

	Held at the Sloan Distance Learning Center, 6:30 P.M., Monday, October 12, 2020	
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Roll Call: Present — Board Members Abraham, Fissel, Sanford, Wilson, Yoder
Visitors --- Mr. Hall, Mr. Wasson, Mrs. Henry, Mr. Ely, The Press, Cliff Core, Connor Rose and Family, Samantha Starkey and Family

APPROVAL OF AGENDA

²⁰⁻¹¹⁷A motion was made by Sanford seconded by Yoder to approve the agenda presented.

Roll Call: Yeas --- Abraham, Fissel, Sanford, Wilson, Yoder
Noes --- None. Motion carried.

APPROVAL OF MINUTES

²⁰⁻¹¹⁸A motion was made by Fissel seconded by Wilson to approve the minutes of the September 14, 2020 Board Meeting.

Roll Call: Yeas --- Abraham, Fissel, Sanford, Wilson, Yoder
Noes --- None. Motion carried.

HIGHLIGHTING BELLEFONTAINE CITY SCHOOLS

Seniors of the Month, Connor Rose and Samantha Starkey, were recognized.

COMMITTEE OF THE WHOLE

²⁰⁻¹¹⁹A motion was made by Yoder seconded by Sanford to go into Committee of the Whole.

- A. Board Policy Review - Brad Hall
- B. Full Return of Students Update - Brad Hall
- C. Amendment of High School Handbook:
Open Lunches for Juniors and Seniors - Cliff Core

Roll Call: Yeas --- Abraham, Fissel, Sanford, Wilson, Yoder
Noes --- None. Motion carried.

²⁰⁻¹²⁰A motion was made by Sanford seconded by Wilson to come out of Committee of the Whole.

Roll Call: Yeas --- Abraham, Fissel, Sanford, Wilson, Yoder
Noes --- None. Motion carried.

TREASURER'S REPORT

²⁰⁻¹²¹A motion was made by Yoder seconded by Fissel to approve:

- A. Approval of Monthly Financial Reports

Roll Call: Yeas --- Abraham, Fissel, Sanford, Wilson, Yoder
Noes --- None. Motion carried.

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SUPERINTENDENT’S REPORTS AND RECOMMENDATIONS

A. Personnel

20-122 A motion was made by Sanford seconded by Wilson to approve items 1 through 11:

1. Professional Staff - Resignation

Subject to the approval of the Board, the following resignation is hereby accepted effective on the date indicated.

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Kenneth Shank*	IS Physical Education	05/24/21

*Retirement

2. Professional Staff - Appointment

Subject to the approval of the Board, the following person is hereby appointed for services in the public schools of the City School District of Bellefontaine, pending satisfactory clearance from the Bureau of Criminal Identification and Investigation for the 2020-2021 school year, at an annual salary in accordance with the schedule now in effect or hereafter adopted by the Board effective 09/28/20.

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>
Ellie Braidic	Occupational Therapist 3 days/week	\$37,088.00 L-1

3. Professional Staff - Stipend Payment Mentor Teacher

It is the recommendation of the Superintendent to pay the following member a stipend as shown as Mentor Teacher.

<u>Name</u>	<u>Amount</u>
Kim Cayot	\$500.00

4. Professional Staff - Medical Leave of Absence - FMLA

In accordance with rules and regulations now in effect and subject to the approval of the Board, an FMLA medical leave of absence is hereby granted to the following staff member for the period indicated.

<u>Name</u>	<u>Assignment</u>	<u>Effective Dates</u>
Stacy Penhorwood	2 nd Grade	09/04/20 to 12/07/20

5. Professional Staff - Stipend Virtual Classroom/Success Center Graders

It is the recommendation of the Superintendent to pay the following members as Virtual Classroom/Success Center Graders. The graders will be given a percentage of their salary based on a cumulative number of students enrolled in the courses the teacher is grading.

Amber Newkirk
Rick Reed

RECORD OF PROCEEDINGS

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6. Professional Staff - Substitute

Subject to the approval of the Board, the following teachers are hereby appointed to the professional staff substitute list of the Bellefontaine City School District for the 2020-2021 school year, pending satisfactory clearance from the Bureau of Criminal Identification and Investigation, to be assigned as services are needed, at a salary in accordance with the schedule now in effect or hereafter adopted by the Board.

Madeleine Beck
Jake Kennedy

7. Service and Support Staff - Medical Leaves of Absence

In accordance with rules and regulations now in effect and subject to the approval of the Board, medical leaves of absence are hereby granted to the following staff members for the period indicated.

<u>Name</u>	<u>Assignment</u>	<u>Effective Dates</u>
Karen Croston*	BIS Food Service	09/02/20 to 09/30/20
Elizabeth Kieffer	BMS Food Service	09/16/20 to 10/14/20
Glenna Seeley*	BIS Head Cook	10/05/20 to 11/13/20
Susan Troth	HS Food Service	09/15/20 to 11/06/20

*FMLA Medical Leave

8. Service And Support Personnel - Change of Assignment

It is the recommendation of the Superintendent that the following change of assignment be approved.

<u>Name</u>	<u>Assignment Change</u>	<u>Hr. Rate</u>	<u>Effective</u>
Laurie Showalter	From Secretary I (249 days) to Superintendent's Secretary (262 days) Step 10	\$19.88	10/26/20

9. Service and Support Personnel - Resignation

Subject to the approval of the Board, the following resignation is hereby accepted effective on the date indicated.

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Kathy Anderson	BIS Food Service	10/02/20

10. Service and Support Personnel - Assignment

Subject to the approval of the Board, the following person is hereby appointed to the assignment as indicated, pending satisfactory clearance from the Bureau of Criminal Identification and Investigation, at the hourly rate of pay now in effect or hereafter adopted by the Board, effective on the date shown with a one-year contract.

<u>Name</u>	<u>Assignment</u>	<u>Hr. Rate</u>	<u>Step</u>	<u>Effective Date</u>
Lori Arledge	HS 3-hour Cook	\$12.95	0	10/06/20

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11. Service and Support Personnel - Substitute Appointments

Subject to the approval of the Board, the following persons are hereby appointed to the assignment as indicated for the 2020-2021 school year, pending satisfactory clearance from the Bureau of Criminal Identification and Investigation, at the hourly rate of pay now in effect or hereafter adopted by the Board.

<u>Name</u>	<u>Assignment</u>	<u>Rate</u>
Martha Earick	Secretary	\$9.10/hr
Martha Earick	Custodian*	\$10.00/hr
Pat Smith	Bus Driver**	\$16.75/hr (trip \$11.00)
Julie Whitehead	Van Driver	\$12.00/hr

*Effective 09/21/20.
 **Effective 10/07/20.

Roll Call: Yeas --- Abraham, Fissel, Sanford, Wilson, Yoder
 Noes --- None. Motion carried.

B. Finance

²⁰⁻¹²³A motion was made by Yoder seconded by Wilson to approve:

1. Authorization to Accept Extended Time to Meet 21st Century Grant Requirements for 2020-2021.

The Bellefontaine City School District has made application and now received notification of an award of Extended Time to Meet 21st Century Grant Requirements for 2020-2021 in the following amounts. It is the recommendation of the Superintendent that the Board accept these funds for use as specified in the application.

Natalie Collins, Program Manager	\$26.44/hour
Julie Kurtz, Program Manager	\$26.44/hour
Cheryl Poppel, Site Manager	\$25.23/hour

Roll Call: Yeas --- Abraham, Fissel, Sanford, Wilson, Yoder
 Noes --- None. Motion carried.

OTHER ITEMS FOR PRESENTATION

A. Superintendent

²⁰⁻¹²⁴A motion was made by Sanford seconded by Fissel to approve:

1. Approval of Graduation Seals

It is the recommendation of the Superintendent to approve the Graduation Seals.

Roll Call: Yeas --- Abraham, Fissel, Sanford, Wilson, Yoder
 Noes --- None. Motion carried.

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²⁰⁻¹²⁵A motion was made by Sanford seconded by Yoder to approve:

2. Approval of Amendment of High School Handbook: Open Lunches for Juniors and Seniors

It is the recommendation of the Superintendent to approve the Amendment of the High School Handbook, permitting open lunches for juniors and seniors provided students under 18 have parental consent.

Roll Call: Yeas --- Abraham, Fissel, Sanford, Wilson, Yoder
Noes --- None. Motion carried.

²⁰⁻¹²⁶A motion was made by Sanford seconded by Yoder to approve:

3. Approval of Memorandum of Understanding Between the Bellefontaine Board of Education and the Bellefontaine Educational Association to Clarify the Terms and Conditions for the Sick Leave Bank During the Covid-19 Pandemic

This Agreement is entered into this 5th day of October, 2020, by and between the Board of Education of the Bellefontaine City Schools (the "District") and the Bellefontaine Education Association (the "Association"). These parties will collectively be referred to as the "Parties."

WHEREAS, the Parties have executed a collective bargaining agreement ("CBA") effective from September 1, 2019 to August 31, 2022; and

WHEREAS, the District and the Association wish to clarify the terms, and conditions for the sick leave bank during the Covid-19 Pandemic.

NOW THEREFORE BE IT RESOLVED THAT, in exchange for mutual promises contained below, the Parties agree to the following:

1. Sick Leave Bank:

All employees of Bellefontaine City Schools are eligible to receive donations of personal days, sick days, and vacation time from other Bellefontaine City School employees in order to provide extra sick leave days for employees who have catastrophic personal illness/injury, including quarantine time due to pandemics or who have immediate family with a catastrophic illness/injury.

1. In the case that an employee of Bellefontaine City Schools has exhausted all of their available sick leave, personal days and vacation time, it is permissible for other employees to donate unused personal days sick days or vacation days to extend the sick leave of that individual.
2. These days will not count against the perfect attendance incentive for the donor. Each donor may only give one day per occurrence.
3. Sick leave may be extended up to forty (40) days for the individual's illness/injury and up to twenty (20) days for immediate family. Immediate family shall be limited to spouse, children, and parents. In situations where the employee is the primary care giver for another person, their case may be brought to the Sick Leave Extension Committee for a determination of eligibility.
4. The Board of Education will pay out no more than \$40,000 per year for this benefit.
5. Any employee or their representative who wishes to use this benefit must notify the president of their respective bargaining unit (secretaries and administrators will ask the Superintendent).
6. The president of the bargaining unit will ask the superintendent to convene the Sick Leave Extension Committee. This committee shall consist of the President of the BEA or their representative, the President of OAPSE or their representative and two administrators appointed by the superintendent.

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- 7. The individual requesting the days may be asked to appear before the committee (if practical) and the committee may ask for, and must be granted, documentation from a physician concerning the necessity of the leave.
- 8. The committee must have a majority of affirmative votes (at least three) for the leave to be granted. The decision of the committee is final and is not subject to the grievance process.
- 9. The confidentiality of the committee meeting will be absolute. No record of the voting results will be released other than to say that the leave was approved or disallowed.
- 10. If the leave is approved, the president of the member's bargaining unit will be responsible for collecting signatures from employees who are willing to donate unused personal days, sick days or vacation time. The first forty signers (twenty if the leave is for a family member) will be donors. Signatures will be accepted in multiples of ten. Any donated days that are not used will be returned to the donors.
- 11. Employees using donated sick leave will not accumulate sick leave during that time.
- 12. An employee who is receiving worker's compensation or who is eligible to retire (meets minimum requirements for full retirement) will not be eligible for this provision.
- 13. If appropriate, an employee must apply for disability if they are not of retirement age. This determination will be made by the Sick Leave Extension Committee.
- 14. The individual using this provision must work for Bellefontaine City Schools for at least three years after using this provision, unless the employee retires or must leave due to circumstances beyond their control. In the case that the employee leaves to work for another school district or company, that individual will be required to pay back the donated time at their per diem rate at the time of the donation. One third of the accrued debt will be forgiven per year of employment for each of the three years.
- 15. No instances of pregnancy or childbirth will qualify for this provision. No instances of self-inflicted injury will qualify for this provision.
- 16. Acceptable reasons for using this provision would include catastrophic illness, catastrophic injury, mental illness requiring hospitalization, stroke or heart attack, non-elective doctor mandated surgery, and other reasons deemed appropriate by the committee such as injury or quarantine time due to pandemics.

2. All other provisions of the CBA shall remain in full force and effect except as modified by this Memorandum of Understanding.

3. This Memorandum of Understanding shall remain in effect for the 2020-2021 school year and shall not continue in effect beyond August 31, 2021 unless expressly agreed to by the parties.

4. This Memorandum shall be effective with the signatures of the parties.

IN WITNESS WHEREOF, the duly authorized representative of the BELLEFONTAINE CITY SCHOOLS BOARD OF EDUCATION and the BELLEFONTAINE EDUCATION ASSOCIATION have executed this Memorandum on the dates opposite their signatures.

 12/15/20
 BEA President Date

 12/15/20
 Superintendent Date

 12/15/2020
 Board President Date

Roll Call: Yeas --- Abraham, Sanford, Wilson, Yoder
 Noes --- None. Motion carried.
 Abstain - Fissel

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²⁰⁻¹²⁷A motion was made by Yoder seconded by Sanford to approve:

- 4. Approval of Memorandum of Understanding Between the Bellefontaine Board of Education and the Bellefontaine Educational Association to Clarify the Terms and Conditions for Inclement Weather/Remote Learning Days Necessary Due to the Covid-19 Pandemic and Late Start to the School Year

This Agreement is entered into this 5th day of October 2020, by and between the Board of Education of the Bellefontaine City Schools (the "District") and the Bellefontaine Education Association (the "Association"). These parties will collectively be referred to as the "Parties."

WHEREAS, the Parties have executed a collective bargaining agreement ("CBA") effective from September 1, 2019 to August 31, 2022; and


WHEREAS, the District and the Association wish to clarify the terms, and conditions for inclement weather /remote learning days necessary due to the Covid-19 Pandemic and late start to the school year.

NOW THEREFORE BE IT RESOLVED THAT, in exchange for mutual promises contained below, the Parties agree to the following:

- 1. Inclement weather days will be full virtual days for the 2020-2021 school year, due to the late start.
- 2. No decisions made for the 2020-2021 school year, due to the pandemic, will be precedent setting.
- 3. All other provisions of the CBA shall remain in full force and effect except as modified by this Memorandum of Understanding.
- 4. This Memorandum of Understanding shall remain in effect for the 2020-2021 school year and shall not continue in effect beyond August 31, 2021 unless expressly agreed to by the parties.
- 5. This Memorandum shall be effective with the signatures of the parties.

IN WITNESS WHEREOF, the duly authorized representative of the BELLEFONTAINE CITY SCHOOLS BOARD OF EDUCATION and the BELLEFONTAINE EDUCATION ASSOCIATION have executed this Memorandum on the dates opposite their signatures.


BEA President 12/15/20
Date


Superintendent 12/15/20
Date


Board President 12/15/2020
Date

Roll Call: Yeas --- Abraham, Sanford, Wilson, Yoder
Noes --- None. Motion carried.
Abstain - Fissel

5. Committee Reports

- Executive - Scott Abraham, Brenda Sanford
- Finance - Mark Fissel, Karen Wilson
- Curriculum - Brenda Sanford, Karen Wilson
- Buildings and Grounds - Colin Yoder, Mark Fissel
- Legislative - Colin Yoder, Scott Abraham

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B. Board of Education

1. Reports

Ohio Hi-Point Career Center - Anne M. Reames
Student Liaison - Colin Yoder

EXECUTIVE SESSION

²⁰⁻¹²⁸A motion was made by Fissel seconded by Sanford to go into Executive Session at 7:17 p.m.

A. Evaluation of the Treasurer/CFO

Roll Call: Yeas --- Abraham, Fissel, Sanford, Wilson, Yoder
Noes --- None. Motion carried.

President Abraham declared the Board out of Executive Session at 7:54 p.m.

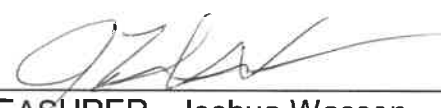
ADJOURNMENT

²⁰⁻¹²⁹A motion was made by Fissel seconded by Yoder to adjourn.

Roll Call: Yeas — Abraham, Fissel, Sanford, Wilson, Yoder
Noes --- None. Motion carried.



PRESIDENT - Scott Abraham



TREASURER - Joshua Wasson