

WEDNESDAY, MARCH 23

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The Urbana City School Board of Education met for a rescheduled regular board meeting Wednesday, March 23, 2022, at 1673 S US Hwy 68, Urbana, Ohio. President Darrell Thomas called the meeting to order at 6:00 p.m.

Roll call: Mr. Arter, present; Mr. Engle, present; Ms. Finch, present; Ms. Paul, present; Mr. Thomas, present.

Five members present.

(Motion #0322.01) APPROVAL OF AGENDA

It was moved by Mr. Arter and seconded by Ms. Paul to approve the amended agenda as presented.

Roll Call: Mr. Arter, aye; Mr. Engle, aye; Ms. Finch, aye; Ms. Paul, aye; Mr. Thomas, aye. Motion carried.

RECOGNITIONS/PRESENTATIONS/BOARD COMMENDATIONS

Students of the Month.

Elementary: Maverick Benz
 Marley Musser
 Mason Martinez
 Madden Stokes
 Rosalie Ferriol

Junior High: Toll Run – Haeleigh Arnold
 Mohawk – Brooklyn Randall
 Gutridge – Selene Collins
 Five Points – Mallory Ratcliff

High School: Emma Keely
 Jaxen Neff-Strickland

Public Participation: There was no public participation.

(Motion #0322.02) APPROVAL OF MINUTES

It was moved by Mr. Arter and seconded by Ms. Finch to approve the minutes of the regular meeting of February 15, 2022.

Roll Call: Mr. Engle, aye; Ms. Finch, aye; Ms. Paul, aye; Mr. Thomas, aye; Mr. Arter, aye. Motion carried.

(Motion #0322.03) TREASURER’S REPORT

It was moved by Ms. Paul and seconded by Mr. Arter to approve the Treasurer’s Report as follows:

- A. Approve monthly reports
- B. Approve updated Certificate of Estimated Resources for FY 22
- C. Approve updated Permanent Appropriations for FY 22
- D. Approve the following donations:
 - To Urbana High School Yearbook, from Bundy/American Pan, \$100.
 - To Urbana High School, from OhioPyle Prints, Inc. and Kathleen Snapp, a total of \$90.08.
 - To Urbana Athletic Department, anonymous donor, \$61.
 - To Urbana Elementary, from Don VanHoose, \$50.
 - To Urbana Junior High, from Shutterfly, \$1,138.97.

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- To Urbana Junior High EWB Curry Project, from Kevin Goodwin and The Hall Co., a total of \$20.

E. Approve return of advance between ESSER I fund and General Fund, \$13,495.

Roll Call: Ms. Finch, aye; Ms. Paul, aye; Mr. Thomas, aye; Mr. Arter, aye; Mr. Engle, aye.
Motion carried.

REPORTS OF THE SUPERINTENDENT

A. Substitute Compensation Discussion – Mr. Thiel presented several scenarios for substitute teacher compensation with different levels of compensation based on certification levels. No changes would be implemented until next year. The scenarios presented included options for those with temporary substitute licensure, regular substitute licensure, and those who hold a full teaching certificate. This would, hopefully, incentivize certified teachers to fill long-term positions. Mr. Arter and Ms. Paul noted someone with a teaching degree would have more background in education classes than someone with a temporary or general substitute license. There is proposed legislation to extend the temporary substitute provisions past this year. The current temporary substitute provisions are set to expire on June 30, 2022. Mr. Thomas asked if this would impact some of our paraprofessionals who cover classes when needed. He asked if this would cause some of them to switch to a substitute teaching role, rather than the paraprofessional role. Mr. Thiel said generally, the para daily rate has been higher than the substitute teacher rate, but we may need to consider that as an issue.

B. Elementary Realignment Discussion – Mr. Thiel said with the recent resignation of the elementary secretary, we have been looking at realigning the secretarial positions in the office to a secretary for grades K-2 and a secretary for grades 3 – 5. Currently, one person is in charge of all attendance for grades K-5 and another person is responsible for staff and purchasing paperwork. Realigning the positions will allow for cross-training and improvement in office efficiency. We have seen an increase in student behavior issues in grades K-2 and are considering the need for additional administrative support in the form of having a K-2 assistant principal and a 3-5 assistant principal. Currently, there is one assistant principal for grades K-5. We have also considered a dean of students position and the possibility of adding behavior specialists. We did have a shared behavior specialist a few years ago through an ESC agreement. Ms. Paul said she thought the secretary realignment made sense. She has some concerns regarding adding an administrative position and how that will be funded and asked how adding another administrator would help with behaviors. Mr. Thiel said there are multiple issues in classrooms and we are seeing more and more behavior issues chewing up more and more time with staff. Our labor management committee has met twice this year, once for the calendar and the other for behavior issues in our younger students. The staff is struggling to come up with solutions to the behaviors being presented. We need another set of hands to help manage. Ms. Paul commented a dedicated behavior specialist would be ideal. She said she agrees there is a huge difference in behavior now. Behavior Specialists have training in dealing with issues and could also provide training to our staff. She said she would really encourage a behavior specialist to help in dealing with behaviors. Mr. Thiel said those people have previously been hard to find. The goal would be for someone to assist with behaviors at the K-2 level. Initially, ESSER funds could be used to fund a position. That money will be gone after two years. We would hope to provide training and have interventions to support our staff. We could also consider looking at a social worker position. Mr. Arter asked if kids are calming as they age. Mr. Thiel said students do mature, but some behaviors remain. We are seeing out of the norm, severe behaviors we have not seen in the past and sometimes we are not sure what to do. Ms. Finch said we need to do something and kids need someone to work with them. Mr. Arter said the high school has always had a principal and assistant principal while others did not. We added an assistant principal to the junior high. He indicated the high school does have an additional counselor. Mr. Thiel said with the consolidation of the buildings, we tried to create a balance, but we are seeing behaviors we had not predicted and need to make some changes and find a solution. This is just a first discussion. Mr. Arter said he understands the secretary alignment, but would like to hear more from the administrators on the behaviors. Mr. Thiel said he does not see the behavior issues improving and he believes we will continue to see lingering effects. He believes we will need more assistance and more strategies. Ms. Paul said she was concerned about the financial piece after the ESSER funds are gone. She said we need training and resources to help the staff and asked how another administrator would change behavior. Mr. Thiel said it will depend on the person's skills and the

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behaviors we see. Mr. Arter noted he wants to be sure it works financially. Mr. Thomas said he would like to see more training. Before we bring in a “superman” to fix things, he wonders if there are other tools we can give our teachers and staff. Society has definitely changed. He understands the thought of an additional principal, but he is worried about the financial side. Is there a better option to get control over the situation? Ms. Finch said she thought the new K-2 Little Climbers program would be helpful. Mr. Thiel said this is a mentoring program started by staff. One day a month, teachers are taking their time to look at social skills and reinforcement of PBIS activities with students. This will be beneficial for the majority of students, but we do have some students with severe needs that need to be addressed. Ms. Paul asked if we had staff who were CPI trained. Mr. Thiel said staff and admin are trained in non-violent crisis intervention. Ms. Paul said the training has changed drastically over the past several years and would be an interesting avenue to explore. Mr. Thiel said we have provided de-escalation training through professional development the last several years. Part of the issue is getting through the required trainings, holding trainings we would like to have, and having enough substitutes to cover classrooms. We know we also have an eighteen-hour dyslexia training requirement coming up. He said he was not sure of the percentage with NCI/CPI training. Ms. Paul said the training module has changed, there is both an online and an in-person component available with different levels of training. Mr. Engle commented things are so different now. It should not be the teachers’ job to teach respect.

(Motion #0322.04) APPROVE SUPERINTENDENT’S RECOMMENDATIONS

Consent Agenda – All matters listed under the Consent Agenda (contingent upon meeting all local/state/federal laws/guidelines) are considered by the Board of Education to be routine and will be enacted by the Board in one motion in the form listed below. The Superintendent of Schools will briefly discuss each item in the consent agenda before they are actively acted upon. However, a board member, staff member, or the public may request that specific items shall be discussed and/or removed from the consent agenda. The Superintendent and administrative staff recommend approval of all consent agenda items.

It was moved by Mr. Arter and seconded by Ms. Paul to approve the Superintendent’s recommendations as follows:

1. The Superintendent recommends the approval of the following substitute teachers for the 2021 - 2022 school year:

Johnna Schaeffer

2. The Superintendent recommends the approval of the following temporary substitute teachers for the 2021 - 2022 school year:

Ashton Arnett	Courtney Cooper	Elaina Thomas
Noah Bledsoe		

3. The Superintendent recommends the approval of the following classified substitutes for the 2021 - 2022 school year:

Tiffani Leiberick	Substitute Associate
Allison Cox	Substitute Associate
Allison Cox	Substitute Secretary
Allison Cox	Substitute Bus Aide
Heather Hoffman	Substitute Bus Aide
Patrick Trenor	Substitute Van Driver
Bonnie Forsythe	Substitute Van Driver
Leah Short	Substitute Van Driver

4. The Superintendent recommends the approval of the following resignations:

Cory Maycock	House Dean	effective end of the 2021 - 2022 school year
Jennifer Ricketts	Associate	effective end of day March 15, 2022
Frances VanDyke	Associate	retirement effective end of day May 26, 2022

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5. The Superintendent recommends the approval of the following unpaid leaves of absence under ORC 3319.13:

Alexis Deere	February 15, 2022 - May 13, 2022
Staci Prince	April 30, 2022 - August 14, 2022

6. The Superintendent recommends the approval of the non-renewal of the following supplemental contracts, under the provisions of the negotiated agreement with UACT:

Andrew Donahoe	Assistant High School Boys Basketball
Josh Jacobs	Freshmen Boys Basketball
Kevin Mounce	Assistant High School Girls Basketball (split)
Lance Jackson	Assistant High School Girls Basketball (split)
Kai Scott	Head Junior High Girls Basketball
Alyssa Garberich	Assistant Junior High Girls Basketball
Zack Huff	Assistant High School Wrestling
Michael Kerns	Assistant Junior High Wrestling
Crystal Long	Junior High Basketball Cheerleading
Elaina Thomas	Assistant High School Swimming
Ron Clark	Head Boys Bowling

7. The Superintendent recommends the approval of Jack DeLong as Assistant High School Girls Track Coach, Step 1, for the 2021 - 2022 school year.

8. The Superintendent recommends the approval of the resolution to hire the following non-certified individuals as coaches for the 2021 - 2022 school year:

William Zinkhon	Assistant High School Baseball	Step 1
Don Turner	Assistant High School Softball (split)	Step 1
Bill Dolby	Assistant High School Softball (split)	Step 1
Emily MacKendrick	Assistant Junior High Track	Step 0

9. The Superintendent recommends the approval of the following athletic department volunteers for the 2021 - 2022 school year:

Erich Hopkins	High School Baseball
Josh Jacobs	High School Baseball
Timothy Melvin	High School Track
Michael Grim	Junior High Track
Ryan Hegyi	High School Baseball
Tabitha Settle	High School Softball
Mklaine Eggleston	High School Boys Tennis
Joel Holland	High School Boys Tennis

B. Travel

1. The Superintendent recommends the approval of the Urbana High School DECA Program to the International Career Development Conference, Atlanta, GA, April 22 - 27, 2022, pending approval of all travel arrangements.
2. The Superintendent recommends the approval of the Urbana High School FFA Program to the Ohio FFA Convention, Columbus, OH, May 5 - 6, 2022, pending approval of all travel arrangements.

C. Other

1. The Superintendent recommends the approval of the resolution to continue membership in the Ohio High School Athletic Association for the 2022 - 2023 school year.

Ashton Arnett and Courtney Cooper are student teachers who hold a temporary substitute license and are able to cover classes where they are already student teaching. The OHSAA resolution is a

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bit earlier than it has been in the past. OHSAA will begin assessing a per-sport fee in the 2022 – 2023 school year.

Roll Call: Ms. Paul, aye; Mr. Thomas, aye; Mr. Arter, aye; Mr. Engle, aye; Ms. Finch, aye.
Motion carried.

BOARD COMMITTEE REPORTS

Career-Technical/Activities: A dinner and tour was held at Ohio Hi-Point. They recently opened a connecting hallway from the old building to the new building.

Curriculum/Technology: Dr. Willoughby reviewed a list of materials to be purchased for the grades 3 – 5 PE adoption. The PE curriculum adoption was approved last year, but elementary purchases were put on hold due to the hiring of a new PE teacher at grades 3 – 5. Mrs. Flowers recently headed up a college and career fair at the high school. Several local businesses, colleges, and armed forces representatives were in attendance for the event. We are currently exploring a RemotEDx grant to provide high students with the ability to earn an STNA license with a three-week program and hope to get some Urbana students interested.

Legislative/Policy: House Bill 126 concerning property valuations and the ability of a board of education to file complaints continues to move forward with modifications.

(Motion #0322.05) NEW BUSINESS – It was moved by Ms. Paul and seconded by Mr. Arter to approve the following resolution concerning the investigation of a complaint against a public employee:

The Board, upon review of the record and opportunity for additional, relevant information, declines to take further action in regards to the administrator's report and recommendation dated. The Board hereby authorizes President Darrell Thomas to prepare a written response on behalf of the Board.

Roll Call: Mr. Thomas, aye; Mr. Arter, aye; Mr. Engle, aye; Ms. Finch, aye; Ms. Paul, aye.
Motion carried.

NEW BUSINESS – First Reading of Policy 1520 – Mr. Thiel noted there was an editorial adjustment in the first paragraph. The Board had previously discussed shifting the transportation supervisor and maintenance supervisor positions to administrative positions in order to be compliant with the law. The two positions are responsible for directing staff and personnel. He noted he is working with Bricker and Eckler on how to make this transition happen. The policy itself needs to be updated. The current language is permissive for other administrative positions, but this will detail the positions. There will be a future recommendation to hire the transportation supervisor and the maintenance supervisor under administrative contracts. Mr. Arter asked if adding these positions would address some of the responsibilities that had been held by Mr. Huelsman. Mr. Thiel said this was separate and outside of that. We have not considered these positions administrative and they had previously been under the umbrella of the Director of Business Services.

(Motion #0322.06) NEW BUSINESS – It was moved by Ms. Paul and seconded by Mr. Arter to approve the publication of a Request for Proposals for Document Imaging Equipment and Managed Print Services (Copier RFP).

Roll Call: Mr. Arter, aye; Mr. Engle, aye; Ms. Finch, aye; Ms. Paul, aye; Mr. Thomas, aye.
Motion carried.

BOARD COMMENTS

Ms. Finch said she had been invited to be a judge at the Future Chef Competition and it was very nice. She mentioned Spring Break was coming and she appreciated everyone's efforts this year.

Mr. Engle said there are still lots of things going on in the district. The Boosters did a great job on the Reverse Raffle; there was a great crowd and it was a lot of fun. The DECA students are going to Atlanta to compete and spring sports will start next week.

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Mr. Arter offered condolences to the Sapp family on their recent loss. Last Friday was opening night of the High School Musical production of *Grease*. It was originally written fifty years ago as a nostalgia piece about misfits trying to fit in and belong. There is a statement of affirmation in the song of “we go together” about people coming together. Two years ago we shut down and entered a new world for our kids. Even with all of the changes, it is the same thing year after year of kids wanting to be a part of something. Rusty and Cassie did a great job with the production and Dave and Jane did a wonderful job with the music. Leanne designed the sets. He said spring is his favorite time of year and is full of positive possibilities.

Ms. Paul said this is the first time since 2008 that she missed the musical. She said it is nice to know we are getting back to normal and things are looking up. She offered thanks for everyone’s hard work and hoped everyone enjoyed the break.

Mr. Thomas congratulated all of the DECA students who will be attending the National DECA Competition in Atlanta. Lyza Forson, Sam Wilhelm, and Lauren Shelphan qualified for the state science fair. He said he loves to see the positives in the district and it bothers him that society focuses on the negative. He said he did not want the lengthy conversation on challenges in the district to be taken as the Board not appreciating every single teacher in the district. The issues we are seeing are bigger than the school district. These are community issues to be addressed by all of us. He said he sees many of the kids he talked to growing up, going to college, and being successful. The culture at home and the choices of the parents are not a reflection on the kids. He said he is not Warren Stevens. Warren was so engaged and dedicated to being a servant. He said the take away from Warren is how much he loved this community. He said he is flattered by any comparison to Mr. Stevens. He said his own purpose is to have an impact. The legislation that is coming down is crazy and is an assault on the public school system and on what our teachers do every day. The community has a mindset that our teachers are the parents and discipline and behavior are the responsibility of the school district. As educators, we try to have an impact. He mentioned Sarah, noting she wants to be at every event cheering on our students. The job of an educator is overwhelming on top of finding ways to make positive impacts on our students. The younger generation is different from us. The community as a whole needs to invest more time in how we can help these kids. He recently received a phone call from Mr. Huelsman congratulating him on his role with the Southwest Region OSBA Executive Committee. Bob complimented the Board and thanked them for serving. The musical was wonderful and Rusty and Cassie always do a great job.

Mr. Thiel said we are entering the rush to the end of the year and there will be many programs, events, and athletic events. The Champaign County Scholars Program is holding a run/walk fundraiser event on April 30th. Ten students from Urbana and ten students from Graham were selected to receive full tuition scholarships to Clark State. Mr. Thiel recently did video interviews about the program with several students on what the program has meant to them. There are also mentoring opportunities available. There will be a presentation at the next meeting regarding a Stadium Project. A group has been working on the project of a stadium renovation. No decisions will be made at the meeting; the presentation will be informational.

(Motion #0322.07) ADJOURNMENT - Being no further business to discuss, it was moved by Mr. Engle and seconded by Ms. Finch to adjourn the meeting.

Roll Call: Mr. Engle, aye; Ms. Finch, aye; Ms. Paul, aye; Mr. Thomas, aye; Mr. Arter, aye.
Motion carried.

The President declared the meeting adjourned at 8:02 p.m.

President

Treasurer