

# RECORD OF PROCEEDINGS

## REGULAR SESSION

9994

December 13, 2018

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The Gahanna-Jefferson Board of Education met in Regular Session on December 13, 2018, at the Gahanna-Jefferson Clark Hall, 380 Granville Street. President Beryl Piccolantonio called the meeting to order at 6:30 p.m.

<b>ROLL CALL:</b>	Mr. Matthew Campbell	Present
	Mrs. Jennifer Chrysler	Present
	Mr. Bryan Hairston	Present
	Mrs. Daphne Moehring	Present
	Mrs. Beryl Piccolantonio	Present

### Approval of the Minutes

12-18-001

Moved by Mr. Campbell, and seconded by Mrs. Moehring, that the Gahanna-Jefferson Board of Education approved the following minutes:

- November 6, 2018 Finance Committee Meeting
- November 8, 2018 Regular Board of Education Meeting
- November 27, 2018 Student Learning & Achievement Committee Meeting

Roll: Ayes – Piccolantonio, Campbell, Chrysler, Hairston, Moehring  
Nays – None  
Motion carried.

### SCHOOL/COMMUNITY REPORT(S)/PRESENTATION(S)

- A. Consciously Creating a Positive School Culture** **Roben Frentzel**  
**Nicole Evans**
- Leader-In-Me & Conscious Discipline focuses on how we consciously create a culture that is positive for students and staff.
- B. Student Council President** **Abby Alatsis**
- GahannaThon is set for January 26, 2019 with the time to be determined. They are also doing a canned food drive to benefit G.R.I.N. and coin wars.

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- C. Gahanna-Jefferson Education Foundation** **Sharon Tomko**
- Between GJEF and Tom Gregory's efforts, 28 units will be going into Tom Gregory's classroom. The Gala will be February 23, 2019 at L Brands and the theme is "Hurray for Hollywood." Nominations are underway for the Alumni Corner Stone Awards.
- D. Gahanna-Jefferson Education Association** **Shanna Mann**  
**Maggie Wright**
- Seven teachers attended the OEA assembly. Right now, their focus is collecting for G.R.I.N. and raising as much money as they can.
- E. City of Gahanna** **Brian Metzbower - Absent**  
**F. Finance Committee** **Daphne Moehring**  
**G. Policy and Governance Committee** **Matt Campbell**  
**H. Student Learning and Achievement Committee** **Jennifer Chrysler**

### Adoption of Agenda

12-18-002

Moved by Mrs. Chrysler, and seconded by Mr. Hairston, upon the recommendation of the Superintendent, that the Gahanna-Jefferson Board of Education approved this agenda as presented or approved as amended.

Roll: Ayes – Moehring, Piccolantonio, Campbell, Chrysler, Hairston  
Nays – None  
Motion carried.

### A. SUPERINTENDENT'S REPORT

Superintendent Barrett presented a video update of the District's Master Facilities Plan.

<https://docs.google.com/presentation/d/1-k4AC4UUUV8UV6EUUQwKYdtAJw0TNfQAjvhRaskkmolU/edit?usp=sharing>

### B. TREASURER'S REPORT

1. **Audit Update:** The auditors plan to have an opinion to us before the end of the year.

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2. **Variance Report:** A small revenue variance appears this month in Other Financing. This is a miscellaneous revenue area and is difficult to predict. Overall, our revenue is on track, with less than a 1% variance under projection. On the expense side of things, our Capital Outlay is under budget by 10.45%, with our total expense variance being .51%
3. **American Fidelity:** Enrollment is under way for the high-deductible health plan, as well as HSA and FSA accounts. Interested employees are meeting with American Fidelity representatives for individual education and consultation.
4. **Excel Training:** We are currently holding excel training in central office. A total of 24 people are participating in the 2-day training over the course of 4 days. The feedback today has been very positive.

### C. FINANCIAL BUSINESS

#### ITEM(S) FOR ACTION (1 – 5)

12-18-003

Moved by Mr. Campbell, and seconded by Mr. Hairston, upon the recommendation of the Treasurer, that the Gahanna-Jefferson Board of Education approved the following:

#### 1. Financial Report

The Gahanna-Jefferson Board of Education approved the November 2018 Monthly Financial Report as submitted by the Treasurer.

#### 2. Advances on Tax Settlement

The Gahanna-Jefferson Board of Education approved the following:

Be it resolved that the Auditor of Franklin County be and is hereby requested to draw warrants and the Treasurer of said County be and is hereby requested to pay to the Treasurer of this Board any funds in the

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County Treasury in the account of this Board as may be due during calendar year 2019.

### 3. Amended Appropriations

The Gahanna-Jefferson Board of Education approved the FY19 amended appropriations.

FUND	Fund Type	Description	Previous Appropriations	Amendment	Total Appropriations
2	GOV/Debt	BOND RETIREMENT	\$ 3,660,089.22	\$230,495.00	\$3,890,584.22
200	PRO/Internal	STUDENT MANAGED ACTIVITY	\$ 500,208.84	\$ 4,600.00	\$ 504,808.84
300	FID/Agency	DISTRICT MANAGED ACTIVITY	\$ 458,187.76	\$ 20,000.00	\$ 478,187.76
516	GOV/Special	IDEA PART B GRANTS	\$2,183,364.64	\$ 81,485.70	\$2,264,850.34
551	GOV/Special	LIMITED ENGLISH PROFICIENCY	\$ 78,115.07	\$ 37,388.72	\$ 115,503.79
572	GOV/Special	TITLE I DISADVANTAGED CHILDREN	\$1,044,504.93	\$ 43,788.74	\$1,088,293.67
599	GOV/Special	MISCELLANEOUS FED. GRANT FUND	\$ 98,035.04	\$ 11,419.70	\$ 109,454.74
			\$8,022,505.50	\$429,177.86	\$8,451,683.36

### 4. Donations

The Gahanna-Jefferson Board of Education accepted the following donations and that the Board of Education thanks the donors for their contribution to the District:

GJPS Supporter	AMOUNT	DONATED TO
614 Magazine	\$63.00	Fill My Tummy Fund
Mr. & Mrs. Robert Miller	\$60.00	Fill My Tummy Fund
Mi Tradicion To Go, Inc.	\$175.00	Goshen Lane Elementary ELSS Class
Chipotle	\$117.50	LHS Community Arts
Mr. Steve Barrett	\$250.00	LHS Community Arts

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Miscellaneous Students & Staff	\$329.06	LHS Exceptional Students I
Miscellaneous Students & Staff	\$115.27	LHS Exceptional Students I
Class of 1968 (GJEF)	\$4,050.00	LHS GCS Classroom
Mr. & Mrs. Kurt Keener	\$50.00	LHS Green Dot Program
Mr. Steve Barrett	\$250.00	LHS Green Dot Program
Ms. Kristine Blind	\$50.00	LHS Lions Locker - Shop With A Cop
Mrs. Daphne Moehring	\$100.00	LHS Lions Locker - Shop With A Cop
Mr. & Mrs. Robert Kracker	\$50.00	LHS Lions Locker - Shop With A Cop
Ms. Wendy Fafata-Roberts	\$30.00	LHS Lions Locker - Shop With A Cop
Mr. & Mrs. Kurt Keener	\$50.00	LHS Lions Locker - Shop With A Cop
High Point PTA	\$100.00	LHS Lions Locker - Shop With A Cop
Mr. & Mrs. Jeffery Spence	\$100.00	LHS Lions Locker - Shop With A Cop
Jefferson Social	\$100.00	LHS Lions Locker - Shop With A Cop
Mr. Steve Barrett	\$500.00	LHS Lions Locker - Shop With A Cop
Mr. Gillian Phillips	\$193.90	LHS Lions Locker in Memory of Gary Thomas
Gahanna Convention & Visitors Bureau	\$170.00	LHS National Honor Society
Gahanna-Jefferson Education Foundation	\$18,000.00	LHS TV Studio Classroom
The Warren Agency, LLC	\$230.00	Middle School Robotics Competition Team

### 5. Donation

The Gahanna-Jefferson Board of Education approved the donation of materials from Gahanna Christian School to Brice Christian Academy, as approved by Groveport Madison Schools, as presented.

Roll: Ayes – Hairston, Moehring, Piccolantonio, Campbell, Chrysler  
Nays – None  
Motion carried.

### D. EDUCATIONAL/PUPIL PROGRAM(S) AND SERVICE(S)

#### ITEM(S) FOR ACTION (1 – 5)

12-18-004

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Moved by Mrs. Moehring, and seconded by Mr. Campbell, upon the recommendation of the Superintendent, that the Gahanna-Jefferson Board of Education approved the following:

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

The Gahanna-Jefferson Board of Education approved the following overnight trip(s):

LHS-Speech and Debate Team  
GlenOak Debate Invitational  
Canton, OH  
December 14-15, 2018

LHS-Wrestling Team  
Medina High School Invitational  
Medina, OH  
December 27-28, 2018

LHS-Speech and Debate Team  
John Carroll University/Hathaway Brown Speech and Debate Invitational  
University Heights, OH  
January 4-5, 2019

LHS-Speech and Debate Team  
Sylvania Northview and Southview High School Speech and Debate  
Invitational  
January 11-12, 2019

**2. Non-District Sponsored - Overnight/Extended Student Trip(s) for the 2018-2019 School Year**

The Gahanna-Jefferson Board of Education approved the following non-district sponsored trip(s):

High School Students  
China  
June 8 - 17, 2019

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### 3. **Conscious Discipline Agreement**

The Gahanna-Jefferson Board of Education approved the agreement with Conscious Discipline to facilitate district wide professional development at a cost not to exceed \$25,290, to be paid out of Title IV Funds.

### 4. **Program of Studies**

The Gahanna-Jefferson Board of Education approved the Program of Studies for Gahanna Lincoln High School for the 2018-2019 school year, as presented.

### 5. **Gifted Identification**

The Gahanna-Jefferson Board of Education approved the plan for the identification and service of students who are gifted, as presented.

Roll: Ayes – Hairston, Moehring, Piccolantonio, Campbell, Chrysler  
Nays – None  
Motion carried.

## E. **INFORMATIONAL ITEM**

### 1. **Resignation**

The following individual resigned from the Educational Service Center-Council of Governments (ESC-COG), effective at the end of the day on November 20, 2018:

Caroline Dusenbury, Preschool Educational Aide at Clark Hall

## F. **HUMAN RESOURCES**

### **ITEM(S) FOR ACTION (1 – 24)**

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**12-18-005**

Moved by Mrs. Chrysler, and seconded by Mrs. Moehring upon the recommendation of the Superintendent, that the Gahanna-Jefferson Board of Education approved the following:

### **1. Resignations**

The Gahanna-Jefferson Board of Education accepted the following resignations:

Elizabeth Birie, Grade 7 & 8 Math, Middle School West, effective at the end of the day on December 21, 2018

Rhonda Bishop, Grade 1, High Point Elementary, effective at the end of the 2018-2019 school year for retirement purposes

Stefania Celli, Preschool Early Intervention Specialist, Clark Hall, effective at the end of the day on November 13, 2018

Darron Cole, Custodian, Lincoln High School, effective at the end of the day on November 30, 2018

Angela Ferraris, Media Specialist (50%), Blacklick Elementary, effective at the end of the 2018-2019 school year for retirement purposes

W. Jay Irvin, Maintenance, effective at the end of the day on December 4, 2018

Lisa Kelley, School Psychologist, Chapelfield Elementary, Lincoln Elementary and Lincoln High School, effective at the end of the day on December 13, 2018

Kimberly Lindsey, Clerk-typist, Blacklick Elementary, effective at the end of the day on November 27, 2018

Barbara McLaughlin, Kitchen Helper, Lincoln Elementary, effective at the end of the day on November 30, 2018 for retirement purposes



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Nicholas Monroe, Custodian, Middle School South, effective at the end of the day on November 30, 2018

Jason Murnen, Assistant Girls Basketball Coach (50%), Lincoln High School, effective with the 2018-2019 school year

Janis Piatek, Secretary, Blacklick Elementary, effective at the end of the day on November 20, 2018

Rachel Purnell, Kitchen Helper, Lincoln High School, effective at the end of the day on November 20, 2018

Brian Roberts, Assistant Wrestling Coach (50%), Lincoln High School, effective with the 2018-2019 school year

Aaron Schrein, Assistant Wrestling Coach (50%), Lincoln High School, effective with the 2018-2019 school year

Jimeara Young, Assistant Basketball Cheerleading Coach (50%), Lincoln High School, effective with the 2018-2019 school year

Dwayne Hawk, Custodian/Maintenance Facilitator, effective at the end of the day on December 9, 2018

## **2. Resolution - Termination**

The Gahanna-Jefferson Board of Education approved the following resolution to terminate the employment contract(s) of Joseph Morlan.

WHEREAS, the Board employs Joseph Morlan ("Mr. Morlan") as an Educational Aide for the Gahanna-Jefferson City School District (the "District");

WHEREAS, Mr. Morlan'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

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set forth by the board of education or for incompetency, inefficiency, dishonesty, drunkenness, immoral conduct, insubordination, discourteous 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 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, failing to follow a supervisor’s directives, insubordination, failing to comply with Board policy, neglect of duty and other acts of misconduct, including being absent from work without notice and/or without authorized leave are serious offenses that violate the aforementioned Board Policies and Section 3319.081 of the Revised Code and that call for termination of Mr. Morlan’s employment;

WHEREAS, the Board believes that the conduct of Mr. Morlan, as described herein, and its resulting effect on the Gahanna-Jefferson City School District

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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, District administrators met with Mr. Morlan on October 22, 2018, to explain the deficiencies and their expectations and to also inform him that failing to follow District protocol regarding absences will be deemed insubordination that will subject him to discipline, up to and including termination of his employment with the District;

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

WHEREAS, on or about December 5, 2018, District representatives attempted to meet with Mr. Morlan to give him an opportunity to respond to the allegations of misconduct, but he failed to appear for the meeting;

WHEREAS, on or about December 5, 2018, Mr. Morlan failed to appear 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. Morlan violated written rules and regulations established by the Board and was insubordinate and neglectful of his job duties and requirements as required by the Board and Ohio law;

WHEREAS, Mr. Morlan has demonstrated he is unwilling or unable to recognize the seriousness of his wrongdoing;

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

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

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NOW, THEREFORE, BE IT RESOLVED by the Board:

1. This Board considered the termination of the employment of Mr. Morlan pursuant to Board Policy 4140 and Ohio Revised Code § 3319.081.
2. The grounds for the termination of Mr. Morlan's employment are as follows:
  - a. Mr. Morlan engaged in multiple acts of misconduct including failing to follow a supervisor's directives and was absent from work without notice and/or without authorized leave on multiple occasions.
  - b. To date, Mr. Morlan missed an excessive number of days of school this year without providing a legitimate excuse and/or without having any leave to cover such absences.
  - c. Mr. Morlan repeatedly failed to follow District protocol for electronically entering his absences into the AESOP system, even though District representatives discussed the AESOP requirement with him at length on at least three (3) separate occasions.
  - d. District representatives informed Mr. Morlan of their expectations regarding the AESOP protocol for entering absences, and he was further told that any failure to enter future absences into AESOP will be deemed insubordination that will subject him to discipline, up to and including termination of his employment with the District. Nevertheless, Mr. Morlan was absent again and he did not properly utilize the AESOP system as required and as explained to him.
  - e. Mr. Morlan has violated Board Policy 4210 and Section 3319.081 of the Revised Code.
  - f. Mr. Morlan has also violated written rules and regulations as set forth by the Board and has demonstrated insubordination,

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neglect of duty, incompetency, inefficiency, or other acts of misfeasance and nonfeasance.

- g. Mr. Morlan refuses to recognize the seriousness of his misconduct and to accept responsibility for his actions.
3. The Board concludes that the grounds specified in this Resolution, as set forth above, constitute cause and sufficient grounds for the termination of Mr. Morlan'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 termination of Mr. Morlan's employment and all contract(s) connected with his employment.
5. The Board hereby terminates Mr. Morlan's employment contract(s) immediately pursuant to Board Policy 4140 and Ohio Revised Code § 3319.081, as Mr. Morlan 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 insubordination, neglect of duty, incompetency, inefficiency, or other acts of misfeasance and nonfeasance.
6. The Treasurer is directed to prepare and mail to Mr. Morlan 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.

### 3. Job Description

The Gahanna-Jefferson Board of Education approved the following job description:

Administrator of School-Based Prevention and Counseling

### 4. Positions

The Gahanna-Jefferson Board of Education approved the following positions:

1 FTE Intervention Specialist

Administrator of School-Based Prevention and Counseling

**Comment:** This position is replacing the Mental Health Specialist Coordinator position

### 5. Amendment of Motion 11-18-005 (1.) – Resignations

The Gahanna-Jefferson Board of Education approved to amend as follows:

Update Tiffany Bott's, Secretary at Jefferson Elementary, resignation date from the end of the day on December 21, 2018 to the end of the day on November 30, 2018.

### 6. Amendment of Motion 10-18-005 (18.) – Addendum Assignments for the 2018-2019 School Year

The Gahanna-Jefferson Board of Education approved to amend as follows:

Update K. Chase Huddle's contract as Assistant Wrestling Coach at Lincoln High School from \$2,751.40 (50%) to \$5,502.80 (100%)

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Update Jerrica Manley's contract as Assistant Basketball Cheerleading Coach at Lincoln High School from \$1,448.11 (50%) to \$2,896.21 (100%)

**7. Amendment of Motion 10-18-005 (19.) – Employment of Non-Certificated Personnel as Coaches/Advisors for the 2018-2019 School Year**

The Gahanna-Jefferson Board of Education approved to amend as follows:

Update Chad Garver's contract as Assistant Wrestling Coach at Lincoln High School from \$2,172.16 (50%) to \$4,344.32 (100%)

**8. Amendment of Motion 09-18-005 (16.) – Addendum Assignments for the 2018-2019 School Year**

The Gahanna-Jefferson Board of Education approved to amend as follows:

Update Elizabeth Birie's, Nicole Kelley's and Cari Rick's contracts as Data Coaches at Middle School West from \$275.83 (33%) each to Elizabeth Birie, \$137.91 (17%); Nicole Kelley, \$344.79 (42%); and Cari Rick \$344.79 (41%)

**9. Amendment of Motion 10-10-005 (D24) Additional Hours**

The Gahanna-Jefferson Board of Education approved to amend as follows:

Increase additional hours from 35 to 37 for Sean Branick to prepare and support the teacher replacement for Ben Cullivan's absence.

**10. Amendment of Motion 19-18-005 (D29) Professional Development Additional Hours**

The Gahanna-Jefferson Board of Education approved to amend as follows:

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Change the date from January 17, 2019 to January 7, 2019 and increase the maximum hours each from four to five.

### 11. Addendum Assignment for the 2018-2019 School Year

The Gahanna-Jefferson Board of Education approved the following personnel for the position listed, according to the current adopted Addendum Salary Schedule, effective with the 2018-2019 school year (Pending fingerprint results and/or certification):

Group VII

Name	Bldg.	Title	Step	Salary
Aaron Schrein	MSE/MSS	Wrestling Assistant Coach	0	\$2,316.97

### 12. Employment – Administrative Staff

The Gahanna-Jefferson Board of Education approved the following administrative personnel, based on the appropriate salary schedule and ORC Statute 3319.02, effective December 14, 2018 through July 31, 2020:

Name	Position	Term	Salary
Lisa Kelley	Administrator of School-Based Prevention and Counseling	2-year (200 days) (Prorated 110 days for the 2018-19 SY)	\$51,962.35

### 13. Employment - Substitute School Psychologist through the Educational Service Center-Council of Governments for the 2018-2019 School Year

The Gahanna-Jefferson Board of Education authorized the Superintendent to recommend to Tom Goodney, Superintendent, Educational Service Center of Central Ohio, that the following personnel receive a one-year contract as a Substitute School Psychologist at Chapelfield Elementary, Lincoln Elementary and Lincoln High School through the Educational Service Center-Council of Governments (ESC-COG) for the 2018-2019 school year, effective December 7, 2018:

Name	Days	Salary
Michael Nortman	115	\$325/day



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### 14. Employment – Unclassified Employees

The Gahanna-Jefferson Board of Education approved the following individuals, on a one-year contract, to be placed on the appropriate salary schedule with a 270-day probationary period (Pending fingerprint results and/or certification):

Frances Frazier – Educational Aide, Royal Manor Elementary  
Step 0 on salary schedule; \$15.75 per hour  
6.5 hours per day  
Effective December 11, 2018; prorated 101 days for the 2018-2019 SY

Karen Gledhill – Educational Aide, Goshen Lane Elementary  
Step 5 on salary schedule; \$17.95 per hour  
6.5 hours per day  
Effective December 14, 2018; prorated 103 days for the 2018-2019 SY

Jennifer Johnson – Educational Aide, Middle School West  
Step 2 on salary schedule; \$16.63 per hour  
6.5 hours per day  
Effective November 26, 2018; prorated 117 days for the 2018-2019 SY

Shelasia Miller – Educational Aide, Royal Manor Elementary  
Step 0 on salary schedule; \$15.75 per hour  
6.5 hours per day  
Effective November 28, 2018; prorated 115 days for the 2018-2019 SY  
\*Also to be paid for 6 hours of CPI training on October 29, 2018 at regular hourly rate of pay

Abigail Phillips – Educational Aide, Blacklick Elementary  
Step 0 on salary schedule; \$15.75 per hour  
6.5 hours per day  
Effective December 14, 2018; prorated 103 days for the 2018-2019 SY

Brandon Smith, Jr. – Educational Aide, Middle School South  
Step 2 on salary schedule; \$16.63 per hour  
6.5 hours per day  
Effective November 26, 2018; prorated 117 days for the 2018-2019 SY

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Hannah Smith – Educational Aide, Chapelfield Elementary  
Step 0 on salary schedule; \$15.75 per hour  
6.5 hours per day  
Effective December 14, 2018; prorated 103 days for the 2018-2019 SY

### 15. Employment – Classified Employees

The Gahanna-Jefferson Board of Education approved the following individuals, to be placed on the appropriate salary schedule with a 270-day probationary period (Pending fingerprint results):

Joyce Coleman – Kitchen Helper, Lincoln High School  
Step 0 on salary schedule; \$13.80 per hour  
4 hours per day  
Effective December 3, 2018; prorated 113 days for the 2018-2019 SY

Sara Dietrich – Kitchen Helper, Lincoln Elementary  
Step 0 on salary schedule; \$13.80 per hour  
3 hours per day  
Effective January 8, 2019; prorated 96 days for the 2018-2019 SY

Kimberly Lindsey – Secretary, Blacklick Elementary (Group II)  
Step 9 on salary schedule; \$22.69 per hour  
8 hours per day  
Effective November 28, 2018; prorated 125 days for the 2018-2019 SY

Emily McFadden – Secretary, Goshen Lane Elementary (Group II)  
Step 5 on salary schedule; \$20.42 per hour  
8 hours per day  
Effective December 20, 2018; prorated 109 days for the 2018-2019 SY

Dwayne Hawk – Custodian, Middle School South  
\$24.00 per hour  
8 hours per day  
Effective December 10, 2018; prorated 145 days for the 2018-2019 SY

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Jeffrey James – Custodian, Lincoln High School  
Step 0 on salary schedule; \$16.56 per hour  
8 hours per day  
Effective December 17, 2018; prorated 140 days for the 2018-2019 SY

Jordan Kent – Custodian, Lincoln High School  
Step 0 on salary schedule; \$16.56 per hour  
8 hours per day  
Effective December 17, 2018; prorated 140 days for the 2018-2019 SY

### 16. Employment – Bus Drivers

The Gahanna-Jefferson Board of Education approved the following individuals as Bus Drivers, to be placed on the appropriate salary schedule with a 179-day probationary period, effective December 11, 2018:

James Heglar  
Step 5 on salary schedule; \$20.52 per hour  
4.75 hours/day  
Prorated 106 days for the 2018-2019 SY

Bitew Shiferaw  
Step 0 on salary schedule; \$18.89 per hour  
4.75 hours/day  
Prorated 106 days for the 2018-2019 SY

### 17. Employment – Substitutes

The Gahanna-Jefferson Board of Education approved 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):

Kitchen Helper:  
Janet Moore

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Custodian(s):

Jason Streeter  
Jeffrey James  
Tava Miller

Bus Driver:

Raymond Richmond

**18. Employment – Student Workers**

The Gahanna-Jefferson Board of Education approved the following student to work with the Food Service Department to wash dishes for 1.5 hours a school day for \$8.30 per hour.

C. Fulmer

**19. Additional Hours**

The Gahanna-Jefferson Board of Education approved additional hours for the following personnel for Social-Emotional Professional Development planning at the hourly rate of \$27.10, not to exceed three hours each unless indicated. Those indicated by an asterisk, not to exceed six hours each, to be paid out of the General Fund:

Heather Haringa*	Danielle Weatherholtz*	Keilah Shumaker
Dawn Jenkins	Carly Habenschuss	Autumn Hadley
Monica Baker	Holly Hobzek	Lisa Kelley
Heather Muhlenthaler*	Amanda Crafton	Johnel Amerson
Loni Williams	Jessica Cutshall	Cyndi Kleinhenz
Deron Green	Andrea Johnson	Amber Nekervis
Emily Vargas	Tammy Huyghe	Kristin Strawser
Julie Nelson Slagel	Edna Wright	Andrea Saunders
Melissa Monnig		
Lauren Himmel		
Anthony Rivello		
Jenny Savakinas		
Kalena Falk		

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### 20. Additional Hours

The Gahanna-Jefferson Board of Education approved Lawanda Sweeney, Kitchen Helper, for two additional hours at Chapelfield Elementary for the Breakfast Program, effective November 12, 2018.

### 21. Additional Hours

The Gahanna-Jefferson Board of Education approved a stipend for Janel Bowman for four days in July and August @ 6.5 hours each, for Saturdays @ 6.5 hours each and planning time @ 30 hours (20 summer, 10 school year). Total number of hours not to exceed 82 hours at the hourly rate of \$27.10, to be paid out of the General Fund.

### 22. Volunteer Coach

The Gahanna-Jefferson Board of Education recognized the following individual as a volunteer coach in the District for the 2018-2019 school year (Pending fingerprint results and/or certification):

Name	Bldg.	Title
Brian Roberts	LHS	Volunteer Wrestling Coach

### 23. Unpaid Leave of Absences

The Gahanna-Jefferson Board of Education approved the following unpaid leave of absences:

Alyssa Johnson, Occupational Therapist, Clark Hall, effective January 28, 2019 through May 30, 2019

Lynnette Reventlow, Secretary, Goshen Lane Elementary, on February 21, 2019

Jessica Schafhausen, Educational Aide, Lincoln Elementary, effective December 17, 2018 through December 21, 2018

J. Leanne Stillwell, Bus Driver, effective December 3, 2018 through December 31, 2018

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Edna Wright, School Nurse, Lincoln High School, effective on November 16, 2018

### 24. Memorandum of Understanding – Lacrosse

The Gahanna-Jefferson Board of Education approved 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:

For this school year, 2018-2019, the following will be understood between the Gahanna-Jefferson Board of Education and the Gahanna-Jefferson Education Association:

1. There will be an additional group on the Addendum Salary Schedule. The position of Middle School Lacrosse coach will be added.
2. There will be one head coach for BOTH a boys and girls team with one assistant coach per team. All three middle schools will be combined across the district as a team with one 7<sup>th</sup> grade team and one 8<sup>th</sup> grade team.
3. This position will be placed in Group VII on the Addendum Salary Schedule for the above year only.
4. This does not change any other article(s) in the Collective Bargaining Agreement between the Board and the Association and will not be used against the Association or the Board as past practice or precedent.

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5. This agreement shall not constitute a precedent for any future negotiations.

Roll: Ayes – Campbell, Chrysler, Hairston, Moehring, Piccolantonio  
Nays – None  
Motion carried.

### G. GENERAL BUSINESS

#### ITEM(S) FOR ACTION (1 – 6)

12-18-006

Moved by Mr. Hairston, and seconded by Mr. Campbell upon the recommendation of the Superintendent, that the Gahanna-Jefferson Board of Education approved the following:

#### 1. **Setting the Time and Place for the 2019 Organizational Meeting**

The Gahanna-Jefferson Board of Education appointed Beryl Piccolantonio as President Pro Tem and set the 2019 organizational meeting for January 10, 2019 at 6:30 p.m. at Clark Hall, 380 Granville Street.

#### 2. **Flooring Material Inspections**

The Gahanna-Jefferson Board of Education approved the contract with Gandee & Associates, Inc. to perform inspections for asbestos-containing flooring materials at eight facilities within the district at a cost not to exceed, \$14,530, to be paid out of Permanent Improvement (PI) funds.

#### 3. **Resolution – Natural Gas Service**

The Gahanna-Jefferson Board of Education approved the purchase of competitive retail natural gas service from the lowest responsible bid submitted to META Solutions for the period commencing July 2020 and terminating no later than June 2025.

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WHEREAS, the School District is a member of META Solutions (f/k/a Metropolitan Educational Council) (the "Council"), a body authorized by state statute to aggregate purchasing needs of schools and of related nonprofit educational entities so as to take advantage of economies of scale when purchasing essential products and services; and

WHEREAS, the Council joined with other major school districts and educational purchasing councils to conduct a Request for Proposal for competitive natural gas service commencing with the July 2020 billing cycle and terminating no later than the close of the June 2025 billing cycle, with bids to be submitted for one, two and three year periods (the "RFP"); and

WHEREAS, the Council has sent notices to bid on the School District's natural gas supply along with other school district's natural gas supply to all competitive retail natural gas service providers licensed to sell natural gas in the state of Ohio; and

WHEREAS, the Council will select or has selected the lowest responsible bid submitted in response to the attached RFP; and

WHEREAS, this School District may review the lowest responsible bid and corresponding term and elect to accept the lowest responsible bid with no obligation prior to that time or thereafter if the School District does not sign a Master Supply Agreement with the selected bidder; and

WHEREAS, the Superintendent or the Superintendent's designee will review the lowest responsible bid and corresponding term when the RFP is concluded and determine whether the lowest responsible bid provides for competitive retail natural gas service for all of the School District's natural gas supply that is the result of a public and competitive RFP;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE GAHANNA-JEFFERSON PUBLIC SCHOOL DISTRICT, COUNTY OF FRANKLIN, STATE OF OHIO, as follows:

Section 1. The Board of Education of this School District does hereby consent, as a member of the Council, to the conducting of an RFP process by the Council for competitive retail natural gas service



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commencing with the July 2020 billing cycle and terminating no later than the end of the June 2025 billing cycle, with bids to be submitted for one, two and three year periods on such terms and conditions as the Council deems appropriate.

Section 2. The Board of Education of this School District does hereby authorize the Superintendent or the Superintendent's designee to execute a Master Supply Agreement between the School District and the lowest responsible bidder in the RFP so long as the Superintendent or his appointee finds that the price reflects the results of a public and competitive request for proposal.

Section 3. The Board of Education hereby directs the Treasurer to review the lowest responsible bid once received and the Master Supply Agreement and determine if the School District has sufficient funds to certify this resolution and, if the Treasurer so finds, to certify this resolution.

#### 4. **Playground Upgrades**

The Gahanna-Jefferson Board of Education approved the contract with DWA Recreation for playground play curb border, with stake and installation for the following schools:

- Jefferson Elementary
- Blacklick Elementary
- Chapelfield Elementary
- Goshen Lane Elementary
- Royal Manor Elementary
- High Point Elementary

at a cost not to exceed \$31,010, to be paid out of the Permanent Improvement (PI) Fund.

#### 5. **Van Purchase**

The Gahanna-Jefferson Board of Education approved the purchase of one (1) Ford E-350 4x2, Morgan Parcel Aluminum Cutaway van from Coughlin

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Ford, at a cost not to exceed \$39,643.54. This will be paid out of the Permanent Improvement (PI) Fund.

### **6. Resolution – Construction Manager at Risk**

The Gahanna-Jefferson Board of Education approved and authorized the execution of the Construction Manager at Risk (CMR) agreement with Corna Kokosing.

The Superintendent recommended approval of the CMR Agreement with Corna Kokosing (Corna) for the New Lincoln Elementary School Project (the Project).

Rationale:

1. The Board previously selected Corna as the best value CMR from a list of four (4) short-listed firms for the Project, following the process outlined in the Ohio Revised Code for CMRs applicable to public school districts and authorized the preparation of a CMR agreement for the Project.
2. The CMR agreement was then prepared for the Project, which includes \$47,644 for preconstruction phase services. The amount to be paid for construction phase services of the Project will be incorporated in a forthcoming Guaranteed Maximum Price (GMP) amendment to the agreement and will include the CMR's fee of 1.85% of the Cost of the Work, general conditions (\$1,181,900), the CMR's contingency of 2.00% of the Cost of the Work, and the estimated Cost of the Work.
3. The Superintendent now recommends approval of the CMR agreement with Corna and to authorize the Board President and Treasurer to sign the CMR Agreement on behalf of the Board.

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

1. The Board approved the CMR Agreement for the Project with Corna and authorizes the execution of the agreement by the Superintendent and Treasurer on behalf of the Board.

Roll: Ayes – Piccolantonio, Campbell, Chrysler, Hairston, Moehring  
Nays – None  
Motion carried.

### **BOARD REPORT(S)/DISCUSSION(S)**

<b>A. Legislative Liaison</b>	<b>Beryl Piccolantonio</b>
<b>B. Gahanna-Jefferson Education Foundation</b>	<b>Daphne Moehring</b>
<b>C. Government Liaison</b>	<b>Jennifer Chrysler</b>

### **EXECUTIVE SESSION**

**12-18-007**

Moved by Mr. Campbell, and seconded by Mr. Hairston, that the Gahanna-Jefferson Board of Education went into Executive Session pursuant to Ohio Revised Code 121.22 (G) for the purpose of:

- The appointment, employment, dismissal, discipline, promotion, demotion, compensation of an employee or official, or the investigation of charges or complaints against an employee, official, licensee or student, unless the employee, official, licensee or student requests a public hearing.
- The purchase of property for public purposes or the sale of property at competitive bidding.
- Conference with the Board's attorney to discuss matters which are the subject of pending or imminent court action.
- Preparing for conducting, or reviewing negotiations or bargaining sessions with employees.

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\_\_\_\_\_ Matters required to be kept confidential by federal law rules or state statutes.

\_\_\_\_\_ Specialized details of security arrangements.

Roll: Ayes – Moehring, Piccolantonio, Campbell, Chrysler, Hairston  
Nays – None  
Motion carried.

**Mrs. Piccolantonio declared the Board into Executive Session at 8:15 p.m. and back into Regular Session at 9:44 p.m.**

### ADJOURNMENT

**12-18-008**

Moved by Mr. Campbell, and seconded by Mrs. Chrysler that the regular meeting of the Gahanna-Jefferson Board of Education adjourned at 9:45 p.m.

Roll: Ayes – Hairston, Moehring, Piccolantonio, Campbell, Chrysler  
Nays – None  
Motion carried.



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President



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Treasurer