We're not sure about the exact timeline yet. But, a couple of things to look at and that we'll consider, and bring back to you, because as a board you probably want to be able to articulate your thoughts on, as a school board, what we think of that. We're starting to get questions about that. We haven't really talked about that together to articulate that. You'll need that data, and some of that includes things like the cost that we'll incur if we have the number of students that are indicating will come to Tecumseh Local, we'll have to do things such as potentially reopen Medway Elementary School, if needed. If you'll recall, we transitioned I believe in the 10-11 school year from our neighborhood schools to our grade level buildings. So, we'll need to look at that. At the time, that was a \$1.2 million-dollar savings in the 11-12 school year with personnel alone. As you can imagine with the 23-24, 24-25 school year the cost will be quite significant initially to open up a school with personnel, both classified and certified and utilities. So, we're going to try to start taking a look at that and see what we would need so we can share with you, so you can be informed of what that looks like as a district. We'll lose some revenue if we have to do that with Head Start. They currently rent from us approximately \$4,000 per month that we would lose that. We'd also have to increase our cost for the Clark County Educational Service Center for Pre-School. They would no longer be at Medway Elementary. Right now, we don't have to pay rent for those students because they are using our facilities. They'll have to find somewhere else to go, and when they

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find somewhere else, we'll incur more costs by doing that. So, we're just starting to take a look at that and we'll share that information with you. I wanted to share Ohio School Boards Association, they have an upcoming training in January. I'm going to pass this around, it is coming up on January 21st there is a fee for that, but if anyone is interested, let me know. We can register you and do a purchase order for you if you'd like to go to that. *Mrs. Scott - I'm going to add to that, the Board Member 201 training is on February 4th also another one for February 11th. They are all on Saturdays.* I wanted to let you now our Connecting Link is scheduled to go out towards the end of January. A reminder that's the publication that goes out to every household in our district. We do that twice a year, typically in the summer and then right after Christmas / Winter Break. Just a few other things. We had a District Leadership Team meeting last week. I was really please with how that went. We have members that come from each building, building principals and they bring members of their Building Leadership team. It was a very productive meeting, we got a lot done. We focused on Goal 1 of our Strategic Plan which is the academic growth. Thank you to everyone that was there for that, and to Beth for facilitating that for us that day. I'm right there with Deputy Loney, the programs are always so much fun. We have spirit week going on. Kudos to our staff for all they do to make this time of year special. Not only for our students, but our families. Finally, I wanted to share with you that we had our Senior Citizens Luncheon once again last Friday. The first time since 2019. We had a lot of good feedback. Thank you to Child Nutrition Department for putting on the meal, making the food. I think we had over 120 people there. I think our community was excited to come out and see the kids again. It was a good time. Any questions on my report or anything else?

Comments and questions from Board Members

- Ms. Martin - I made a note, I saw Mrs. Leggett walk in, about the DC trip I wondered how many students you had go. *Mrs. Leggett - We had 136 registered to go, the Friday before the trip we had one drop out because of illness, so the number was 135.* Wonderful, and they had a wonderful time, they always do. I heard some good things as well so thank you for that. I also wanted to thank Mr. Dixon and Veronica and Deputy Lone for their help with that grant. That's so wonderful, almost \$500,000 is a big deal. So, thank you.
- Mr. Priest - I want to thank Mr. Gruber for his 35 years here. Will he still be able to take part in the retirement ceremony here at the end of the year, right Paula? *Mrs. Crew - oh, I hope he will, he will definitely be invited.* I also want to thank Mrs. Strader for dealing with a challenging parent in the parent pick-up line a few weeks ago. There was ...actually I just happened to be right behind him and she did a phenomenal job of dealing with that parent. I know he was using some colorful language around kindergarten and first graders, but, no, thank you for taking care of that. I attended the third grade Donnelsville Christmas Concert last week, and how Mrs. Enloe is able to have those kids play instrument and sing is absolutely insanity. So, kudos to Mrs. Enloe and Mr. Burkholder, thanks for opening the curtain first and letting everybody wave. I imagine that comes from one or two years of experience doing that, right?! I'm looking forward to the fourth-grade concert tomorrow. And then, on top of that I'd also like to respond to an email that the board received last week. I felt like we were basically given an ultimatum that we, I need to redact my personal statements or clarify a few points within my statements, or the email would be read in its entirety. I went ahead and reached out to OSBA for legal council and advice. One, I won't be redacting anything I said. But, I will like to answer a few of those

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questions that were brought up in the email. One, on the first paragraph mentions about a substitute, and also referenced tic tok dances and videos with the students. Students referencing the evening prior to work. That's not new information to me, I knew all that before I said anything. I was just trying to spare some details. As I was discussing student behavior. The day after I spoke, these students were disciplined so, it sounds like that was addressed. I appreciate that. So, also mentioned that it's not my role as a board member to reach out to substitutes. OSBA said I'm well within my rights to do that. Issue number two, the vape issue I brought up. A student's vape was confiscated and turned over to law enforcement the next day. It's pretty, I don't consider ironic timing that that was the case, but again thank you for addressing that. However, it was stated that it was common practice for a few years that if a student would voluntarily hand over a vape to a staff member or administrator, with the staff member or administrator questioning the student first, that the vape would be taken without consequences. I don't believe that's in the handbook, or board policy. And then the Veterans Day programs, I'm not sure if you recall, but I was the guest speaker at the Veterans Day program a few years ago. Actually, the microphone didn't work, and I had to just use my voice and project my voice, and you could have heard a pin drop when I was speaking. Again, not because my speech was phenomenal, I feel that it was due to the respect from the students. And again, this year, Park Layne students were quiet and respectful, Donnelville students were quiet and respectful, and the times I've been to New Carlisle assemblies those kids were quiet and respectful as well. And then, going, to keep going on number four, it spoke to my rights as a board member that it was unusual and deliberate for me to reach out to people to ask questions, it said my role is only to address policies. However, board policy 0121 is on Authority, states the supervision of public schools in this district shall be conducted by the board of education. Board Policy 0118, the philosophy of the board states that we actually have three roles; maintain two-way communication with citizens of the district, the board shall keep them informed of progress and problems of the school district, and that citizens shall be urged to bring their aspirations and concerns about the district to the attention of the body. Two, establish policy and make decisions based on the clear educational philosophy and goals and three, act as a truly representative body for all citizens in all matters related to programs and operations. Continuing with Board Policy 0123, code of ethics, has a litany of duties for board members. Just a few of them, board members have to abide by A. remember that first and greatest concern must be to educational welfare of all students attending the public schools. G. encouraging on-going communications among board members or students, staff and the community. J. Become informed concerning the issues to be considered at each meeting. I'm in constant communication with Ohio School Board Association, speaking with attorneys that are available to board members and I can assure you that I'm not outside my realm of responsibilities to speak to concerns within our district. Finally, I'll close with this. I serve this district in its entirety, the community, the staff members, the parents and students. Being a staff member does not negate the fact that our employees are also tax payers who deserve a voice. I'm an elected official who was elected by our community, parents, yes, and even staff members. It's my duty to serve this community in all its capacities, good or bad, and so I'm not going to be redacting anything I said.

- Mr. Stafford - Important basketball update, the varsity boys are off to a 3-1 start, and the varsity girls are 5 and 3. Both teams are undefeated in their league, so that's a good thing.

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- Mrs. Scott - We had our CTC meeting last night and we actually have two board members from other district that are ending their terms. So, Northwestern will have a new board rep there and Clark Shawnee, and there's a third member, he's not sure if he's coming back or not. We have a little bit of change over at the board there. CTC is going in to, starting to plan to look at either a new building or renovating. We basically, they are at capacity. They can't add any more students, they can't add any more programs. So, I'm actually on the facility committee there. We've toured a couple of places, met with a bunch of different folks and we've gotten into an agreement or resolution with a company to help us go start that whole process. It's going to be...you know, it could be, it's going to be four to five years before something new opens. Whether it's going to be on site, we don't know where the location will be if it would be there or someplace else. We're starting the process. So, it's the second oldest CTC building in the state of Ohio. It's either the first or second oldest CTC in general in Ohio, depending on who's information you read. The building is in great shape; however, it's just reached its limitations. The way it's designed, a lot of the programs it was designed for over fifty years ago just don't exist anymore, there's no need for it. New technology is coming in, so there are new needs for different labs. So, it's kind of exciting to be part of that. Enrollment is pretty steady. Tecumseh still represents a very large percentage of the students, comparative to the other schools, I should say that. There are many students that who represent Tecumseh there very well. So, that's good. Music programs, I've enjoyed that. I appreciate, I know it's going to be a nice break over Christmas break. I'm looking forward that the custodial, I know there are usually projects they do over Christmas time, special cleaning and floors and things like. So, hopefully that can still get taken care of, or it doesn't put us too far behind in the schedule.

Public Comments

- Kerry Cassell, TEA President - at the November meeting you guys could let me know, it was mentioned that there are recordings of all the board meetings. Because someone asked, and it was said that they could just listen to the recordings. Where are those located? They are not anywhere on Tecumseh Local's website. So, if you guys could just let us know where to find them. *Mrs. Scott - they are at the board office, I'm not sure where they are kept, but we can get those to you.* Last year at the February 22nd regular board meeting we did the stipends for maintenance staff; Boyd got \$6,000, Dan Medve got \$4,500 we just adopted those again and it says for weekend work that is outside the scope of their current contract requirements. So, that is awesome that Boyd and Dan are being paid for work they do outside of the contract. But this has nothing to do with them, great, they do extra work, it's recognized, and it's paid. But I just need the people in front of us to realize that the teachers do work, weekend work completed outside the scope of their contract requirements every weekend, every night, and it is not, we do not get a \$6,000 stipend or \$4,500 stipend. And then, John, thank you. As a taxpayer, as a parent, as a teacher, as your union president. It is appreciated that you do speak up for teachers, you do speak up for your community members, you listen to us and it's appreciated. So, thank you.
- Paula Fugate - First of all, I just want to comment on all of the, go back a little bit, on the Veterans Day programs and how well they were conducted. I always enjoy the elementary schools the most because the kids are so excited and everything, their, excuse my

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expression, their little butts can't even stay on the floor. And, I'm proud of Tecumseh, I really am. John Priest, I want to thank you for what, the comments you just made. I know that what you brought up last board meeting was probably, true for quite a while before you did it. I do know that there are things that have gone on that a lot of people were aware of, and that's unfortunate. But to have it brought forward is what needs to be done. I also know, at least it's what I was told by a previous board president, that the board is the, how do I want to put this, the management team, the boss, they run, essentially, what's going on. And, if something is brought to a board member, which I think any citizen should be able to talk to a board member, it always happened in the past. But, anyway, to be investigated and brought out if it needs to be. There was an incident that happened several years back that I was a part of witnessing, and the first thing I did was call a board member and tell them about the incident. I also told them that if it ever happened again, every board member would be called to the board office to take care of the problem. But, I think we have an excellent board. I'm not sure who we'll get as our next interim member, but I'm sure that with the ones that we have you can all work together with everything and help to make Tecumseh even better than what it is as a school district. So, thank you again.

- Lauren McFarland, Principal at Tecumseh Middle School - I appreciate the addressing the email, I do appreciate that. But I too am going to stand by some of my comments as well. That I think it's not unreasonable to think that our, the adults leading our children need to model that behavior appropriately. Middle school students are very impressionable. I think at the heart of things, they know how to act, but when in a setting where there is not a lot of appropriate behavior being modeled, or appropriate structure being made, there is room for some questionable judgement. And, while I don't condone the behavior in the least, which is why they were held accountable for their actions. We just can't ask 11 and 12-year-olds to behave better than adults. The second thing, I also don't think it is unreasonable that when comments are made, that they are made wholly truthfully. So, the statement made at the November 15th board meeting about a teacher holding a vape for a student. Now, like I said, the term holding a vape would indicate that that student is given the vape back. That's the interpretation of that phrase, holding a vape. To the point where I had a number of staff come and ask me about that specifically, whether that is happening. That has never happened, and it not coincidental as you said about handing over a vape, that is something that we hand over vapes to Deputy Loney, we've been doing that since we've been seeing them in our buildings. So, it's not something that was just done in this particular instance. It has always been our practice as our responsibility as the adults in keeping the vapes out of the hands of our students. Finally, I also don't think it's unreasonable to ask that if there is a concern going on in our building that the administration is asked about that or given the opportunity to investigate things prior to comments or accusations being made in an open meeting. I think we deserve the right to handle our end and if our investigation is not satisfactory then I think you have every right, any board member has every right, to bring that concern to a board meeting. But, I think it's unfair to make public comments when you are only addressing one side of the situation and not getting the side of the school.

EXECUTIVE SESSION

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Motion by Ms. Martin at 7:19 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, and Scott.
Nays, none. Motion carried 4-0.

The meeting reconvened at 7:45 p.m.

Certified Collective Bargaining Agreement July 1, 2022 to June 30, 2024

Motion by Ms. Martin to approve the two-year Certified TEA Collective Bargaining Agreement beginning July 1, 2022 to June 30, 2024, as presented.
Second by Mr. Priest

EXECUTIVE SESSION

Motion by Mr. Priest at 7:48 p.m. to recess into Executive Session to consider the employment of a public employee or official. Second by Mr. Stafford.

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

The meeting reconvened at 9:12 p.m.

Nomination for Empty Board Seat

Motion by Ms. Martin to nominate Matt Mills to fill the vacant board seat left by Suzanne Slagell's resignation. The term for this seat will end December 31, 2023. Second by Mr. Priest.


Roll Call: Ayes, Members Martin, Priest, Stafford 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 9:13 p.m.


President


Treasurer