

Minutes of the March 23, 2021 Regular Meeting of the
Tecumseh Local Board of Education

March 23, 2021

FEDERAL GRANT HEARING

A hearing was held for public input regarding use of funds received by the district through the Ohio Department of Education via the Consolidated Continuous Improvement Plan (CCIP).

The Tecumseh Local Board of Education met in regular session on March 23, 2021 with board president Corinne Scott presiding. Mrs. Scott called the meeting to order at 6:00 p.m. The meeting was held in the Tecumseh High School Auditorium, 9780 W National Rd., New Carlisle, Ohio 45344.

Roll Call: Present — Members Scott, Slagell, Brents, Martin and Priest.
Absent — None.

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

Minutes of Previous Meetings

Motion by Ms. Martin and second by Mrs. Brents to approve the minutes of the February 23, 2021, and March 9, 2021 meetings, as presented.

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

Communications

Communications – None at this time.

Reports:

- Beth Moore – Curriculum / Learning Recovery Plan. The State is requiring that every school district develop a recovery plan for the summer and next school year. We had already started this process last year when we had to close the schools in the spring. Teachers recognized priority standards last year, and again when we returned to school in the fall. Once we started back full time, and the state asked for documentation, we were ahead of the game, as we had already identified what the priorities are for our students to be successful. In addition to identifying the priorities, we also need to be able to assess where the students are. Every department at every grade level completed these assessments to determine what students have mastered, and where they need help. Summer learning program will be a full day for elementary age, middle school will be a half day, and the high school will be a camp style with varying lengths. Each level looks different. There will be a virtual option for those that can't attend in person or who do not qualify, but still want assistance. We are hoping to set some funding aside to partner with COSI, Boonshoft, Cincinnati Museum and STEM projects to do some "fun" types of learning as well. The programs we are purchasing can be used from year to year, making them a good investment. Teachers will give their input at the beginning of next school year to see if students are on track or getting closer. Plans are to include all teachers for input, not just the ones doing the teaching.

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Public Comments were moved to the end of the meeting.

Old Business

There was no old business.

New Business

ADOPTION OF CONSENT CALENDAR - PERSONNEL

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

Resignations

Pamela Ulrich, Latchkey Aide and Lunchroom Monitor at Park Layne Elementary School. Effective March 18, 2021. Reason - Personal.

Leslie Budding, Spanish Teacher at Tecumseh High School. Effective June 1, 2021. Reason - Retirement.

David M. Franklin, AFJROTC Instructor at Tecumseh High School. Effective June 1, 2021. Reason – Personal.

Julia Davis, English Teacher at Tecumseh High School. Effective June 1, 2021. Reason – Retirement.

Jana Flory, Language Arts Teacher at Tecumseh Middle School. Effective May 31, 2021. Reason – Personal.

Employments – Certified

None.

Employments – Classified

to approve the employment of the following individuals for the 2020-2021 school year, as presented.

Alissa Bole, Bus Aid at Tecumseh Local Schools. Effective March 5, 2021. Step 0, \$12.74 per hour.

Employments – Certified – Migrant Summer School

to approve the individuals listed below to be employed for the Migrant Summer School program during the summer of 2021.

Mallory Adams – Teacher
Amy Sparks – Teacher
Kevin Sykes – Explo Teacher
Amy Moore – Principal

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Employments – Classified – Migrant Summer School

to approve the individuals listed below to be employed for the Migrant Summer School program during the summer of 2021.

Kim Fraley – Bus Driver
Sarah Biggs – Paraprofessional
Jennifer Lewis – Paraprofessional
Norma Ridge – Paraprofessional
Adrienne Reisinger – Secretary
Shauna McCoy – Food Service

Employments – Certified – Summer Learning Program

to approve the individual listed below to be employed for the Summer Learning Program during the summer of 2021.

Dawn Cooper – Principal

Employments – Home Instruction 2020-2021

to approve the individual listed below for the purpose of home instruction, as needed, for specific students at the rate of \$28.05 per hour. Home instruction services will not exceed 5 hours per week for any one student unless required by law.

Mariah Whitman

Employments – Substitute 2020-2021

None.

Employments – Supplemental – Co/Extra Curricular

to approve for the 2021-2022 school year, salary as per the Negotiated Agreement.

Freshman Class Advisor	Whitney Parker
Sophomore Class Advisor	Kristie Talley
Junior Class Advisor	Kristie Talley
Senior Class Advisor	April Lowrey
Student Council Advisor	Lisa Moon

Employments – Supplemental - Athletic

Spring Sports

Volunteer (Baseball)	Cody Wright
Volunteer (Baseball)	Codee Arthur
Volunteer (Softball)	Mike Marchiny
Assistant Varsity Track	Miranda Volz
Volunteer (Track)	Kyle Terrel

Roll Call: Ayes, Members Slagell, Martin, Brents, Priest and Scott.

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Nays, none. Motion carried 5-0.

ADOPTION OF CONSENT CALENDAR – ADMINISTRATIVE

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

Levy Assessment

to authorize Tecumseh Local Schools to engage Fallon Research & Communications, Inc. to survey a sampling of our district regarding our upcoming levy initiative.

School Resource Officer Program

to approve the continuation of the School Resource Office program at Tecumseh Local Schools for the 2021-2022 school year.

Staff Appreciation Week / Teacher Appreciation Day

The Tecumseh Local School District will recognize the week of May 3-7, 2021 as Staff Appreciation Week. All Tecumseh staff will be celebrated throughout the week. In addition, April 21, 2021 recognizes administrative professionals. May 4, 2021 is Teacher Appreciation Day; the following resolution designates Teacher Appreciation Day in our community.

Teacher Appreciation Day Resolution

WHEREAS, today's teachers mold our future citizens through their guidance and education, and

WHEREAS, today's teachers encounter students of widely differing backgrounds and abilities, and

WHEREAS, our society expects public education to provide quality education services to all children, no matter what their backgrounds or abilities, and

WHEREAS, our country's future depends, in large measure, upon the education our youth receive today, and

WHEREAS, teachers are charged with the daunting task of ensuring that no child is left behind by our public schools, and

WHEREAS, teachers spend countless hours outside their classrooms preparing lessons, evaluating progress, counseling and coaching students, and performing community service, and

WHEREAS, the Tecumseh Local School District recognizes that its teachers are providing quality educational services to our children,

NOW, THEREFORE, BE IT PROCLAIMED THAT May 4, 2021 is ***Teacher Appreciation Day*** in the Tecumseh Local School District.

We urge all citizens to join us in recognizing the dedication and hard work of our teachers.

Roll Call: Ayes, Members Priest, Slagell, Brents, Martin, and Scott.

Nays, none. Motion carried 5-0.

ADOPTION OF CONSENT CALENDAR – FINANCIAL

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

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Financial Reports

to review and approve the financial reports for February 2021.

Fund Advances

to approve the following, as presented.

Negative fund balances covered by unencumbered general fund balance for February 2021.

001-0000	\$150,453.53
505-9021	(\$224.80)
507-9020	(\$15,849.14)
516-9021	(\$55,268.41)
536-9021	(\$7,998.24)
551-9021	(\$3,801.52)
572-9021	(\$51,631.68)
572-9921	\$0
587-9021	\$0
590-9021	(\$9,013.33)
599-9021	(\$6,666.41)
461-9021	\$0

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.

Fiscal Year 2020 Audit Report

to approve the FY 20 Financial Audit Report, as presented.

Donations

to accept the following donation made to Tecumseh Local Schools

High School Track and Field	Tamara Alegria	\$2,000.00
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Student Activity

to approve the formation of the following Student Activity.

Tecumseh Middle School Tennis Club	200-9525
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Roll Call: Ayes, Members Martin, Priest, Brents, Slagell, and Scott.
Nays, none. Motion carried 5-0.

INSTRUCTIONAL

None at this time.

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POLICY REVIEW

None at this time.

Further New Business

None at this time.

Planning and Discussion

- Board Visits/Tours typically held at the end of February, but we were not back in school full time then. Middle School and High School will be one day, and elementary buildings and transportation will be another day. Dates to be determined.

REPORTS

Superintendent

- Covid dashboard 2 positive/probable, 5 quarantined, and a cumulative total of 130. Extremely excited to be navigating back to where we should be.
- THS Musical was held this past weekend, a
- We are looking at prom May 22 from 7-10 p.m. We can be at 30% capacity outside. Graduation will be held at the stadium. It is scheduled for June 4, 2021 at 7:30 p.m. with a rain date of Sunday, June 6, 2021 at 2:00 p.m.
- Senior Awards are going to be done virtually.

Comments and Questions from Board Members

- Ms. Martin – OSBA has put out some on-demand webinars. We could look at utilizing these webinars as a group during a work session. OSBA has also put out a School Board Ethics Tool-kit, it's a great resource. She participated in a webinar today with Senator Huffman, along with Paula and Denise, regarding HB 1 for school funding. It's a big task to try to accomplish. There is a Southwest District OSBA Town Hall on April 15th.
- Mr. Priest – thanked Ms. Budding, Ms. Davis and Ms. Flory for their years of service and wished them well in their retirement. Thanked Mrs. Willardson for the musical and for the option to stream it this weekend. A lot of time and effort goes into a production like that. Thanked Coach Culbertson for 20 years of being the head basketball coach.
- Mrs. Brents – ecstatic to see our kids out there on the track and the field.
- Mrs. Slagell – it was very moving to see the kids on the stage for the musical, they did a wonderful job –pit orchestra was phenomenal this year. Resignation letters were very moving, the longevity of people who work in the district is appreciated.
- Mrs. Scott – the musical was one of the most talented groups on stage in years. CTC has been transitioning to full time after spring break. Graduation options are being explored. Enrollment numbers are looking decent, above the average from the last 10 years. Teachers and students are excited to be back. Likes the idea of participating in some of the OSBA webinars together as a group. Michele Patrick will be here next month. Third grade field trips to CTS won't be able to happen this year.

Public Comments

- The following comment cards were completed and submitted:

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- Mike Husic – live and teach in the district, speaking on behalf of the CBI. Students qualify for the CBI Program in one of two ways, being deficient in credits, or by their family being mid or low income. CBI program has benefited students at Tecumseh for 40 years, and he believes it should continue. Has many questions about the board’s decision, but if there is something about the program that the board or administration wants to see changed, he’s willing to listen if it will make the program more successful to help at-risk students. Mr. Oakes spoke on March 9 about the Rise Up Program. Mr. Husic would like to see the CBI Program continue and incorporate the Rise Up Program into his schedule. Thinks there are many misunderstandings about the CBI Program. It is a career readiness program, but main function is an intervention program to help at-risk students who are deficient in credits. It gives them a chance to earn the credits and graduate. Helps students who are not as successful in a traditional education setting. There are 38 students in the program this year, attempting to earn 218 credits, and it’s the only program at Tecumseh that offers a chance for credit recovery and job experience. We have lost 3 CBI instructors, 1 Family Consumer Science instructor, 2 Industrial Tech positions, and the Arrow School of Achievement. What is left to help at-risk students earn credits for graduation? Approved usage of CARES Act, page 6 #4 and page 6 #12, why not use some of these funds until after the levy is passed? Does not believe cutting the CBI program is in the best interest of our students or our community.
- Kerry Cassell – addressed concerns from the teachers’ union on how the last meeting was handled. We had students not allowed to speak because of a policy that was misquoted. The president screamed and banged the gavel at a teacher, our deputy was summoned, and it was our staff that was asking to be heard. Teachers were frustrated with the way it was handled. Policy on the back of the question/comment card indicates that a person may not speak twice on the same subject, unless all others have been heard. TEA would like to formally file a complaint, over board policy 7540.04 and a post that was made on Facebook. Teachers were not ‘off’ with pay at the beginning of the pandemic. Teachers wanted to be in the buildings but were not allowed. Asked that the board keep state testing and end of year exams in mind when they are doing their board tours and visits. Shout out to teachers who work nights and weekends all through the year.
- Sherry Priest – asked that the January 19 minutes be corrected, Tecumseh Local Schools were never taken over by the state. Wants to know how the district will help our at-risk kids graduate now that CBI and ASA have been cut.
- Tia Stryker – First Grade Teacher, came to the last meeting to speak in support of Tecumseh’s CBI program. Mrs. Stryker was very unsettled by some of the comments made by Mr. Oakes at the work session, the first being ‘high school is only for those who want to go to college and the rest should go to CTC’. We know college is not for everyone, but neither is CTC. CBI is not a pathway to graduation, but an intervention for those students who need to earn elective credits for hours they work, and who need credit recovery classes. Many CBI students need to work to support themselves and their families, cutting CBI adds stress and has a negative impact to their well-being during this pandemic. Regarding the Jaguar Academy, Mr. Oakes said would be available to 25 students. She doesn’t know if that is 25 Tecumseh students or 25 Clark County students. There are more than 25 students in CBI now, which indicates that their needs won’t be met by the Jaguar Academy. It should be our responsibility to

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figure out another possible solution for these students. Mr. Oakes mentioned the Rise Up program and trying to find a place for it at Tecumseh. Solution could be to fit it into the CBI Program. Would special ed students also go to CTC if high school is only for college bound students? What interventions will be available for at-risk students. How will the money saved by cutting CBI compare to the loss of funding for students who drop out, transfer to another district, or just stop attending. Graduation and attendance rates would also drop.

- Paula Fugate – asked why we couldn't use the EOEC grant for the CBI program. *Mr. Oakes answered that only a small portion of the grant could be used for salary and benefits, the majority is to be used for professional development and supplies.* Asked how much we are paying Fallon Research for levy assessment. *Mrs. Crew answered that it will be \$11,500. We had a recommendation from the arbitration agreement that we should consider retaining an outside consulting firm with a proven track record to provide the district with all available options relative to raising additional funds at the local level. Such advice would include the cost of each option and the relative chance of success of each option. The goal there is to have an outside, neutral entity talk with our community and ask and ascertain what they are likely and willing to and not willing to pass, whether that be income tax or property tax. They gather all of that data and then do a presentation to share that information with us that will help us make the best-informed decision as we move forward and try to pass new operating funds.* In the past year plus, we seem to spend a lot of money for outside firms. She commends the board for voting down spending \$50,000 for an insurance audit. It's time for employees to stand up and start doing the things they should be doing. We're all going through a hard time. We still have people unemployed, and students are in a bad place because of the pandemic. She remembers how nasty things got during the last attempt at a levy and feels it will not go well if we try to ask for more money now. Assistants get hired here for every mouse that runs through the door.
- Heather Chappell, parent – when are parents going to stand up for their children, we have students committing suicide at alarming rates. Children don't want to come to school because they don't get to see their friends. Her child is at home, because he wasn't comfortable wearing a mask that he's forced to wear. Masks are medical devices, the governor is not a doctor, nor is the Ohio Health Director; they can't order anyone to wear a mask – a mandate is merely a suggestion. Masks aren't required, only suggested. Mask mandate put in place July 23rd, but Covid cases still increased, even with masks. Her son is at home because he can't wear a mask. We need to stand up to the governor and local officials. CTC is still on hybrid model. There is a 0.18% chance of death from Covid. She's disappointed that teachers, staff, and board members are posting pictures and positive things on Facebook, where students can see, about getting an emergency vaccine that is not FDA approved. Sited various studies about the vaccine. The government is forcing this on us and to see pictures making it look cool, makes her sick. *Mrs. Cassel advised that the teachers were not forced to get the vaccine, they chose to get it, and some chose not to get it also.* Charlie Patterson has no background in medicine. There are proven treatments for Covid that have been denied, because if there is a treatment, the vaccine and its money goes away. In Ohio masks are regulated as a medical device, but according to the Ohio Revised Code it is a violation and a fifth-degree felony to force someone to wear a

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mask if you do not have a medical license. She enjoyed taking CBI when she was in school, was not able to get into CTC/JVS.

- Corinne Scott – addressed concerns raised by Mrs. Cassel about her behavior at the last meeting. She sincerely apologizes for acting inappropriately and sent a note to everyone as well. We’ve learned a lot from that last meeting and pledges to not allow that behavior to happen again from herself and from others. It was a lesson learned, a very hard and embarrassing lesson learned. She appreciates everyone’s comments and thanks everyone for coming and voicing their comments.

EXECUTIVE SESSION

Motion by Ms. Martin at 7:36 p.m. to recess into Executive Session to discuss Personnel Matters - Compensation and Employment of a public official; and Security – Specialized details of security arrangements where disclosure of the matters discussed might reveal information that could be used for the purpose of committing, or avoiding prosecution for, a violation of the law; and Reviewing negotiations with public employees concerning their compensation or other terms of employment.

Second by Mr. Priest

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

The meeting reconvened at 9:54 p.m.

Adjournment

Motion by Ms. Martin to adjourn the meeting.

Second by Mr. Priest.

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

Meeting adjourned at 9:55 p.m.



President



Treasurer