

Geneva Area City Board of Education
October 17, 2018

The Board of Education of the Geneva Area City School District met in regular session at 7:00 p.m., October 17, 2018, in the High School Auditorium. The meeting was called to order by President Brashear.

Roll Call: Present: Mr. Arndt, Mr. Brashear, Mr. Dana, Ms. Fisher, Mrs. Ortiz, Superintendent Kujala, and Treasurer Lillie

Absent: None

Visitors
& Guests: Administrative Assistant Horvath; Principals Anderson, Burzanko, Doherty, Gustin, and Wetherholt; Assistant Principal Markijohn; GATA and OAPSE representatives; newspaper reporter; and other citizens

Certification by Treasurer of Compliance with Meeting Requirements Rules

Pledge of Allegiance Mr. Brashear led the Pledge of Allegiance

Correspondence There was none.

Agenda Modification Several agenda modifications were made.

Hearing of Public Margie Netzel, 4319 N. Ridge Rd. E., Geneva, noted that she is the president of Geneva Parents for School Safety, and they are currently fundraising for the purchase of 251 lockdown door barricades for every classroom in the Geneva District. They have reached 30% of their funding goal and are hoping to be ready for a purchase order in February 2019. They have been blessed with a grant through Walt Disney World, who donated 20 one-day park passes, and the committee has coupled that with a \$3,000 cash prize to spend on travel, food and lodging. Tickets are on sale for \$10 each through February 8, 2019 and available on their website at www.genevaschoolsafety.com. Organizations selling 50 tickets will be considered a sponsor and get their name on a door barricade. Finally, Mrs. Netzel reported that October is National Bullying Prevention Month, and one half of the committee's mission is anti-bullying and kindness awareness, so they have developed a month-long program with different activities at the elementary, middle school and high school levels.

Evelyn Schaeffer, 1211 State Route 45, Austinburg, wanted to address the pending deal with Roni Lee, LLC/SPIRE. She read

from a prepared statement, stating that the Board spent a year negotiating in good faith to reach a tax abatement agreement with Roni Lee, LLC and making what was thought to be the best decision for our students and taxpayers. She asked the Board to not make any changes to the agreement already sent to the County Commissioners, and she had two additional requests. First, Mrs. Schaeffer asked that the Board demand detailed information from the SPIRE Board as to how they plan to keep the facility open as a sports complex through the length of the agreement. She cited the exhaustive outside appraisal with an analysis of the barriers SPIRE Institute faces, including being too big, being located in too small a market, and losing over \$1 million a year. She also asked that the Board require the SPIRE Board to provide a copy of their current lease allowing them to continue using the land, buildings and contents comprising SPIRE Institute. Mrs. Schaeffer noted that the original 2009 Ground Lease between Roni Lee, LLC and GaREAT stated that the lesser would pay property taxes and the lessee would construct and maintain improvements. Those improvements (athletic facilities, parking areas, roadways) were transferred to Ron and Tracy Clutter in 2015 according to the IRS form 990PF that stated the assets were given up in satisfaction of a note payable and represented a substantial amount of the total assets with a book value of \$64,486,619 and including “an existing sports complex property containing 723,428 square feet of gross leasable area on 169.9 acres of land”. Mrs. Schaeffer felt that the entire premise of the PILOT agreement was to keep SPIRE open and functioning as a sports complex, a community asset that also provides athletic facilities for Geneva students. She wondered if the negotiated use agreement adequately covers the current situation, which is that the entity operating the facility doesn't own the land and buildings. Second, noticing that the Board would be approving Aquatics Center Use Agreements tonight, she thought the Board should verify that the Partial Certificate of Occupancy for the Aquatics Center, which expired October 1, has been renewed. She felt that the terms of the MOU have already been compromised by the other party's failure to meet his scheduled payments, and she suggested that the Board verify that the valuation complaint is in fact ended, and that there is no preservation of the right to appeal. She also felt that if the Board doesn't get detailed and objectively reasonable answers from the SPIRE Board and a turnaround plan pointing toward sustainability that justifies the investment of our tax resources, then the Board would not be required to approve the agreement.

Michelle Krieg, 200 Cherrywood Circle, Geneva, wanted to address the Board and community in regards to concerns she and her husband have voiced concerning Coach Chip Sorber. She claims that her son was verbally berated and bullied on the sidelines of the varsity football game at Orange High School on October 5, 2018, as Chip Sorber and John Mirabell spent 5-6

minutes screaming, berating, cursing and bullying her son. Mrs. Krieg said the Star Beacon reported the incident as “altercations”, but an altercation would indicate that her son bantered/argued back and forth with his coaches, and she related that her son just stood there with his hands folded and saying “Yes Coach” multiple times. She is still upset over the entire incident, and that our school designated administrative compliance officer was excluded from the investigation, and that her son has not received an apology or eye contact from Chip Sorber since his return this past Monday. Her opinion is that Chip Sorber’s coaching style is to create a fear-based culture, and his method of communication only underscores and reinforces that fear is the only way he knows how to lead. Mrs. Krieg believes that these are the tactics he employs;

- Does little to instruct, but is quick to yell/scream when the athlete makes a mistake.
- Regularly does not admit his own faults or mistakes.
- Regularly withholds praise for positive behaviors/results.
- Regularly punishes athletes for missing non-mandatory events.
- Regularly encourages athletes to play injured and not seek the review of the team trainer.
- Regularly encourages athletes to not discuss team problems with parents but to bring it to coaches.
- Regularly uses name calling and humiliation in verbal exchanges with athletes.
- Regularly curses with extreme profanity, and does so at such a high decibel level that anyone within ear shot can hear.

Mrs. Krieg feels that this is a systemic problem with a culture of fear and a culture of silence. She said her son was punished for not attending non-mandatory practices during the off-season, as he was told many times that if he’d been at weightlifting over the winter, he’d be a starter, but he was rehabbing his shoulder that he tore during wrestling season. Reporting of injuries is another example of the culture of fear, as she claims her son was told to quit going to the trainer every time he thinks he’s hurt and to toughen up. She felt that an athlete’s health and well-being should be at the top of the list of coaches’ concerns, and if there is someone different to receive reports of injuries, then parents should be told. A number of parents have shared incidents with her involving their child and Chip Sorber. She claims that children are afraid to have anything reported to administration for fear of reprisal. She said it has happened to her child, as well as reported to her by other families, that athletes are called out in front of teammates and told that their moms can’t fix everything. She claims that her 16-year-old told her 9-year-old daughter, who wanted to be a water girl for the football team, that being on the sidelines of a school-sanctioned event was out of the question because of the profanity this coach employs on a regular basis. She also claims that Title IX ensures a

safe environment, free of harassment and bullying, in the classroom and at all school-sanctioned events. She was very disappointed that the coach was allowed to return to the team under these circumstances. She stated her expectations were that Coach Sorber's coaching contract not be renewed for next season.

Samantha Rice, 183 Elm St., Geneva, said she agreed with Mrs. Krieg on every aspect in her statement about Coach Sorber. Her son is a starter on the football team, and he asked her to not say anything because he didn't want any repercussions from Coach Sorber. She said he was afraid he would be kicked off the team. She claimed that the things she saw at Orange with Mrs. Krieg's son, the disrespect, the fear she saw in that child, and the things that happened there, were horrendous. She cannot believe that this School Board would allow this or accept this. She claimed that Coach Sorber screams at the team and has nothing nice to say, and he is a horrible coach. She also claimed that a number of players have left the football team due to Chip Sorber, including her other son. She said they want nothing to do with the football team anymore due to the actions of Chip Sorber. She said that if Mr. Sorber is going to continue to be on staff, the team will lose more players. She claimed that Tiger, who is the head coach for the Kirtland football team, offered her son to come out there and play, and she said he would pay her to have him come out there. She said her son didn't accept that offer because he said once an Eagle always an Eagle. She would be willing to let her son go to Kirtland, even if she has to drive him every day, to have a decent football coach. She said that if these actions are not reprimanded, she has eleven children and they will all be taken out of Geneva Schools.

Lana York, 2302 Walter Main Rd., Geneva, said her big concern is this busing problem that we have. She's read the law after talking to Mr. Kujala, and she realizes we don't have to bus high school students, but she sees kids walking in the dark on Route 84 and riding bicycles to school without a helmet. Parents sit at the school waiting to pick up their kids, and they see buses picking up only one or two kids, and she wondered why they couldn't take more kids home. She wanted to know what we were going to do to fix high school busing. She thought we should go back to all day, every other day kindergarten and allow the buses picking up middle school kids to also pick up high school kids.

Pegi Shupska, 325 Walnut St., Geneva, said she was at the football game and watched the whole incident and heard the whole incident. There were two coaches, and Mr. Sorber interacted with the player all of maybe two minutes, while the other coach interacted with him longer. She felt that the problem wasn't the Orange game but something that should have been addressed a lot earlier if these parents had concerns. She said that never at any

time did she hear a foul word come out of a coaches' mouth. She did not hear Mr. Sorber swear at the boy, but he was correcting how he should have played the play.

Matthew Peet, 4500 Clay St., Geneva, said he was on a headset with Coach Sorber and Coach Mirabell, and he heard the whole conversation. While it may have gone on a little too long, he never heard one swear word. He said that even in practices, Coach Sorber out of everyone is always yelling at the kids, but he never hears him swear at the kids. He doesn't know where the profanity thing is coming from. It blows his mind because even as a coach, he doesn't hear him speak that way. He had a direct connection with Coach Sorber and Coach Mirabell, and he never heard anything that was said out of line.

Mike Shupska, 325 Walnut St., Geneva, said that Coach Sorber is doing a wonderful job with our youth teams. He is the first coach from the High School to come down and give them direction. He had seminars and helped the midget league to be on the same page as the High School. He supports Coach Sorber 100%.

Mr. Brashear concluded the public portion of the meeting and thanked everyone for their comments and participation.

Approval of Minutes

144-18

Mrs. Ortiz moved, seconded by Ms. Fisher, to approve the minutes of the regular session on September 19, 2018, as presented by the Treasurer. Roll Call: YES: Arndt, Brashear, Dana, Fisher, and Ortiz. Motion carried.

Financial Report

145-18

Mr. Arndt moved, seconded by Mrs. Ortiz, to approve the September, 2018 financial report as presented by the Treasurer. Roll Call: YES: Brashear, Dana, Fisher, Ortiz, and Arndt. Motion carried.

Approval of Invoices

146-18

Mr. Arndt moved, seconded by Ms. Fisher, to approve the September, 2018 invoices as paid and listed by the Treasurer. Roll Call: YES: Dana, Fisher, Ortiz, Arndt and Brashear. Motion carried.

Informational Items – Current Investments (see addendum file)

Legislative Report

Ms. Fisher reported that there are four new bills related to schools. The first is SB 329 which expands the definition of hazing and increases the penalty from a fourth degree misdemeanor to a first degree misdemeanor. Then there is SB 330 which addresses Mental Health Educational Standards. It requires the State Board of Education to adopt standards for mental health education and would require school districts to include mental

health education in their curriculum. This would include depression, anxiety, drug and alcohol abuse, bullying, trauma and suicide. The third bill is HB 734 which deals with breakfast programs at public schools.

The final bill is HB 738. This bill requires 25% of the Ohio Facilities Construction Commission's budget to be allocated to ensure all school building meet acceptable standards for air conditioning, accessibility and school safety. It also requires a study of the status of school buildings regarding those issues. No education legislation was passed during the past month.

Ms. Fisher mentioned two other issues. First, in the unending saga of ECOT, three school districts have filed to intervene in Attorney General Mike DeWine's lawsuit to recoup tens of millions of dollars from ECOT. The reason they have done this is they are concerned with the cozy relationship DeWine enjoys with Bill Lager, the owner of ECOT. They are also concerned whether DeWine's effort would extend beyond election day. They must have hit a nerve, because Mr. Lager filed an objection to their attempts to intervene. The Districts involved so far are Dayton, Logan Hocking and Springfield City. Finally, the City of Ashtabula adopted a resolution last Monday urging Governor Kasich and members of the Ohio General Assembly to invest the state budget surplus in cities. Kasich has proposed taking \$147 million from the projected budget surplus and funding a withholding tax reduction, about \$60 savings for someone making \$60,000 a year. The rainy day fund is at its maximum legal limit of \$2.7 billion, City Manager Timonere said, "It's a rainy day fund and it's raining. We want the money." Remember, the rainy day fund is the repository of all the funding the schools have lost over the past few years.

Ms. Fisher reminded everyone to not forget to vote.

Mr. Brashear was curious about the bill requiring the Ohio Facilities Construction Commission to dedicate 25% to school safety. Ms. Fisher clarified that was 25% to ensure all school buildings meet acceptable standards for air conditioning, accessibility, and school safety. Mr. Brashear assumed this was for schools waiting to use those funds rather than funds that are being made available. Ms. Fisher said it does require a study of the status of school buildings regarding those issues. Mr. Brashear thought Mr. Kujala should look into it.

Mr. Dana thought it was interesting that several districts were seeking to get a refund from the ECOT situation. He knows our District lost a million dollars alone, so he would be curious to know about how those attorneys are filing suit on this and whether

it's on a contingency fee arrangement. He thinks we might want to look into this also.

A-Tech Report

Mr. Brashear reported that he attended the Annual Stakeholder and Advisory Committee Dinner on Thursday, October 11th. Two gentlemen were recognized for being original Advisory Committee members back in 1969. They were Mr. Tony Chiacchiero and Mr. Richard Slater. Representative John Patterson was also in attendance and presented A-Tech with the House of Representatives recognition for their 50th anniversary. The Board went over some numbers for student enrollment and the adult literacy course. There is a decreasing trend in overall enrollment.

Report of the Superintendent

Geneva Pride Positives

Mr. Kujala gave a report on Geneva Pride Positives. At Austinburg, AESA organized an Eagles Soar 5K and Kids Fun Run this past Sunday. The course started at the Lampson Road Entrance to Greenway Trails. T-shirts were given to the first 50 registrants and prizes were awarded in each age group. Kindergarten classes celebrated Grape Jamboree by reading books about the Grape Jamboree, growing grapes in Geneva, and stories like "Harold and the Purple Crayon". They had a pretend grape stomp, tasted and graphed our favorite grape products, painted grape t-shirts, and made Purple Cows. They also discussed how growing grapes affects the economy and traditions in Geneva. The Geneva Parents for School Safety Committee visited and had all the students paint a rock for the Rotary Pavilion. They discussed ways to be kind and to address bullying. Austinburg is wearing pink this week to support breast cancer and next week is red ribbon week with many fun themes ending on Friday with fall parties. Thanks to the Puckrin family who donated a pumpkin to each student.

Mr. Kujala shared that local fire departments made a stop in October at Cork Elementary to teach about fire safety. The students had the opportunity to see the equipment and learn about careers in local safety forces. Mrs. Schroeder's class made thank you notes and attached a treat to show their appreciation. Mrs. Jackam's third grade class has been working hard in reading and math, and since it is National Book Month, they celebrate Cooper Dubsky, who has already read over half of a million words - 545,225 to be exact. He has finished the Percy Jackson series and is on to the Lost Heroes of Olympus series by Rick Riordan. They also celebrate Griffin Parker, whose special interest in WWII books and battles have him reading over 375,667 words. In Math, Cork is using their chromebooks to visit Think Central's Go Math games, like White Water Graphing, to practice reading graphs and frequency tables. The students have access to these games and

lessons at home as well. The third graders are also learning how to make and read a line plot. A kick-off assembly was held to introduce the S.O.A.R. When Nobody's Looking Matrix and what it looks like in the school setting. The students viewed video clips of their teachers NOT following the SOAR matrix then discussed how they could change their behavior. The videos really connected with the students as they could not believe how their teachers were acting!

The National Theater for Children, sponsored by the Illuminating Company, visited Geneva Platt R. Spencer on Tuesday, October 2nd, and students were entertained with a fun 30-minute performance about the importance of energy conservation. Students and families were then given cards to sign up for a free energy kit that would be mailed to their homes, and 30 families have signed up so far. Mrs. Allds' 5th grade science classes will be skyping with Chris Kozka, an evolutionary genetic scientist who works for the Smithsonian Tropical Research Institute in Panama. Currently, the class has been emailing him. Mr. Kozka focuses on the evolution of tropical butterflies, which includes subjects of genomes and how genes help in changing environments, and he also works on catching insects in the rainforest for lab work and extracting DNA. Mrs. Allds found Mr. Kozka through a program called, "Skype a Scientist" as part of the group Teachers Pay Teachers. Mrs. Allds would like to thank Mr. Burgard for setting up the webcam this past week in her classroom to make this upcoming event possible. The GHS PBIS class, under the direction of Mr. McQuoid, visited GPS on Tuesday, October 16th as part of the kick-off for this year's PBIS. High school students along with Tuffy the Eagle wrote and performed a series of skits that focused on the District's new PBIS matrix, where acceptable behaviors are identified for each school setting. GPS students had multiple opportunities to interact with the GHS students throughout these informative and entertaining skits. Thank you to the GHS PBIS class and Mr. McQuoid for their assistance in making PBIS a priority at GPS.

Mr. Kujala reported that GMS is participating in several activities this month as part of National Bullying Prevention Month. They are receiving a lot of support with this from countless community members including the Geneva Parents for School Safety, Retired GPD Officer Joe Carroll, Gary Michaels Photography, GHS students, and many others. Activities include Say Something Week and Start with Hello Week through the Sandy Hook Foundation, Compliments Sessions, Ribbon Tying, Kindness Pledges, and much more. The goal as a school is to decrease social isolation, encourage students to speak up when they see or hear things that are suspicious or wrong, promote positive behaviors, and increase good citizenship. GMS 8th grade students traveled to A-Tech on October 11th for a career education program. The visit focused on introducing students to the

programs available at A-Tech that could lead to future career opportunities.

GHS is celebrating Spirit Week prior to the 2018 Homecoming Game and Dance. This year's Homecoming theme is "Fall Into You", and to keep with the fall theme, the 9th-12th grade classes decorated their hallways with a "spooky hallway" theme. They had numerous students working on the hallways throughout the weekend with many creative ideas and lots of fun! Mr. Kujala closed tonight's Pride Positives by introducing Clara Hill, Thespian President, and Julia Smith, Thespian Secretary, who shared some information about Geneva's involvement in Rachel's Challenge.

Clara Hill gave some background on Rachel's Challenge informing everyone that it was created in the memory of Rachel Joyce Scott, the first victim of the Columbine School shooting. It encourages individuals to replace negativity and hate with positivity and kindness, inspired by Rachel's journal where she wrote one kind act she had accomplished each day. In Rachel's eyes, one small act of kindness could start a chain reaction for the better. We have lockdown drills and safety measures, but that is only preparing in advance for the problem to occur. What if we tried to put a stop to it before it is even in motion? According to statistics, 160,000 students skip school every day in fear of being bullied. One in four students report being bullied during the course of the year. Rachel's Challenge wants to lower this statistic by encouraging acceptance and positively affecting our school's climate with at least two assemblies and one workshop. But this is not a one-day thing. Our theater program has come up with plans to further the project within our school from student ambassadors to even a kindness journal of our own to awaken the desire to change within fellow students. We want to create an awareness within ourselves and others. Since the application of Rachel's Challenge, over 25 million people have heard of Rachel's story in live settings around the world, and at least eight school shootings have been prevented and over 500 suicides have been averted. The students of the theater program feel strongly about supporting each other and recognize the pattern of lasting kindness in our school and community. Mr. Kujala thanked the students for sharing and for all their efforts this year.

NEOLA

Enclosed for review were the following new/revised/replacement policies for Board adoption. Policy numbers are:

| | | |
|--------|---------|---------|
| 0131 | 1541 | 4122 |
| 0141.2 | 1662 | 4162 |
| 0164 | 2111 | 4362 |
| 0165.1 | 2260 | 5517 |
| 0165.2 | 2261 | 5517.02 |
| 0165.3 | 2261.01 | 5610 |

| | | |
|---------|----------------|---------|
| 0166 | 2261.03 | 5610.03 |
| 0168 | 2700 (RESCIND) | 5611 |
| 0169.1 | 3122 | 6423 |
| 1240.01 | 3140 | 6605 |
| 1422 | 3362 | 8141 |

Mr. Kujala wanted to call attention to the next to last policy listed dealing with crowdfunding. He included a modification for that policy with this first reading, and he also included a draft copy of the funding request form we will use.

Aquatic Center Use Agreement – Practices

147-18

Upon Mr. Kujala’s recommendation, Mr. Dana moved, seconded by Ms. Fisher, approval of the attached Aquatic Center Use Agreement with GaREAT in regards to team practices for the 2018-2019 season. Mr. Dana referred to Mrs. Schaeffer’s comments that this agreement is between us and the SPIRE board and there are questions raised about who it is that is actually the property owner. Is it Roni Lee, LLC and is there a valid lease with the SPIRE board? With respect to the PILOT agreement MOU, we had all the parties sign that. There are a few questions regarding the occupancy permit and whether that has been issued for the Aquatic Center, and whether SPIRE has the proper insurance coverage. Mr. Brashear said he thinks we ask about the insurance every time we sign this, and we typically try to get a certificate of insurance, so he wondered if we’ve asked for that. Mr. Kujala responded that he has not requested that yet nor the occupancy permit, but he can check on that. Mr. Brashear asked if there was a timeline in which we must do this now or are we okay to take action at the next meeting. Mr. Kujala pointed out that the terms of the Agreement begin on October 29th, so Mr. Brashear felt that if we don’t take action tonight, it could hold up practice. He suggested that we approve the agreement conditionally. Mr. Dana, who made the original motion, said he was perfectly comfortable with that and would definitely authorize our Superintendent and Treasurer to be able to sign off on this agreement as long as we had answers to the questions of an occupancy permit and a Certificate of Insurance, so the motion was amended as such. Roll Call: YES: Fisher, Ortiz, Arndt, Brashear, and Dana. Motion carried.

Aquatic Center Use Agreement – Competitions

148-18

Upon Mr. Kujala’s recommendation, Mr. Dana moved, seconded by Ms. Fisher, approval of the attached Aquatic Center Use Agreement with GaREAT in regards to conducting swimming competitions during the 2018-2019 season, and authorized the Superintendent and Treasurer to sign the agreement pending verification of an occupancy permit and the receipt of a Certificate of Insurance from SPIRE. Roll Call: YES: Ortiz, Arndt, Brashear, Dana, and Fisher. Motion carried.

Five Year Forecast

Upon Mr. Kujala’s recommendation, Mr. Dana moved, seconded by Mrs. Ortiz, approval of the “Five-Year Forecast”

projection of revenues and expenditures for the current fiscal year and the ensuing four (4) fiscal years, and the significant assumptions upon which the numbers are based, as required by HB 412. Mr. Lillie distributed copies of the forecast to the Board and reiterated that the forecast has to be filed with the state by the end of October. This is a difficult year for forecasting because all we know for sure regarding state funding is what we should receive this year, as we wait on a new governor and a new biennial budget. We received a first payment on delinquent taxes from Roni Lee, LLC last October which shows as property tax collections on the forecast, but future payments are projected under All Other Revenues as a PILOT payment. No payment has been received yet this year, but we hope the deal will be finalized soon. The projection on state funding is that it will remain flat for now. On the expenditure side, the fringe benefits include a 10% increase in medical insurance premiums for this year and then only 5% for the rest of the forecast. The salaries and wages line projects half the staff reductions being restored in FY2020 and restoring the full reductions in FY2021, enabled by the projected proceeds from the new school district income tax showing on line 1.030. We will see very little collection this year, and it will take six to seven quarters before it reaches the full collection value. This forecast shows deficit spending continuing this fiscal year and then eliminating it the next three years before creeping back in FY2023.

Mr. Dana asked if everyone in the crowd had a copy of the forecast, especially the students who were here for a class. Mr. Lillie handed Mr. Dana copies of the forecast to distribute to the audience. Mr. Lillie continued that most of the red from the previous forecast was eliminated because of the cuts that were made and the projected collections of the new SDIT. There are no large cash balances on line 7.020, with the largest balance in FY2022 representing only about 37 true days cash. Mr. Lillie asked if there were any questions on the assumptions.

Mr. Brashear mentioned that the District's five year forecast is always available online, and you can see past forecasts. Mr. Dana wanted to make sure the forecast included the roughly \$200,000 we're supposed to receive from Roni Lee, LLC, and Mr. Lillie responded that it does. Mr. Dana pointed out that the bulk of our funding comes from the state of Ohio, and that's been flat for a number of years now, and we are on a guarantee. He asked what the hit would be on us if we lost that guarantee, and Mr. Lillie responded that it is currently at \$1,533,960. Regarding expenses, Mr. Dana said that we are anticipating only a 5% increase in insurance after this year, and he wondered if the 10% increase this year should have been higher. Mr. Lillie answered that there was some concern based on catastrophic claims, but the insurance consultants agreed that 10% was sufficient at this time. Mr. Dana asked what the closing of Happy Hearts was going to cost us, and

Mr. Lillie responded that it is projected to cost about \$206,000 after state reimbursements through the DD and ESC.

Mr. Dana asked Ms. Fisher if she wanted to address Issue 3 and the importance of voting. He said we are a district that depends on state funding and we haven't seen any increases for years. We see our state funding flat with the threat of it going down while our expenses go up. Ms. Fisher recommended that people know for who and what they are voting. She feels that public education is being put far down on the list of important issues, but she believes that it should be right at the top. Her advice was to study the candidates so you know what they stand for and look for the pro-education people. Mr. Brashear noted that Issue 3 could help our forecast. The County ESC has taken over educating DD students and they created a county financing district to put on a levy to support that education. Mrs. Ortiz asked if Issue 3 passes, would it eliminate the extra \$206,000 in expense forecasted, and Mr. Lillie responded that it could possibly eliminate or greatly reduce the additional cost.

Mr. Lillie explained that special education costs have increased greatly the last two years. Purchased services have increased over \$1.1 million during this time, and the increase is mostly due to special education along with some increase to open enrollment, charter school and education choice scholarship deductions. Mrs. Ortiz asked if it was correct that as our special education costs increase, we don't see any corresponding increase in state funding. Mr. Lillie said that is correct, since we are on a funding guarantee we see no change in funding because of changes in enrollment. Mr. Dana said that is why the threat of us losing the guarantee would be devastating to our budget. Roll Call: YES: Arndt, Brashear, Dana, Fisher, and Ortiz. Motion carried.

2018-2019 Personnel

150-18

Upon Mr. Kujala's recommendation, Mrs. Ortiz moved, seconded by Ms. Fisher, the following personnel actions for the 2018-2019 contract year:

a. FMLA

Curtis Y. Bryan, Teacher, leave of absence beginning 9/13/18 through 10/11/18. This leave will be designated under the Family Medical Leave Act.

Deborah S. Mayle, Teacher, leave of absence beginning 9/11/18. The first twelve weeks will be designated under the Family Medical Leave Act.

Christine L. Zalimeni, Copy Machine Operator, leave of absence beginning 9/06/18 through 9/21/18. This leave will be designated under the Family Medical Leave Act.

Lisa S. Zapp, Bus Driver, leave of absence beginning 9/24/18 through 10/10/18. This leave will be designated under the Family Medical Leave Act.

b. Amended FMLA

James R. Berei, Teacher, leave of absence beginning 9/14/18 through 10/05/18.

c. Reinstate from R.I.F.

Lisa S. Zapp, Bus Driver, Bus Garage, 4.75 hrs./day. 9 mos./year, effective 10/10/18 to a continuing contract.

d. Resignation

Farrell F. Thompson, Housekeeper, effective 10/26/18

- e. The hiring of the following personnel, on a one-year contract, to be paid according to the adopted wage guidelines, subject to meeting certification requirements of the State of Ohio, as well as a satisfactory physical examination, background check and/or other training, if applicable.

1) Homebound Tutor

Marie E. Best, effective 10/04/18

Rebecca DeSalvo

Deborah S. Mayle, effective 08/22/18

Skarlett C. Stuchell, effective 10/01/18

2) Extra-Curricular

Joseph D. Tredent - 8th Gr. Girls Basketball

Joseph D. Tredent - 8th Gr. Boys Basketball

3) Substitute Teacher

Katherine E. Simmons, effective 10/02/18

Roberta L. Widlits

4) Cafeteria Worker

Robin A. Fowler, Cafeteria Worker, Middle School, 4 hrs./day, effective 10/08/18 only.

5) Substitute Custodian II/III

Pamela S. Zukoski, effective 10/03/18

6) Substitute Bus Driver

Denise J. Cherkes
Lawrence L. Wells

7) Temporary Maintenance Help

Timothy J. Mills

8) Students (Mr. Hunt) - Hours-to-be-assigned – to be paid according to the adopted wage incentive:

Christopher Cogar
Blake Kuntz
Shayla Tucholski
Griffin Vacchelli

9) Activity Worker, effective 10/15/18

Jessecca Wilt

Mr. Dana had a question with respect to 6.e.7) regarding maintenance help. We did RIF someone that was helping with maintenance, so he assumed we would be going through a call list of people on the RIF list before calling in temporary help. Mr. Kujala said this is a temporary position we would have if we needed someone to fill in. We only have one maintenance worker and one director, so we would usually have this person over the summer if we needed temporary maintenance help. Mr. Dana asked if we RIF'd an additional maintenance worker. Mr. Kujala answered that the reduction included a part maintenance/part mechanic. Mr. Dana said so we have one person who was RIF'd, so would that person be potentially called here. Mr. Lillie pointed out that the person who was RIF'd bumped into a housekeeping position, and he is currently on the agenda as a resignation.

Mr. Arndt asked if this was a substitute or a temporary hire. Mr. Kujala said they would be filling in if we need help if we don't have our one maintenance person available, if he is out for any period of time. Mr. Arndt asked that we table 6.e.7) until further discussion. Mr. Brashear asked for what reason. Mr. Arndt said for additional information. Mr. Brashear asked if we had a second. Mr. Dana asked if we needed this temporary maintenance help immediately, or can it wait until our next meeting. Mr. Kujala responded that the situation we are running into is if we have our maintenance person out and there are certain tasks that have to be completed, including weather-related tasks in the District. The current maintenance person does miss some time and we are down to just our Maintenance/Transportation Director who would be available. It would put a lot of burden on the Director if he doesn't have a person available. Mr. Dana said so there is a need to have this done at this meeting now, and Mr. Kujala said yes. There was

no second on the motion to table, so a roll call was taken on the original motion. Roll Call: YES: Brashear, Dana, Fisher, and Ortiz. NO: Arndt. Motion carried.

Volunteer

Upon Mr. Kujala's recommendation, Ms. Fisher moved, seconded by Mrs. Ortiz, that the Board approve the following volunteer for the 2018-2019 school year:

151-18

Brandy Riha - Music Department

Roll Call: YES: Dana, Fisher, Ortiz, Arndt and Brashear. Motion carried.

School Safety Grant

Mr. Kujala reported that we received a letter from Attorney General Mike DeWine determining that our school qualified for a school safety training grant for the 2018-2019 school year. The grant allocation for Geneva is \$12,955.45 and can be used towards the support of a school resource officer certification training, any type of active shooter and school safety training, all grade-level type educational resources, training to identify and assist students with mental health issues, and any other training related to school safety. Mr. Kujala shared that we did apply for a COPS grant thru the City of Geneva and the Geneva Police Department in the amount of \$110,000. He thanked them both for their help working through the complicated process. As a District, we'll continue to look for grants and ways that we can try to fund our safety efforts.

Mr. Dana clarified that the grant received could just be used for training and not to help Mrs. Netzel's program for door barricades. Mr. Kujala said that is correct. Mr. Dana thanked Mr. Kujala for seeking the grant through the federal government, even though we were denied. While we appreciate the help from the state, he is disappointed that our federal government determined that supporting that school barricade program wasn't worth supporting. He thanked the parents' organization for helping to raise funds for school security. Mr. Brashear asked if the state grant was a one-time grant. Mr. Kujala confirmed that it was, and it has to be used between 10/1/2018 and 6/30/2019.

Executive Session

152-18

Upon Mr. Kujala's recommendation, Mrs. Ortiz moved, seconded by Ms. Fisher, that the Board hold an executive session for the purpose of preparing for, conducting, or reviewing negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment. Mr. Brashear stated that we would probably be returning after this executive session and we may be taking action.

Went into executive session at 8:35 p.m.

Returned from executive session at 9:03 p.m.

Roll Call: YES: Fisher, Ortiz, Arndt, Brashear, and Dana. Motion carried.

GATA Agreement

153-18

Upon Mr. Kujala's recommendation, Mrs. Ortiz moved, seconded by Ms. Fisher, that the Board approve the attached tentative bargaining agreement with the Geneva Area Teachers Association (GATA) effective July 1, 2018 through June 30, 2020, ratified by the GATA membership on Wednesday, October 17, 2018. Roll Call: YES: Ortiz, Arndt, Brashear, Dana, and Fisher. Motion carried.

Executive Session

154-18

Upon Mr. Kujala's recommendation, Mrs. Ortiz moved, seconded by Ms. Fisher, that the Board hold an executive session for the purpose of considering the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee or official, or the investigation of charges or complaints against a public employee or official, unless the employee requests a public hearing.

Went into executive session at 9:05 p.m.

Returned from executive session at 10:09 p.m.

Roll Call: YES: Arndt, Brashear, Dana, Fisher, and Ortiz. Motion carried.

Adjournment

155-18

Mrs. Ortiz moved, seconded by Ms. Fisher, to adjourn the regular session at 10:10 p.m. Roll Call: YES: Brashear, Dana Fisher, Ortiz, and Arndt. Motion carried.

The foregoing is a true and accurate record of the minutes and proceedings of the regular session held by the Board of Education of the Geneva Area City School District on October 17, 2018.