



# Gahanna - Jefferson Public Schools

160 South Hamilton Road · Gahanna, OH 43230

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## **BOARD OF EDUCATION MEETING**

**AUGUST 9, 2018**

## **AGENDA**



**BOARD OF EDUCATION  
AUGUST 9, 2018  
6:30 P.M.**

**I. OPENING ACTIVITIES**

**A. CALLING OF THE ROLL**

ROLL CALL: Campbell\_\_\_Chrysler\_\_\_ Hairston\_\_\_ Moehring\_\_\_ Piccolantonio\_\_\_ MC: Y N

**B. PLEDGE OF ALLIEGANCE**

**C. MINUTES**

Moved by \_\_\_\_\_, and seconded by \_\_\_\_\_, that the Gahanna-Jefferson Board of Education approve the following minutes:

- July 9, 2018 Special Meeting
- July 12, 2018 Finance Committee Meeting
- July 12, 2018 Regular Meeting
- July 19, 2018 Special Meeting
- July 19, 2018 Policy and Governance Committee Meeting

ROLL CALL: Piccolantonio\_\_\_Campbell\_\_\_Chrysler\_\_\_ Hairston\_\_\_ Moehring\_\_\_ MC: Y N

**II. SCHOOL/COMMUNITY REPORT(S)/PRESENTATION(S)**

- |  |                          |
|--|--------------------------|
| <b>A. Setting the Stage for Learning – Blacklick</b> | <b>Kristen Groves</b>    |
|  | <b>Dawn Jenkins</b>      |
| <b>B. Gahanna-Jefferson Education Foundation</b>     | <b>Sharon Tomko</b>      |
| <b>C. Gahanna-Jefferson Education Association</b>    | <b>Jenny Palguta</b>     |
| <b>D. City of Gahanna</b>                            | <b>Brian Metzbower</b>   |
| <b>E. Finance Committee</b>                          | <b>Daphne Moehring</b>   |
| <b>F. Policy and Governance Committee</b>            | <b>Matt Campbell</b>     |
| <b>G. Student Learning and Achievement Committee</b> | <b>Jennifer Chrysler</b> |

**III. PUBLIC PARTICIPATION**

**IV. COMMUNICATION(S)/ADOPTION OF AGENDA**

**A. ADOPTION OF THE AGENDA**

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Additions or Deletions to Agenda

1. \_\_\_\_\_

2. \_\_\_\_\_

Moved by \_\_\_\_\_, and seconded by \_\_\_\_\_, upon the recommendation of the Superintendent, that the Gahanna-Jefferson Board of Education approve this agenda as presented or approve as amended.

ROLL CALL: Moehring\_\_\_ Piccolantonio\_\_\_ Campbell\_\_\_ Chrysler\_\_\_ Hairston\_\_\_ MC: Y N

**V. BOARD ACTION(S)/INFORMATION ITEM(S)**

**A. SUPERINTENDENT’S REPORT**

**B. TREASURER’S REPORT**

**ITEM(S) FOR ACTION (1 – 6)**

Moved by \_\_\_\_\_, and seconded by \_\_\_\_\_, upon the recommendation of the Treasurer, that the Gahanna-Jefferson Board of Education approve the following:

**1. July 2018 Financial Report**

Approve the July 2018 Monthly Financial Report as submitted by the Treasurer.

**2. Donations**

Accept the following donations and that the Board of Education thanks the donors for their contribution to the District:

<b>GJPS Supporter</b>	<b>AMOUNT</b>	<b>DONATED TO</b>
LHS Staff Donations	\$10.00	LHS Grad Profile Scholarship
Ms. Rachel Coldwell	\$1,000.00	LHS High Point Grandpa Scholarship
Gahanna Middle School East PTA	\$250.00	Middle School Robotics Competition Team
Nothing Bundt Cakes	\$58.50	Summer School Program
GJEF	\$463.28	Summer School Program
The Amer Family	\$1,250.00	Gahanna Orchestras
Mr. David Brown	\$100.00	School Fund

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**3. Then and Now**

Approve a Then and Now purchase for investigative services from the ESC of Central Ohio, from 4/13/18 to 6/12/18 in the amount of \$6,638.01. Purchase order is dated 7/18/2018.

**4. Support Groups**

Approve the following support groups for the 2018-2019 school year:

- Blacklick Elementary PTO
- Chapelfield Elementary PTO
- Goshen Lane Elementary PTA
- High Point Elementary PTA
- Jefferson Elementary PTO
- Lincoln Elementary PTO
- Royal Manor Elementary PTA
- Gahanna Middle School East PTA
- Gahanna Middle School South PTO
- Gahanna Middle School West PTO
- Lincoln High School PTA
- Lincoln High School Athletic Boosters
- Lincoln High School Ice Hockey Boosters
- Lincoln High School Instrumental Music Boosters
- Lincoln High School Performing Arts Boosters
- Lincoln High School Vocal Music Boosters

**5. Transfer of Funds**

Approve a transfer of \$58,855.24 from GF (001-9020) to bleacher debt service fund (002-9015)

**6. Permanent Appropriations**

Approve the FY19 Permanent Appropriations:

FUND	Fund Type	Description	Previous Appropriations	Amendment	Total Appropriations
1	GOV/General	GENERAL	\$15,870,658.08	\$73,000,000.00	\$88,870,658.08
2	GOV/Debt	BOND RETIREMENT	\$ 4,148,965.62	\$ -	\$ 4,148,965.62
3	GOV/Capital	PERMANENT IMPROVEMENT	\$ 5,403,000.00	\$ -	\$ 5,403,000.00
6	GOV/Capital	FOOD SERVICE	\$ 1,202,000.00	\$1,652,000.00	\$ 2,854,000.00
7	PRO/Enterprise	SPECIAL TRUST	\$ 75,552.92	\$ 16,000.00	\$ 91,552.92
9	GOV/Special	UNIFORM SCHOOL SUPPLIES	\$ 90,010.00	\$ -	\$ 90,010.00

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11	PRO/Enterprise	ROTARY-SPECIAL SERVICES	\$ 239,393.53	\$ (55,880.00)	\$ 183,513.53
13	PRO/Enterprise	RECREATION	\$ 38,121.74	\$ -	\$ 38,121.74
18	PRO/Enterprise	PUBLIC SCHOOL SUPPORT	\$ 258,899.02	\$ 10,000.00	\$ 268,899.02
19	GOV/Special	OTHER GRANT	\$ 206,613.07	\$ 26,825.85	\$ 233,438.92
22	GOV/Special	DISTRICT AGENCY	\$ 206,915.00	\$ -	\$ 206,915.00
24	FID/Agency	EMPLOYEE BENEFITS SELF INS.	\$ 5,705,800.00	\$(2,000,000.00)	\$13,705,800.00
27	PRO/Internal	WORKMANS COMPENSATION-SELF INS	\$ 142,500.00	\$ -	\$ 142,500.00
200	PRO/Internal	STUDENT MANAGED ACTIVITY	\$ 486,733.84	\$ -	\$ 486,733.84
300	FID/Agency	DISTRICT MANAGED ACTIVITY	\$ 394,208.00	\$ 63,979.76	\$ 458,187.76
401	GOV/Special	AUXILIARY SERVICES	\$ 1,057,427.99	\$ 155,528.42	\$ 1,212,956.41
451	GOV/Special	DATA COMMUNICATION FUND		\$ 19,800.00	\$ 19,800.00
466	GOV/Special	STRAIGHT A FUND		\$ 0.45	\$ 0.45
499	GOV/Special	MISCELLANEOUS STATE GRANT FUND	\$ 2,208.22	\$ 34,928.70	\$ 37,136.92
516	GOV/Special	IDEA PART B GRANTS	\$1,943,554.78	\$ 41,390.97	\$ 1,984,945.75
551	GOV/Special	LIMITED ENGLISH PROFICIENCY	\$ 78,115.07	\$ -	\$ 78,115.07
572	GOV/Special	TITLE I DISADVANTAGED CHILDREN	\$1,054,636.93	\$(10,132.00)	\$ 1,044,504.93
587	GOV/Special	IDEA PRESCHOOL-HANDICAPPED	\$ 4,752.52	\$ 37,875.03	\$ 42,627.55
590	GOV/Special	IMPROVING TEACHER QUALITY	\$ 220,126.36	\$ (4,385.16)	\$ 215,741.20
599	GOV/Special	MISCELLANEOUS FED. GRANT FUND	\$ 98,035.04	\$ -	\$ 98,035.04
			\$48,928,227.73		\$121,914,659.75

ROLL CALL: Hairston\_\_\_ Moehring\_\_\_ Piccolantonio\_\_\_ Campbell\_\_\_ Chrysler\_\_\_ MC: Y N

**C. EDUCATIONAL/PUPIL PROGRAM(S) AND SERVICE(S)**

**ITEM(S) FOR ACTION (1 – 10)**

Moved by \_\_\_\_\_, and seconded by \_\_\_\_\_, upon the recommendation of the Superintendent, that the Gahanna-Jefferson Board of Education approve the following:

**1. Truancy Services Contract**

Approve the contract with the Franklin County Court of Common Pleas to provide truancy services for the 2018-2019 school year at a cost not to exceed \$21,205. This will be paid out of the General Fund.

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**2. NWEA Map Growth Assessment Contract**

Approve the contract with NWEA to provide 295 licenses for one (1) year for the math diagnostic assessments at all schools at a cost not to exceed \$4,982, to be paid out of the General Fund. The cost includes \$1,000 for training.

**3. HealthPro, Inc. Agreement**

Approve the agreement with HealthPro, Inc. to supply medical care for students for the 2018-2019 school year, at a cost not to exceed \$40 per hour for RNs, \$35 per hour for LPNs, to be paid out of the General Fund.

**4. Franklin County Board of Developmental Disabilities (FCBDD) Agreement**

Approve the agreement with Franklin County Board of Developmental Disabilities (FCBDD) to provide instructional and transition services for Special Education students during the 2018-2019 school year at a cost not to exceed \$5,793.75 for each school-age child and \$2,813.96 for each pre-school child, to be paid out of the General Fund.

**5. Franklin County Board of Developmental Disabilities (FCBDD) 1:1 Agreement**

Approve the agreement between the District and the Franklin County Board of Developmental Disabilities (FCBDD) to provide an assistant for a student placed at North West School during the 2018-2019 school year. Gahanna-Jefferson City Schools will reimburse the FCBDD \$30,000 to cover wages and benefits for a one-to-one assistant, to be paid out of the General Fund.

**6. Children's Center for Developmental Enrichment (CCDE) dba Oakstone Academy Services Contract**

Approve the contract with Children's Center for Developmental Enrichment (CCDE) dba Oakstone Academy, for the placement of 15 students for the 2018-2019 school year, at a cost not to exceed \$638,900, to be paid out of the General Fund.

**7. Children's Center for Developmental Enrichment (CCDE) dba Oakstone Academy Related Services Contract**

Approve the contract with Children's Center for Developmental Enrichment (CCDE) dba Oakstone Academy to provide related services, at a rate not to exceed \$50 per thirty minute session or \$1.67 per minute for sessions less than or exceeding thirty minutes, for the 2018-2019

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school year, to students as listed per their IEPs. To be paid out of the General Fund.

**8. Powerschool Assessment Builder Renewal**

Approve the renewal of Assessment Builder for the 2018-2019 school year at a cost not to exceed \$27,179.42, to be paid out of the General Fund.

**9. Sue Umpleby Service Contract**

Approve a consulting-service contract with Sue Umpleby to facilitate professional development in reading and writing instruction and instructional coaching consultation services at the rate of \$500 per day, not to exceed \$2,000, to be paid out of the General Fund.

**10. Overnight/Extended Student Trip(s) for the 2018-2019 School Year(s)**

LHS Cross County Race  
Mason, Ohio  
September 7-8, 2018

ROLL CALL: Chrysler\_\_\_ Hairston\_\_\_ Moehring\_\_\_ Piccolantonio\_\_\_ Campbell\_\_\_ MC: Y N

**D. ITEM FOR INFORMATION**

**1. Resignation**

The following individual will resign from the Educational Service Center-Council of Governments (ESC-COG), effective at the end of the 2017-2018 school year:

Dawn Jarema, Preschool Educational Aide at Clark Hall

**E. HUMAN RESOURCES**

**ITEM(S) FOR ACTION (1 – 27)**

Moved by \_\_\_\_\_, and seconded by \_\_\_\_\_, upon the recommendation of the Superintendent, that the Gahanna-Jefferson Board of Education approve the following:

**1. Resignations**

Accept the following resignations:

Phillip Cole, Permanent Substitute Bus Driver, effective with the 2018-2019 school year



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Kamie Guzy, Grade 6 Science/STEM, Middle School West, effective at the end of the day on July 25, 2018

Jesse Hendricks, Permanent Substitute Bus Driver, effective with the 2018-2019 school year

Donna Kieffer, Clerk-Typist, Lincoln Elementary, effective August 1, 2018 for retirement purposes

Traci Mehalic, Kitchen Helper, High Point Elementary, effective at the end of the 2017-2018 school year

Duncan Nesbitt, In-school Restriction Monitor, Middle School South/Middle School West, effective at the end of the 2017-2018 school year

Johnie Strait, Bus Driver, effective July 13, 2018

Cale Garber, Head Boys/Girls Cross Country Coach, Middle School South, effective with the 2018-2019 school year

Christopher Stiel, Guidance Counselor, Lincoln High School, effective at the end of the day on August 7, 2018

Sandra Liu, Kitchen Helper, Royal Manor Elementary, effective at the end of the 2017-2018 school year

**2. Employment – Certificated Staff**

Approve the following certificated personnel on a one-year limited contract for the 2018-2019 school year, to serve at the will of the Board and to be paid in accordance with the adopted salary schedule in twenty-four equal installments (Pending fingerprint results and/or certification):

Joseph Blankenship – Grade 6 & 8 Science, Middle School West  
2 years experience; BA+12 degree; salary \$47,581

Carly Habenschuss – Mental Health Specialist, Chapelfield/HP  
Elementary  
0 years experience; MA degree; salary \$47,167

Heather Muhenthaler – Guidance Counselor (50%), Lincoln Elementary  
0 years experience; MA degree; salary \$23,583.50

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Lindsay Baker – Kindergarten, Royal Manor Elementary  
0 years experience; BA degree; salary \$41,374

Stefania Celli – Preschool Early Intervention Specialist, Clark Hall  
5 years experience; MA degree; salary \$58,131

Anthony Rivello – Guidance Counselor, Lincoln High School  
0 years experience; MA degree; salary \$47,167

**3. Employment – Managerial Position**

Approve the following managerial personnel, based on ORC Statute 3319.02, effective July 30, 2018 through June 30, 2020:

<u>Name</u>	<u>Position</u>	<u>Term</u>	<u>Salary</u>
Allan Fordham	Supervisor of Buildings & Grounds	2-year (260 days) (prorated 240 days for the 18-19 SY)	\$60,000

**4. Employment – Bus Drivers**

Approve the following individuals as Bus Drivers, to be placed on the appropriate salary schedule with a 179-day probationary period, effective with the 2018-2019 school year:

Phillip Cole  
Step 0 on salary schedule; \$18.89 per hour  
4.75 hours/day

Jesse Hendricks  
Step 0 on salary schedule; \$18.89 per hour  
4.75 hours/day

Travis Workman  
Step 0 on salary schedule; \$18.89 per hour  
4.75 hours/day

**5. Employment – Classified Employee**

Approve the following individual, to be placed on the appropriate salary schedule with a 270-day probationary period, effective with the 2018-2019 school year:

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Mattie Craft – Clerk-Typist at Lincoln Elementary (Group III)  
Step 5 on salary schedule; \$18.91 per hour  
6 hours per day  
190 days

**6. Employment of Educational Aide through the Educational Service Center-Council of Governments for the 2018-2019 School Year**

Authorize the Superintendent to recommend to Tom Goodney, Superintendent, Educational Service Center of Central Ohio, that the following personnel receive a one-year contract through the Educational Service Center-Council of Governments (ESC-COG) for the 2018-2019 school year:

**Preschool Educational Aide at Clark Hall:**

<u>Name</u>	<u>Percentage</u>	<u>Days</u>	<u>Hours/Day</u>	<u>Salary</u>
Gina Plaughter	100%	188	6.5	\$15.75/hour

**7. Employment of Non-Certificated Personnel as Coaches/Advisors for the 2018-2019 School Year**

Adopts the following Resolution:

WHEREAS, the Gahanna-Jefferson Board of Education attempts to employ existing certificated staff to direct, supervise, or coach the pupil-activity programs; and

WHEREAS, the positions have been offered to current certificated employees; and

WHEREAS, when no such employee qualified to fill the positions has accepted the positions that were advertised as being available to individuals with a certificate who are not currently employed by the Board of Education; and

WHEREAS, no such person applied for and accepted the positions; THEREFORE BE IT RESOLVED, that the Board of Education shall employ the following non-certificated personnel, effective with the 2018-2019 school year (Pending fingerprint results and/or certification):

Group III

<u>Name</u>	<u>Bldg.</u>	<u>Title</u>	<u>Step</u>	<u>Salary</u>
Kimberly Barker	LHS	Instrumental Music Asst. Director (flag corp)	0	\$2,027.35 (50%)

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Group VII

<b>Name</b>	<b>Bldg.</b>	<b>Title</b>	<b>Step</b>	<b>Salary</b>
Erika Shultz	MSS	Volleyball Head Coach - Gr. 7	0	\$3,309.96

Group X

<b>Name</b>	<b>Bldg.</b>	<b>Title</b>	<b>Step</b>	<b>Salary</b>
Mitchell Cook	MSE/MSS/MSW	Golf Head Coach - Boys/Girls	0	\$1,654.98

**8. Addendum Assignments for the 2018-2019 School Year**

Approve the following personnel for the positions listed, according to the current adopted Addendum Salary Schedule, effective with the 2018-2019 school year (Pending fingerprint results and/or certification):

Group III

<b>Name</b>	<b>Bldg.</b>	<b>Title</b>	<b>Step</b>	<b>Salary</b>
Diane Ballard	LHS	Instrumental Music Assistant Director	15	\$3,041.02 (50%)
Jonathon Bradshaw	LHS	Instrumental Music Assistant Director	9	\$5,647.61
M. Rob Cebriak	LHS	Instrumental Music Director	15	\$8,688.63
Gregory Miller	LHS	Instrumental Music Assistant Director	15	\$6,082.04

Group V

<b>Name</b>	<b>Bldg.</b>	<b>Title</b>	<b>Step</b>	<b>Salary</b>
Jeremy Lahman	LHS	Choir Director	15	\$7,033.65

Group VI

<b>Name</b>	<b>Bldg.</b>	<b>Title</b>	<b>Step</b>	<b>Salary</b>
Rodney Calloway	LHS	Golf Assistant Coach - Girls	0	\$2,751.40

Group VII

<b>Name</b>	<b>Bldg.</b>	<b>Title</b>	<b>Step</b>	<b>Salary</b>
Leslie Muhlbach	LHS	Debate Advisor	4	\$3,723.70
Christopher Wagner	LHS	Yearbook Advisor	6	\$3,930.57

Group VIII

<b>Name</b>	<b>Bldg.</b>	<b>Title</b>	<b>Step</b>	<b>Salary</b>
Jennifer Hawkins-Newman	LHS	Activities Dir./Student Council Advisor	1	\$2,689.34
Nicholas Troutman	MSW	Cross Country Head Coach - Boys/Girls	0	\$2,689.34
Cynthia Macioce	LHS	Dept. Chairperson - Art	7	\$3,309.96
Marcie Aiello	LHS	Dept. Chairperson - Business	8	\$3,516.83
Jennifer Hawkins-Newman	LHS	Dept. Chairperson - English	5	\$3,103.08
Anne Jackson	LHS	Dept. Chairperson - Foreign Language	15	\$4,137.44

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Lauren	Himmel	LHS	Dept. Chairperson - Guidance	5	\$3,103.08
Ann	Gleek	LHS	Dept. Chairperson - Library	7	\$3,309.96
Cheryl	Ramey	LHS	Dept. Chairperson - Math	6	\$3,309.96
G. Scott	Meadows	LHS	Dept. Chairperson - Physical Educ.	15	\$4,137.44
Dale	Eckard	LHS	Dept. Chairperson - Science	3	\$2,896.21
Dwayne	Marshall	LHS	Dept. Chairperson - Social Studies	5	\$3,103.08
Kellie	Bommer	LHS	Dept. Chairperson - Special Education	3	\$1,448.10 (50%)
Ryan	Callihan	LHS	Dept. Chairperson - Special Education	3	\$1,448.10 (50%)
Paula	Madison	BL	Head Teacher	5	\$3,103.08
Tracie	Weaver	CE	Head Teacher	5	\$3,103.08
Brock	Mitchem	GL	Head Teacher	0	\$2,689.34
Kevin	Sheets	HP	Head Teacher	4	\$3,103.08
Jennifer	VanHorsssen	JE	Head Teacher	8	\$3,516.83
Tamara	Huyghe	LE	Head Teacher	3	\$2,896.21
Patricia	English	RM	Head Teacher	3	\$2,896.21
Thomas	Gregory	LHS	In The Know Advisor	4	\$3,103.08
Krista	Scheetz	LHS	Newspaper Advisor	1	\$2,689.34
Megan	Forster	MSE	Team Leader - Gr. 6		\$298.81
Kelli	Sprosty	MSE	Team Leader - Gr. 6		\$298.81
Tesia	Moore	MSE	Team Leader - Gr. 7		\$298.81
Leslie	Tanchevski	MSE	Team Leader - Gr. 7		\$298.81
Kathryn	McCormick	MSE	Team Leader - Gr. 8		\$298.81
Rachel	Waltman	MSE	Team Leader - Gr. 8		\$298.81
Deidre	Kuck	MSE	Team Leader - Library		\$149.41 (50%)
Loni	Williams	MSE	Team Leader - Library		\$149.41 (50%)
Bonnie	Meeks	MSE	Team Leader - Related Arts		\$298.81
Ashley	Williamson	MSE	Team Leader - Special Education		\$298.81
Sharon	Franke	MSS	Team Leader - Gr. 6		\$298.81
Megan	Woodburn	MSS	Team Leader - Gr. 6		\$298.81
Andrew	Bonath	MSS	Team Leader - Gr. 7		\$298.81
Elizabeth	Grubb	MSS	Team Leader - Gr. 7		\$298.81
Michael	Browning	MSS	Team Leader - Gr. 8		\$298.81
Kristy	Mishler	MSS	Team Leader - Gr. 8		\$298.81
Jeffrey	Boyd	MSS	Team Leader - Related Arts		\$298.81
Stephanie	Passwaters	MSS	Team Leader - Special Education		\$298.81
Jenna	Wood	MSS	Team Leader - Special Education		\$298.81
Tracie	Clay	MSW	Team Leader - Gr. 6		\$336.16
Lindsey	Watt	MSW	Team Leader - Gr. 6		\$336.16
Amy	Clark	MSW	Team Leader - Gr. 7		\$336.16
Meredith	Rathburn	MSW	Team Leader - Gr. 7		\$336.16
Abigail	Grossman	MSW	Team Leader - Gr. 8		\$336.16

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Nicole	Kelley	MSW	Team Leader - Gr. 8	\$336.16
Kristine	Young	MSW	Team Leader - Related Arts	\$336.16
Daniel	Bailey	MSW	Team Leader - Special Education	\$336.16

Group IX

<b>Name</b>	<b>Bldg.</b>	<b>Title</b>	<b>Step</b>	<b>Salary</b>
Thomas	Gregory	LHS	TV Studio Advisor (2 positions - \$3,516.83/position)	15 \$7,033.66

Group X

<b>Name</b>	<b>Bldg.</b>	<b>Title</b>	<b>Step</b>	<b>Salary</b>
Paige	Harding	MSE	Intramurals	15 \$2,689.34
Jeffrey	Boyd	MSS	Intramurals	15 \$2,689.34
Selene	Kelley	MSS	Intramurals	2 \$1,654.98
Douglas	Parker II	MSS	Intramurals	3 \$1,861.85
Najib	Kamagate	MSW	Intramurals	2 \$1,654.98
Keah	Germany	LHS	Link Crew Leader	1 \$827.49 (50%)
Rachael	Zofcin	LHS	Link Crew Leader	1 \$827.49 (50%)
Sandra	Nicholson	District	LPDC Member	12 \$2,275.59
Angela	Potts	District	LPDC Member	13 \$2,275.59
Rhonda	Wamsley	District	LPDC Member	7 \$2,068.72
Nathan	Clevenger	MSW	Middle School Game Manager - Fall	4 \$930.93 (50%)
Melissa	Shotts	MSW	Middle School Game Manager - Fall	2 \$827.49 (50%)
Ashley	Williamson	MSE	Renaissance Advisor	7 \$2,068.72
Julie	Baldwin	MSS	Renaissance Advisor	4 \$930.93 (50%)
Craig	Shimer	MSS	Renaissance Advisor	1 \$827.49 (50%)
Carol	Knott	MSE	Yearbook Advisor	8 \$1,034.36 (50%)
Amber	Mocarski	MSE	Yearbook Advisor	3 \$930.93 (50%)
Julie	Baldwin	MSS	Yearbook Advisor	5 \$930.93 (50%)
Elizabeth	Grubb	MSS	Yearbook Advisor	2 \$827.49 (50%)
Amy	Clark	MSW	Yearbook Advisor	10 \$2,275.59

Group XI

<b>Name</b>	<b>Bldg.</b>	<b>Title</b>	<b>Salary</b>
Tracie	Weaver	CE	Academic Intervention Coordinator \$1,241.23
Natalie	Corven	HP	Academic Intervention Coordinator \$413.74 (33%)
Erin	Scott	HP	Academic Intervention Coordinator \$413.74 (33%)
Mindy	Wise	HP	Academic Intervention Coordinator \$413.74 (34%)
Jennifer	VanHorsen	JE	Academic Intervention Coordinator \$1,241.23
Patricia	English	RM	Academic Intervention Coordinator \$1,241.23
Lisa	Groom	MSE	Athletic Academic Intervention Coord. \$1,241.23
Jillian	Bohme	MSS	Athletic Academic Intervention Coord. \$1,241.23

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Thomas	Fogel	MSW	Athletic Academic Intervention Coord.	\$1,241.23
Lettie	Huyghe	HP	Intervention Assistance Chairperson	\$413.74 (33%)
Ashley	Winner	HP	Intervention Assistance Chairperson	\$413.74 (33%)
Mindy	Wise	HP	Intervention Assistance Chairperson	\$413.74 (34%)
Lauren	Seitz	JE	Intervention Assistance Chairperson	\$1,241.23
David	Merrick	MSE	Middle School Dept. Leader - Science	\$1,241.23
Joshua	Goody	MSE	Middle School Dept. Leader - Social Studies	\$1,241.23
Melissa	Diehl-Wittmer	MSS	Middle School Dept. Leader - Science	\$1,241.23
Andrew	Bonath	MSS	Middle School Dept. Leader - Social Studies	\$1,241.23
Nathan	Clevenger	MSW	Middle School Dept. Leader - Science	\$1,241.23
Michael	Hunt	MSW	Middle School Dept. Leader - Social Studies	\$1,241.23
Rachael	Gaudio	MSE	Power of the Pen Advisor	\$620.61 (50%)
Morgan	Hurd	MSE	Power of the Pen Advisor	\$620.61 (50%)
Elizabeth	Grubb	MSS	Power of the Pen Advisor	\$620.61 (50%)
Rebecca	Leffler	MSS	Power of the Pen Advisor	\$620.61 (50%)
Tesia	Moore	MSE	Student Council Advisor	\$1,241.23
Elizabeth	Grubb	MSS	Student Council Advisor	\$620.61 (50%)
Selene	Kelley	MSS	Student Council Advisor	\$620.61 (50%)
Amy	Clark	MSW	Student Council Advisor	\$1,241.23

Group XII

<b>Name</b>		<b>Bldg.</b>	<b>Title</b>	<b>Salary</b>
Jon	Grundtisch	CE	Safety Patrol	\$827.49
Kevin	Sheets	HP	Safety Patrol	\$827.49
Cathalee	Mitchell	JE	Safety Patrol	\$827.49
Thomas	Miles	RM	Safety Patrol	\$827.49

**9. Supplemental Contracts for the 2018-2019 School Year**

Approve extended contracts for the following individuals for the 2018-2019 school year:

GUIDANCE COUNSELORS

LE	Heather Muhenthaler	2 days
LHS	Anthony Rivello	10 days

**10. Employment – Unclassified Employee – In-school Restriction Monitor**

Approve the following individual, on a one (1) year contract, to be placed on the appropriate salary schedule with a 270-day probationary period, effective with the 2018-2019 school year:

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Roger Whittaker – In-school Restriction Monitor at MSS/MSW  
Step 5 on salary schedule; \$20.31 per hour  
7 hours per day  
185 days

**11. Amendment of Motion 17-185 (5.) – Unclassified Employees – Educational Aides**

Approve to amend as follows:

Update Rebekah Shaffer’s contract to Step 0 on salary schedule;  
\$15.75/hour

**12. Amendment of Motion 07-18-009 (3.) – Employment – Certificated Staff**

Approve to amend as follows:

Update Jessica Cutshall’s contract to reflect 4 years experience; MA+45 degree; salary \$59,993

**13. Stipend - Interpreters for EL Students**

Approve a stipend for Rachel Garling to serve as an interpreter for EL students in the district, on an as-needed basis during the 2018-2019 school year, at the hourly rate of \$27.10 for a combined maximum of 50 hours, to be paid out of the General Fund.

**14. Stipend - EL Assessment**

Approve a stipend for the following personnel to complete assessments of new EL students during the 2018-2019 school year, at the hourly rate of \$27.10, not to exceed a combined maximum of 100 hours, to be paid out of the General Fund.

Reed Franklin  
Makenzie Steiger

**15. Employment - Alternative Instructor for English Learner Tutor**

Approve Jacquie Dickensheets as an Alternative Instructor for the 2018-2019 school year, at \$22 per hour, to be paid out of the General Fund.



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**16. Employment – Substitutes**

Approve the following substitutes for the respective positions, to serve the district on an as needed basis at the appropriate substitute pay rate, effective for the 2018-2019 school year (Pending fingerprint results and/or certification):

Custodian(s):  
Ronald Anthony

Bus Driver(s):  
Melanie Smith

Kitchen Helper(s):  
Sara Dietrich

**17. Home Instruction Tutors**

Approve payment for staff members for employment as Home Instruction Tutors for the 2018-2019 school year, at the hourly rate of \$27.10 for contracted certificated and \$22 for non-contractual certificated, to be paid out of the General Fund.

**18. Orton Gillingham Training**

Approve payment for staff who attended Orton Gillingham Training throughout the 2018-2019 school year at of rate of \$27.10 per hour, not to exceed 24 hours. Payment upon submission of timesheets. The following staff include:

Andrea Haller  
Christine Adams  
Conner Quick  
Ashley Burns  
Carie Barnes  
Christine Hatcher  
Kellie Hampton  
Tiffany Margolis  
Annie Wilkins  
Hannah Lee

**19. Amendment of Motion 17-185 (15.) Approval of Payment - IEP Anywhere and IEP/ETR Training**

Approve to amend motion 17-185 (15.) from the August 2, 2018 date to any date training is provided for IEP Anywhere and IEP/ETR training.

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**20. Moving Additional Hours**

Approve High Point and Goshen Lane personnel, moving classrooms into the Modular Units, at the hourly rate of \$27.10, not to exceed 20 hours each, to be paid out of the General Fund.

**21. Employment - Pianist**

Approve employment of Marina Arishina to serve as a pianist at Lincoln High School, effective July 1, 2018 through June 30, 2019 for a total of 37,974.42.

**22. Volunteer Coach for the 2018-2019 School Year**

Approve the following individual as a volunteer coach in the District for the 2018-2019 school year (Pending fingerprint results and/or certification):

<b>Name</b>	<b>Bldg.</b>	<b>Title</b>
Sontino Williams	MSE	Volunteer Football Coach

**23. Sick Days Payment**

Approve the payment of 65 days (25% of 260) for unused sick leave at retirement for the following employees outside of the GJEA bargaining agreement:

Rick Oxley	65 days
Dorothy Dell	65 Days

**24. Stipend - Staff Members who facilitate Workshops for the 2018-2019 School Year.**

Approve a \$600 per semester credit hour stipend to staff who facilitate workshops during the 2018-2019 school year. To be paid out of Professional Development Funds.

<u>Name</u>	<u>Number of Semester Credit Hours</u>
Patricia Brohard	.5
Angela Buchert	.5
Lindsay Dexter	.5
Kristi Griffiths	1.5
Joan Miller	.5
Kevin Mishler	1.5
Cheryl Steger	.5

**25. Memorandum of Understanding**

Approve the following Memorandum of understanding:

This memorandum of understanding is entered by and between the Gahanna Jefferson Education Association (Association) and the Gahanna-Jefferson City School District Board of Education (Board). The parties hereby agree as follows:

1. There will be an extra assistant coach at MS East as the numbers of student athletes is high enough to warrant the need for 1 head coach with 2 assistant coaches for the sport of Cross Country.
2. This will only occur for the current school year, 2018-19. If there is a need for this in the future, both parties will need to be in agreement to add assistants to any sport.
3. There are no other understandings or agreements other than those that are incorporated herein.
4. This agreement shall not constitute a precedent for any future negotiations.

**26. Alternative Instructor – Elementary Chinese Program for the 2018 – 2019 School Year**

Approve Andrea Gulino as an Alternative Instructor, at a cost not exceed \$22 per hour. This will be paid out of the General Fund. (Pending fingerprint results and/or issuance of the H1B Visa).

**27. Resolution – Terminate the Employment Contract(s) of Mr. Jon Grant for Disciplinary Reasons**

Approve the following resolution:

WHEREAS, the Board employs Mr. Grant as a custodian for the Gahanna-Jefferson City School District (the “District”);

WHEREAS, Mr. Grant’s employment is not subject to any collective bargaining agreement;

WHEREAS, Ohio Revised Code § 3319.081 provides that the contract of any non-teaching employee employed by the board of education of a school district may be terminated for “violation of written rules and regulations as set forth by the board of education or for incompetency, inefficiency, dishonesty, drunkenness, immoral conduct, insubordination, discourteous

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treatment of the public, neglect of duty, or any other acts of misfeasance, malfeasance, or nonfeasance”;

WHEREAS, Board Policy 0122 grants the Board power to manage and control all “public schools in the District and the employees, students, and all other persons entering upon its school grounds or premises. (R.C. 3313.20, 3313.47)”;

WHEREAS, Board Policy 4362 (“Anti-Harassment”), in pertinent part, provides:

It is the policy of the Board of Education to maintain an education and work environment that is free from all forms of unlawful harassment, including sexual harassment. This commitment applies to all School District operations, programs, and activities. All students, administrators, teachers, staff, and all other school personnel share responsibility for avoiding, discouraging, and reporting any form of unlawful harassment. This policy applies to unlawful conduct occurring on school property, or at another location if such conduct occurs during an activity sponsored by the Board.

The Board will vigorously enforce its prohibition against discriminatory harassment based on sex, race, color, national origin, sex (including sexual orientation and transgender identity), disability, age, religion, ancestry, or genetic information (collectively, “Protected Classes”) that are protected by Federal civil rights laws (hereinafter referred to as “unlawful harassment”), and encourages those within the School District community as well as third parties, who feel aggrieved to seek assistance to rectify the problems. The Board will investigate all allegations of harassment and in those cases where unlawful harassment is substantiated; the Board will take immediate steps to end the harassment, prevent its reoccurrence, and remedy its effects. Individuals who are found to have engaged in unlawful harassment will be subject to appropriate disciplinary action.

For purposes of this policy, “School District community” means students, administrators, and professional and classified staff, as well as Board members, agents, volunteers, contractors, or other persons subject to the control and supervision of the Board.;

WHEREAS, Board Policy 4362 (“Anti-Harassment”), in pertinent part, further states:

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Bullying rises to the level of unlawful harassment when one or more persons systematically and chronically inflict physical hurt or psychological distress on one (1) or more students or employees and that bullying is based upon one (1) or more Protected Classes, that is, characteristics that are protected by Federal civil rights laws. It is defined as any unwanted and repeated written, verbal, or physical behavior, including any threatening, insulting, or dehumanizing gesture, by an adult or student that is severe or pervasive enough to create an intimidating, hostile, or offensive educational or work environment; cause discomfort or humiliation; or unreasonably interfere with the individual's school or work performance or participation; and may involve:

- A. teasing;
- B. threats;
- C. intimidation;
- D. stalking;
- E. cyberstalking;
- F. cyberbullying;
- G. physical violence;
- H. theft;
- I. sexual, religious, or racial harassment;
- J. public humiliation; or
- K. destruction of property.

“Harassment” means any threatening, insulting, or dehumanizing gesture, use of technology, or written, verbal or physical conduct directed against a student or school employee that:

- A. places a student or school employee in reasonable fear of harm to his/her person or damage to his/her property;
- B. has the effect of substantially interfering with a student's educational performance, opportunities, or benefits, or an employee's work performance; or

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- C. has the effect of substantially disrupting the orderly operation of a school.

WHEREAS, complaints of harassment show the alleged misconduct was directed toward those in a protected class;

WHEREAS, Board Policy 4362 (“Anti-Harassment”), in pertinent part, further states: “The Board shall vigorously enforce its prohibitions against unlawful harassment by taking appropriate action reasonably calculated to stop the harassment and prevent further such harassment. While observing the principles of due process, **a violation of this policy may result in disciplinary action up to and including the discharge of an employee** or the suspension/expulsion of a student. All disciplinary action will be taken in accordance with applicable State law and the terms of the relevant collective bargaining agreement(s). When imposing discipline, the Superintendent shall consider the totality of the circumstances involved in the matter, including the ages and maturity levels of those involved. In those cases where unlawful harassment is not substantiated, the Board may consider whether the alleged conduct nevertheless warrants discipline in accordance with other Board policies, consistent with the terms of the relevant collective bargaining agreement(s).”

WHEREAS, Board Policy 4210 (“Staff Ethics”), in pertinent part, provides: “An effective educational program and successful operation of the District requires the services of individuals with integrity, high ideals, and human understanding....”;

WHEREAS, Board Policy 4139 (“Staff Discipline”), in pertinent part provides: “The Board of Education retains the right and the responsibility to manage the work force. When the discipline of a staff member becomes necessary, such action shall be in proportion to the employee’s offense or misconduct, consistent with appropriate procedural and substantive due process, State law, and/or the specific provision of any appropriate collective bargaining agreement.”;

WHEREAS, Board Policy 4140 (“Termination or Resignation”), in pertinent part, provides: “The employment of a classified staff member may, upon a majority vote of the Board of Education, be suspended and/or terminated for violation of Board policies and in accordance with the criteria and procedures set forth in the Civil Service rules, Ohio revised code, and/or applicable terms of any collectively-bargained agreement, as appropriate.”;

WHEREAS, harassment, bullying, and dishonesty of any type are serious offenses which violate the aforementioned Board Policies and Section

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3319.081 of the Revised Code and that call for termination of Mr. Grant's employment;

WHEREAS, failure of Mr. Grant to perform basic and essential job functions are serious offenses which violate the aforementioned Board Policies and Section 3319.081 of the Revised Code and that call for termination of Mr. Grant's employment;

WHEREAS, the Board believes that the conduct of Mr. Grant, as described herein, and its resulting effect on the Gahanna-Jefferson City School District constitutes sufficient grounds for termination of his employment contract(s) in accordance with Board Policy and Section 3319.081 of the Ohio Revised Code;

WHEREAS, Mr. Grant was placed on paid administrative leave on March 16, 2018, pending this Board's investigation into his alleged misconduct;

WHEREAS, District representatives investigated Mr. Grant's alleged misconduct;

WHEREAS, on or about March 27, 2018, District representatives spoke with Mr. Grant to give him an opportunity to respond to a complaint filed against him by a co-worker alleging harassment and the creation of a hostile work environment;

WHEREAS, on or about April 20, 2018, Mr. Grant appeared before the District administrator for a pre-disciplinary/pre-deprivation ("Loudermill") hearing to show cause for why his employment should not be terminated;

WHEREAS, there is credible evidence supporting the allegations set forth below and demonstrating that Mr. Grant violated written rules and regulations established by the Board and was neglectful of his job duties and requirements as required by the Board and Ohio law;

WHEREAS, Mr. Grant is unwilling or unable to recognize the seriousness of his wrongdoing;

WHEREAS, Mr. Grant demonstrated a willful noncompliance with reasonable directives, written instructions, District policies and Ohio law;

WHEREAS, by letter dated August 7, 2018, the Superintendent provided Mr. Grant written notice that he was recommending the termination of his employment; and

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WHEREAS, upon consideration of the evidence, the Superintendent has indicated his recommendation that the Board terminate its employment of Mr. Grant.

NOW, THEREFORE, BE IT RESOLVED by the Board:

1. This Board considered the termination of the employment of Mr. Jon Grant pursuant to Board Policy 4140 and Ohio Revised Code § 3319.081.
2. The grounds for the termination of Mr. Grant's employment are as follows:
  - a. Mr. Grant engaged in multiple acts of misconduct including failure of good behavior due to harassing and bullying of coworkers who were members of a protected class. Mr. Grant directed unprofessional, derogatory comments toward a co-worker based upon the employee's race and national origin/ethnicity, constituting a clear violation of Board policy.
  - b. Mr. Grant bullied coworkers to work more and he repeatedly reviewed their work, assigned them tasks, and gave them directives even though he was not their supervisor.
  - c. Discrimination, harassment, and bullying on the part of any staff member cannot be tolerated.
  - d. Mr. Grant was dishonest when he submitted a false time sheet, reflecting an attempt on the part of Mr. Grant to be paid for time that he did not work.
  - e. Mr. Grant was also dishonest and negligent of his work responsibilities when he took impermissible breaks.
  - f. Mr. Grant has shirked his basic job responsibilities and has failed to perform basic functions contained in his job description such as adequately cleaning building restrooms as required and despite repeated warnings. Mr. Grant has failed to fulfill known and assigned responsibilities of his position. He was previously written up for these types of failures and similar acts of neglect have been noted on his performance evaluation(s).
  - g. Mr. Grant has violated written rules and regulations as set forth by the Board and has demonstrated incompetency, inefficiency, immoral conduct, discourteous treatment of



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coworkers, neglect of duty, dishonesty, or other acts of misfeasance, malfeasance, and nonfeasance.

- h. Mr. Grant has violated Board Policy 4362 and Section 3319.081 of the Revised Code.
3. The Board concludes that the grounds specified in this Resolution, as set forth above, constitute just cause and sufficient grounds for the termination of Mr. Grant's employment and all related contract(s) pursuant to Board Policy 4140 and Ohio Revised Code § 3319.081.
4. This Resolution constitutes a full specification of the grounds considered by the Board in resolving its intent to terminate Mr. Grant's employment and all contract(s) connected with his employment.
5. The Board hereby terminates Mr. Grant's employment contract(s) immediately pursuant to Board Policy 4140 and Ohio Revised Code § 3319.081, as Mr. Grant has demonstrated misconduct amounting to willful violations of written rules and regulations set forth in the Board's policies, rules and procedures, and his behavior also exhibits incompetency, inefficiency, immoral conduct, discourteous treatment of coworkers, neglect of duty, dishonesty, or other acts of misfeasance, malfeasance, and nonfeasance.
6. The Treasurer, after consultation with legal counsel, is directed to prepare and mail to Mr. Grant by certified mail a notice of this action, which notice shall include a full iteration of the grounds for the termination stated above, along with a copy of the Board's Resolution.
7. The Board President, the Superintendent, and/or the Treasurer are authorized and directed to take all other such actions as are necessary or appropriate to accomplish the objectives of this Resolution.
8. It is hereby found and determined that all formal actions of this Board concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Board, and that all deliberations of this Board and any of its committees that resulted in such formal action were in meetings open to the public or in executive session as permitted by Ohio law.

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9. This Resolution shall take effect and be in force from and after the earliest period allowed by law.

ROLL CALL: Campbell\_\_\_ Chrysler\_\_\_ Hairston\_\_\_ Moehring\_\_\_ Piccolantonio\_\_\_ MC: Y N

**F. GENERAL BUSINESS**

**ITEM(S) FOR ACTION (1 – 6)**

Moved by \_\_\_\_\_, and seconded by \_\_\_\_\_, upon the recommendation of the Superintendent, that the Gahanna-Jefferson Board of Education approve the following:

**1. Policies**

Approve the following revised policies:

2280	Preschool Program
2330	Homework
2460	Special Education
3120	Employment of Professional Staff
3120.01	Job Descriptions
3210	Staff Ethics
4120.01	Job Descriptions
4210	Staff Ethics
5520	Disorder and Demonstration
5772	Weapons
6146	Post Issuance Compliance
6231	Appropriations and Spending Plan
6605	Crowdfunding

**2. Genesis Building Systems, Ltd. Contract**

Approve the contract with Genesis Building Systems, Ltd. for Fire & Life devices and inspections, effect July 1, 2018 through June 30, 2020 at a cost not to exceed, \$24,010 (inspection) and \$9,750 (monitoring). This will be paid out of the General Fund.

**3. Helix Laser Engraver**

Approve the purchase of one (1) Helix Laser Engraver for Lincoln High School, at a cost not to exceed \$20,445, to be paid out of the General Fund.

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**4. Bus Routes**

Approve the bus routes for the 2018-2019 school year and authorize the Superintendent/Designee to revise these routes as necessary.

**5. Inspire Contract**

Approve the contract with Inspire Group for communications support from August 1, 2018 through May 31, 2019 at a cost not to exceed \$3,616.67 per month.

**6. Resolution - Designating An Authorized Representative for Construction and Delegating Authority to Make Project Decisions**

Approve the following resolution:

The Superintendent recommends designating an authorized representative to act on behalf of the Board for construction of improvements to District facilities and delegating authority to make decisions required for the project, including change orders.

Rationale:

1. It is in the Board's best interest to designate an authorized representative (1) to oversee the design, preconstruction, and construction of improvements and to work with governmental agencies having jurisdiction over the project and (2) to delegate authority to make decisions on behalf of the Board during preconstruction, design, and construction of the project, including approval of change orders and on-going project issues and decisions related to the project delivery method, which relate to subcontractor prequalification and other items related to the construction manager at risk delivery method if that is the method determined best for all or a portion of the overall project.
2. Having a designated representative with authority to make decisions will allow the design and construction of the project to proceed with minimal delay, which will help control costs and maintain the project schedule.
3. The Superintendent has been involved with developing the project scope and are familiar with the applicable legal requirements.

The Gahanna-Jefferson Public School District Board of Education resolves as follows:

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4. Based upon the recommendation of the Superintendent and information provided about the planned improvements to District facilities, the Board designates the Superintendent as the Board's designated representative for the Project with authority to act on behalf of the Board to conduct business related to the Project and to take other actions required by the Board, including, but not limited to meeting with governmental agencies with jurisdiction over the project to address potential project issues, which could include but are not limited to zoning, utilities, and access to the site and the project delivery method for construction and related items, such as subcontractor prequalification and other decisions required related to the construction manager at risk delivery method if that is the method determined best for all or a portion of the overall project.
5. The Board further delegates authority to the Superintendent, working with the Treasurer, for approval of individual change orders for the work up to the amount included in the project budget for contingencies and for the purchase of insurance, establishment of bank accounts or other funds required for the project, and addressing other issues that arise related to the project. The Superintendent will coordinate with the Treasurer and legal counsel to follow the applicable requirements for the project and to prepare any required documents.

ROLL CALL: Piccolantonio\_\_\_ Campbell\_\_\_ Chrysler\_\_\_ Hairston\_\_\_ Moehring\_\_\_ MC: Y N

**VI. BOARD REPORT(S)/DISCUSSION(S)**

- A. Parks and Recreation
- B. Legislative Liaison

**Daphne Moehring  
Beryl Piccolantonio**

**VII. ADJOURNMENT**

Moved by \_\_\_\_\_, and seconded by \_\_\_\_\_, that the the regular meeting of the Gahanna-Jefferson Board of Education adjourned at \_\_\_\_ p.m.

ROLL CALL: Moehring\_\_\_ Piccolantonio\_\_\_ Campbell\_\_\_ Chrysler\_\_\_ Hairston\_\_\_ MC: Y N