

Geneva Area City Board of Education  
November 21, 2018

The Board of Education of the Geneva Area City School District met in regular session at 7:00 p.m., November 21, 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: Assistant Principal Markijohn;  
OAPSE representatives; and other  
citizens

Certification by Treasurer of Compliance with Meeting Requirements Rules

Pledge of Allegiance

Mr. Brashear led the Pledge of Allegiance.

Correspondence

Mr. Kujala shared an email from Dr. Daniel Keown, Assistant Professor of Vocal Music Education at Youngstown State University, to Mrs. Mather offering congratulations to her and her choir students who participated in the OMEA District V Chamber Choir Festival on November 5<sup>th</sup>. He said it was a true joy to work with and learn from her students as their clinician during this festival. Through the process of the festival, her students stepped up in so many ways that enabled them to learn more about themselves and each other through artistic exploration and music excellence, and they gave an amazing performance. He thanked Mrs. Mather for devoting countless hours of her extra time before and after school teaching these students the festival music, and said he looked forward to more collaborative opportunities with her and her students.

Mr. Kujala also read a letter from Sherri Bishop, Chief Development Officer for Institutional Relations & Development at University Hospitals, thanking Geneva Schools for their recent gift of \$1,385.25 to Walk for the Cure in support of UH Geneva Medical Center. She said the kindness shown helps ensure the lives we touch benefit from the finest in health care quality, innovation, and talent. Geneva Schools' support not only allows UH to fund ground breaking discoveries and advanced therapies, it allows UH to continue to focus on their number one priority – high-quality, compassionate patient care. Ms. Bishop thanked Geneva Schools for their commitment to UH.

Mr. Kujala received a letter from Vernon Sykes, the State Senator representing the 28<sup>th</sup> Senate District which contains Akron and multiple surrounding jurisdictions within Summit County. He is the ranking minority member on the Senate Education Committee as well as a member of the Joint Education Oversight Committee. He wrote that Ohio has been contemplating the issue of what our state graduation requirements should include, and his research found that only 12 states have statewide graduation requirements and available data suggests there is no correlation between statewide graduation requirements and increased graduation rates. He was making a formal inquiry to every superintendent and school board in the state to get their opinion on the state's oversight of graduation requirements, and he wondered if our school board preferred graduation requirements set by the state or for the state to set standards and guidelines but allow local school boards to create their own graduation requirements that adhere to those standards.

Mr. Dana asked if Mr. Kujala thought we should respond with one voice or individually. Mr. Kujala responded that if the Board would send their responses to him, he would send one response to State Senator Sykes. Mr. Brashear said he likes the idea of local control with the state establishing the standards and guidelines. He suggested that Mr. Kujala also seek input from the High School administration and guidance counselors before responding.

#### Agenda Modification

Several agenda modifications were made.

#### Hearing of Public

Andy Tetlow, 2033 Pelton Rd., Austinburg, had two questions for the Board. The first was he wondered if there was an update on the Board office repairs, and the second was he wondered why Hearing of the Public was at the beginning of the meeting instead of at the end of the meeting.

Mr. Brashear explained that for many years, there was no public input at Board meetings, but several years ago the Board determined that public input was important, and not just for items on the agenda. The hearing of the public was established early in the meeting, and then the Board continues with conducting the business of the school district.

Mr. Kujala informed Mr. Tetlow that there have been no official plans drawn up for the new Board office, just some hand sketches by our former Director of Operations and our Construction Consultant. Some work has been done to winterize the house, but other work will have to wait for the weather to change.

#### Approval of Minutes

Mr. Arndt moved, seconded by Ms. Fisher, to approve the minutes of the regular session on October 17, 2018 and the special

sessions on October 22, 2018 and October 25, 2018, as presented by the Treasurer. Roll Call: YES: Arndt, Brashear, Dana, Fisher, and Ortiz. Motion carried.

160-18

Financial Report

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

161-18

Approval of Invoices

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

162-18

Informational Items – Current Investments (see addendum file)

Donation: \$500 from John and Nancy Patterson of Jefferson to be used to support the PBIS initiative at Geneva Middle School

Mr. Lillie reported that the District received the 2<sup>nd</sup> PILOT payment from Roni Lee, LLC on Tuesday, November 13<sup>th</sup>, after passage of the Abatement and PILOT Agreement by Ashtabula County on 11/9/18.

Mr. Arndt asked about PBIS. Mr. Lillie explained that PBIS stands for Positive Behavior Intervention Supports. Mr. Kujala said that all schools were involved in using PBIS, and there is a class at the High School that will be making materials for all buildings and sharing correct behaviors with younger students.

Legislative Report

Ms. Fisher reported that HB 70 from 2015 is in the headlines again. It authorized the state to take control of school districts with three consecutive failing state report cards. It drastically extends the power of the Academic Distress Commission by requiring the appointment of a CEO with significant operational and instructional control of the district. Youngstown was the first district to be taken over under this law, and they filed suit challenging its constitutionality in 2015. Since then, Lorain City and East Cleveland City Schools have come under state control. The State of Ohio Supreme Court has agreed to hear the appeal.

Ms. Fisher noted that there has been a flurry of activity in committees since the election. The Senate Education Committee adopted a substitute version of HB 360 which deals with suspension and expulsion policies for harassment, intimidation and bullying. They basically took the punishment from a tier system, where there was a certain punishment for first offense, second offense, and allows imposition of any punishment deemed

appropriate. Also in the Senate Education Committee, sponsor testimony was heard for SB325, which revises the background check policies and sexual misconduct policies, and SB 262, which provides for educational materials yearly to parents of students in grades 5-12 concerning eating disorders. HB 428 deals with student religious expression in public schools and states that the school may provide a moment of silence to be used for prayer, meditation or other practice, but the school cannot require a student to participate. HB 502 would require certain public schools to undergo biennial youth suicide awareness and prevention training. SB 191, called the Breakfast after the Bell Bill, would require a public school with a high percentage of low-income students to provide breakfast to all enrolled students. HB 58 would require the State Board of Education to adopt a model curriculum for cursive handwriting instruction for students K-5.

In the House Education and Career Readiness Committee, sponsor testimony was heard for SB 82, which requires public schools to notify parents within two hours of a student's absence that is not excused, and HB 611, which makes e-school payments conditional on the use of software that tracks attendance, class size, and participation. Finally, in the House Government Accountability and Oversight Committee, sponsor testimony was heard for HB 705, which modifies circumstances under which treasurers of school districts can be held responsible for the loss of public funds.

Mrs. Ortiz commented that many districts were opposed to HB 70.

#### A-Tech Report

Mr. Brashear reported that the most recent meeting was a very difficult one. He's reported on the yO! Program hosted by A-Tech at previous meetings. This program serves our county youth up to age 21 that have experienced challenges and need assistance to overcome barriers, and many or most have quit school. The total budget for the program for FY2019 is \$1.2 million, which is down \$500,000 from the previous year. There are 739 young people enrolled in the program with another 100 on a waiting list. Twenty percent of the youth are homeless, 40% are parents, more than 60% have experienced some form of significant trauma that will have long-term effects, almost 50% are individuals with disabilities, and more than 40% are between the ages of 14 to 18. Many of the youth are hungry, and yO! Currently provides some form of food to over 80 youth a week, paid for through community donations, donations from Country Neighbor, and staff personal donations. Every school district has youth utilizing the program, but 70% come from Ashtabula.

Mr. Brashear said that there are many success stories. Over 250 youth have gained some form of unsubsidized employment. Over 30 graduated this past June from high school, all of them

have post-secondary plans, and they received over \$30,000 in scholarships. Twenty-five have completed STNA training, two have completed CDL training, three have completed dental hygiene school, one medical assistant school, and two medical transcriptionists, along with welding, electricity, etc.

Goals for the program for 2018-19 include gaining access to food or becoming a hot food site, starting to get a handle on youth homelessness, and finding community resources for shower and washer/dryer. yO! also wants to expand its “footprint” rurally and in south county by offering in-community services at least twice per week, and they would like to engage with more manufacturing employers in the county.

Mr. Dana thanked Mr. Brashear for his report. He asked if when the Board minutes are prepared, he hoped we could share this report with the press.

### Report of the Superintendent

#### Exchange Student

Mr. Kujala introduced and welcomed this year’s only exchange student, Julia Eckerdal, who shared information about herself, her home, and her experience in Geneva Schools. Julia said she is from Sweden, where she lives in a small town between Uppsala and Stockholm. She travels to high school in Stockholm by public transportation. She had gone to middle school in Uppsala, which is known for having the tallest church in the Nordic Countries at 389 ft. In the summer, her family spends time on their boat and going mountain biking. Her host family is the Lindbergs in Austinburg. She ran cross country this fall. Her experience in school has been very good so far, although she struggled a little at first.

Mr. Brashear asked Julia what she wanted to do after school. She said she wasn’t sure, but she knew she wanted to work with people.

Mr. Dana asked how the program works. Do you get to pick the country you want to go to? Julia said she picked the USA, and then the host families get to pick the student.

#### OSBA Conference

Mr. Kujala and Mrs. Ortiz provided a brief report on their recent attendance at the OSBA Capital Conference in Columbus, Ohio on November 11th – 13th. Mrs. Ortiz thanked the Board for the opportunity to go to OSBA’s Capital Conference. She was impressed with the number of sessions that were available, and it was great to see so many people with a passion for education. Her first session was a high energy presentation by Alex Banayan, the author of “The Third Door: the Wild Quest to Uncover How the World’s Most Successful People Launched Their Careers”. She felt another extremely passionate presentation was given by Geena

Davis, who has achieved remarkable success as an actress and is a tireless advocate for women and girls. Her non-profit, research-based organization works with the entertainment industry to reduce gender stereotyping and increase female roles in media made for children. Ms. Davis believes that if the film industry begins to equally portray both females and males in lead roles that society will follow. Mrs. Ortiz said that other sessions that were very valuable covered a board member's role in collective bargaining, board governance, and a legislative update which included remarks by Representative John Patterson, Senator Peggy Lehner, and Representative Scott Ryan. During their remarks, they all agreed that HB 70 needs attention, the report card has some issues, and that alternative pathways for graduation are being looked at further. They are cautiously optimistic about the new administration's plan for Ohio's Public Education System and that charter schools are an area of concern in Ohio.

Mr. Kujala also thanked the Board for the opportunity to attend the OSBA Conference. He found this year's conference to be an exceptional learning experience both in the variety and content of the sessions. He agreed with Mrs. Ortiz that session selection was difficult, and they both filled their schedules with the maximum sessions they could attend. A session on negotiations shared a pilot program developed by FMCS, OEA, OSBA and OAPSE to build on collaboration, communication, and understanding prior to negotiations, building relationships with and across all areas to aid in the conversations. A few of the sessions focused on topics/concerns that other districts have faced and ways that they approached the issues, such as FMLA, teacher and staff discipline, and interviews, as well as how to complete investigations with limited administrative personnel. Mr. Kujala said he had the opportunity to attend a few sessions that focused on ways districts can build or change their school climate, including ideas for communication, social media, PBIS, and other ways to engage the community and show the great things that are happening in public schools, especially our own. At another session, a Columbus City Police Officer provided information about establishing criteria to assess threats to determine when students make bad choices or do dumb things or if this is a situation that needs more investigation. Each of the sessions provided information and strategies being used around the State of Ohio. It was great to have some time to talk with colleagues and discuss ideas that are being used in districts both near and far to Geneva.

LCESC Agreement

163-18

Upon Mr. Kujala's recommendation, Mrs. Ortiz moved, seconded by Ms. Fisher, approval of the attached Agreement between the Lake County Educational Service Center and Geneva Area City School Board of Education for the Participation in Lake County Educational Service Center Programs Pursuant to Revised Code Section 3313.845 (see addendum file). Mr. Dana asked

whether legal counsel had looked at this agreement, because he felt there was some draconian language in it. He was looking at the language that had our District assuming all the risk, including paying the ESC’s legal fees if there is a problem. Mr. Brashear mentioned that this was the same agreement the Board adopted last year, and some students are already being served this year. It could be the case that it’s too late to make changes for this year, so maybe we should run it by legal counsel and make corrections for next year. Roll Call: YES: Fisher, Ortiz, Arndt, Brashear, and Dana. Motion carried.

NEOLA

Upon Mr. Kujala’s recommendation, Ms. Fisher moved, seconded by Mrs. Ortiz to accept the following new/revised /replacement policies for Board adoption:

164-18

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. Dana asked if there were any major changes in any of the polices. Mr. Kujala explained that there were a number of changes to the credit card policy because of new state guidelines. Roll Call: YES: Ortiz, Arndt, Brashear, Dana, and Fisher. Motion carried.

Indoor Track & Field

165-18

Upon Mr. Kujala’s recommendation, Mr. Dana moved, seconded by Mrs. Ortiz, that the Board recognize Indoor Track and Field for the 2018-2019 season as presented in the attachment (see addendum file). Mr. Arndt asked about the last two bullet points having to do with not participating in the Winter Sports Awards banquet and the requirement that athletes that participate must compete in at least one indoor meet to be eligible for the outdoor season. Mr. Kujala responded that indoor track and field is not an OHSAA “recognized” sport, and it is mandatory that athletes compete in at least one indoor meet. OHSAA has established guidelines to assist schools that have chosen to sponsor this sport. He said that only our OHSAA recognized sports participate in our sports awards events, and indoor track does their own recognition. Roll Call: YES: Arndt, Brashear, Dana, Fisher, and Ortiz. Motion carried.

Spirit of Geneva  
Scholarship Fund

Upon Mr. Kujala’s recommendation, Mr. Dana moved, seconded by Mrs. Ortiz, that the Board close the Spirit of Geneva

166-18

Scholarship fund (007-9017) and authorize the Treasurer to transfer the fund balance to the Cleveland Foundation per the request of Jayne Geneva and the Geneva Class of 1963 which started the fund. Mr. Lillie explained that the Spirit of Geneva Scholarship would still be presented each year to a deserving student, but the presentation would be made through the Geneva Academic Boosters. The group that started the scholarship thought that the Cleveland Foundation had more capacity to grow the fund and possibly increase the award amount. They realized that school districts were limited in the scope and duration of investments. Roll Call: YES: Brashear, Dana, Fisher, Ortiz, and Arndt. Motion carried.

PBIS Student Activity Account

167-18

Upon Mr. Kujala’s recommendation, Mr. Dana moved, seconded by Ms. Fisher, that a Student Activity Account be established for the PBIS Class (300-9070). Mr. Lillie explained that Mr. Wetherholt had requested the account to be used to take donations and fundraise for materials to support the PBIS program in the district. The class would be running posters and other material for the district, and each building would be responsible for the materials they used. This account would allow the PBIS class to bill the schools and appropriately account for the monies. Roll Call: YES: Dana, Fisher, Ortiz, Arndt and Brashear. Motion carried.

Approve Funds

168-18

Upon Mr. Kujala’s recommendation, Mr. Dana moved, seconded by Mr. Arndt, the following funds to be appropriated according to the adopted budget:

<u>Fund Name</u>	<u>Fund Number</u>	<u>Approved Amount</u>
Career Development 18-19	019-9019	\$4,491.00
Ohio K-12 Network 18-19	451-9019	\$9,000.00
School Safety Grant HB 318 18-19	499-9019	\$12,955.45

Mr. Arndt asked if the School Safety Grant could be used to purchase door barricades. Mr. Kujala explained that the grant can only be used for training. Roll Call: YES: Fisher, Ortiz, Arndt, Brashear, and Dana. Motion carried.

Revised Director’s Contract Guidelines

169-18

Upon Mr. Kujala’s recommendation, Mrs. Ortiz moved, seconded by Ms. Fisher, that the Director’s Contract Guidelines be revised to include IV.D.4.d., effective November 21, 2016 (see addendum file). Roll Call: YES: Ortiz, Arndt, Brashear, Dana, and Fisher. Motion carried.

2018-2019 Personnel

170-18

Upon Mr. Kujala’s recommendation, Mr. Arndt moved, seconded by Mr. Dana, the following personnel actions for the 2018-2019 contract year:

a. Retirement Resignation

Anita L. Tersigni, Teacher, effective 07/01/19. Ms. Tersigni has worked for Geneva Schools for 19 years.

b. FMLA

Holly L. Bowser, Teacher, leave of absence from 11/05/18 through 12/20/18. This leave will be designated under the Family Medical Leave Act.

Susan K Conrad, Secretary, leave of absence from 12/05/18 through 01/22/19. This leave will be designated under the Family Medical Leave Act.

c. Amended F.M.L.A.

Anita L. Tersigni, Teacher, to begin her leave of absence 11/01/18 with the first twelve weeks to be designated under the Family Medical Leave Act.

d. Resignation Extra-Curricular

Tyler K. Richmond - Assistant Baseball

e. Change of Contract

David C. Wright, Housekeeper, 7 hrs./day, from Middle School, 10 mos./year, to Austinburg, 12 mos./year, effective 11/05/18

f. Reinstate from Reduction in Force

Kristen C. McLaughlin, Cafeteria Worker, Middle School, 4 hrs./day, 9 mos./year, effective 11/05/18 to a 2 year contract

Sheila M. Tidwell, Cafeteria Worker, Middle School, 3.5 hrs./day, 9 mos./year, effective 11/05/18 to a 2 year contract

g. 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

Robert M. DiPofi, effective 11/13/18

Brenda S. Unsinger, effective 10/22/18

2) Extra-Curricular

Jessica M. George.....6<sup>th</sup>, 7<sup>th</sup>, & 8<sup>th</sup> Gr. Class Sponsor,  
eff. 11/05/18

Jessica M. George.....12<sup>th</sup> Gr. Class Sponsor, eff. 11/05/18  
 Gary A. Harriman.....Freshman Boys Basketball eff.  
 11/14/18  
 Constance A. Hart.....Detention Supervisor MS, 3 days/wk.,  
 eff. 11/06/18  
 Anne C. Markijohn....11<sup>th</sup> Gr. Class Sponsor, eff. 11/05/18  
 JoAnn O' Connor.....Detention Supervisor HS, 3 days/wk.,  
 eff. 11/06/18  
 Sheryl A. Powell.....10<sup>th</sup> Gr. Class Sponsor, eff. 11/05/18  
 Tammy A. Quinn.....Detention Supervisor Aust., 1 day/wk.,  
 eff. 11/08/18  
 Alisa J. Schroeder .....Detention Supervisor Cork, 1 day/wk.,  
 eff. 11/07/18  
 Scott E. Torok.....7<sup>th</sup> Gr. Girls Basketball  
 Brenda S. Unsinger.... 9<sup>th</sup> Gr. Class Sponsor, eff. 11/05/18  
 Aimee L. White.....Detention Supervisor GPS, 1 day/wk.,  
 eff. 11/06/18

3) Substitute Teacher

Erin A. Drenik  
 David B. Dvorak  
 Geoffrey G. Galiffo, effective 11/12/18  
 Pamela S. Zukoski, effective 11/13/18

4) Adult Substitute Secretary and Educational Assistant

Cassandra N. Murray, effective 11/09/18  
 Stephanie A. Wilson

5) Cafeteria Substitute

Kathleen A. King  
 Cassandra N. Murray, effective 11/08/18  
 Shannon R. Sutherland, effective 10/19/18  
 Beverly A. Woodin, effective 11/09/18  
 Pamela S. Zukoski, effective 11/06/18

6) Activity Worker

Jim Bradbury, effective 08/30/18  
 Jessica M. George, effective 10/26/18

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

Volunteer

171-18

Upon Mr. Kujala's recommendation, Mr. Arndt moved, seconded by Ms. Fisher, approval of the following volunteer coaches for the 2018-2019 school year:

Emily Corlew	-	Girls Basketball
Ben Damm	-	Boys Basketball

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

## Disposal of Assets

172-18

Upon Mr. Kujala's recommendation, Mrs. Ortiz moved, seconded by Ms. Fisher, disposal of the attached list of assets, as they are no longer of any use to the District (see addendum file). Mr. Arndt asked what the process was to dispose of the assets. Mr. Lillie responded that depending on the condition of the item, once the Board approves disposal, items might be sold as is, sold for scrap, turned over to a company that handles disposal, or taken to the landfill. Roll Call: YES: Dana, Fisher, Ortiz, Arndt and Brashear. Motion carried.

## Strategic Planning

Mr. Kujala stated that through numerous Board discussions, negotiations concerning SPIRE, two levy campaigns, multiple labor negotiations, and other vital district issues, the Strategic Planning for the District, although a priority, was intentionally or unintentionally put on hold. It is his priority now, and he wanted to share the schedule, timeline, and draft information that was completed by the Core Planning Team for a set of District Beliefs and a Mission Statement. The plan moving forward is to refine the beliefs and mission statement while moving forward with action teams to develop our strategic objectives for our plan and the necessary action steps for the plan's duration of three to five years.

Mr. Kujala explained that the Action Planning Teams will consist of the following six areas: (1) Communication, (2) Curriculum/Instruction, (3) Finance, (4) Technology, (5) Culture/Climate, and (6) Facilities. In addition, he plans to hold some more public meetings in December to get some public input and hopefully recruit interested volunteers from the community. During the OSBA Conference, an initiative that is attracting attention for both district profiles and strategic planning is the "Portrait of a Graduate". The focus of this activity is to look at the end result (our graduates) and determine what we want our graduates to look like, and during the planning process figure out how we get there. He plans to involve our high school and community, through the upcoming public meetings, in this process. Mr. Kujala said we are still collecting names and contact information for individuals that would like to be involved in the Strategic Planning Process, especially for individuals that would like to be part of the Action Plan Teams.

Mr. Dana asked what role the Board would play in the process. Mr. Kujala explained that it had been discussed previously that the Board wouldn't be involved during the public input stage. The Board's involvement would come during the Action Planning Teams where one or two Board members would serve on each team.

Mrs. Ortiz asked how the word was going to get out. Mr. Kujala said he would be sending another email out to Geneva Users and following that up with a robo call to the community. Information has also been posted on the District website.

Mr. Dana asked if we were going to involve OSBA as a facilitator. Mr. Kujala responded that OSBA would be available as a consultant, but we weren't going to use an outside facilitator.

Rachel's Challenge

Mr. Brashear recommended that Board members Google Rachel's Challenge to see the program our High School and Middle School have begun.

Adjournment

173-18

Mr. Arndt moved, seconded by Ms. Fisher, to adjourn the regular session at 8:41 p.m. Roll Call: YES: Fisher, Ortiz, Arndt, Brashear, and Dana. 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 November 21, 2018.