



Gahanna - Jefferson Public Schools

160 South Hamilton Road · Gahanna, OH 43230

BOARD OF EDUCATION MEETING

NOVEMBER 21, 2019

AGENDA

**Regular Board of Education Meeting
November 21, 2019**

**Gahanna-Jefferson Public Schools
BOARD OF EDUCATION REGULAR MEETING
November 21, 2019, 6:30 p.m.
Clark Hall, Room 323
Steve Barrett, Superintendent**

I. OPENING ACTIVITIES

A. Calling of the Roll

ROLL CALL: Campbell___Chrysler___ Hairston___ Moehring___ Piccolantonio___MC: Y N

B. Pledge of Allegiance

C. Minutes

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

- October 14, 2019 Special Board of Education Meeting
- October 15, 2019 Finance Committee Meeting
- October 17, 2019 Special Board of Education Meeting
- October 17, 2019 Regular Board of Education Meeting
- October 29, 2019 Policy and Governance Committee Meeting

ROLL CALL: Piccolantonio___ Campbell___Chrysler___ Hairston___ Moehring___ MC: Y N

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

A. STEM Night - Royal Manor	Jessica Cisler
B. Bitew Shifrew - Bus Driver	Wendy Gruenbaum
C. Student Council President	Ryan Antrim
D. Gahanna-Jefferson Education Foundation	Grace Moricca
E. Gahanna-Jefferson Education Association	Sharon Tomko
F. City of Gahanna	Liz Jaffee
G. Finance Committee	Brian Metzbower
H. Policy and Governance Committee	Daphne Moehring
I. Student Learning and Achievement Committee	Matt Campbell
	Jennifer Chrysler

III. PUBLIC PARTICIPATION

IV. COMMUNICATION(S)/ADOPTION OF AGENDA

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A. Adoption of Agenda

Additions/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

C. FINANCIAL BUSINESS

ITEM(S) FOR ACTION (5)

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

1. Financial Report

Approve the October 2019 Monthly Financial Report as submitted by the Treasurer.

2. Five-Year Forecast

Approve the Five-Year Forecast, as presented.

3. American Sign Language Club Student Activity Account – Lincoln High School

Approve the American Sign Language Club Student Activity Account (200-9977) at Lincoln High School with all applicable policies, guidelines, and procedures associated with the student handbook.

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4. Appropriations/Revenues

Approve to amend the appropriations/revenue as follows:

10/17/2019-FY20 Amended Appropriations						
FUND	Fund Type	Description	Previous Appropriations	Amendment	Total Appropriations	Revenue
9	GOV/Special	UNIFORM SCHOOL SUPPLIES	\$ 40,220.99	\$ 505.51	\$ 40,726.50	\$ 505.51
18	PRO/Enterprise	PUBLIC SCHOOL SUPPORT	\$ 265,861.62	\$ 620.00	\$ 266,481.62	\$ 620.00
200	PRO/Internal	STUDENT MANAGED ACTIVITY	\$ 536,726.62	\$ 250.00	\$ 536,976.62	\$ 250.00
551	GOV/Special	LIMITED ENGLISH PROFICIENCY	\$ 139,513.68	\$ (2,859.99)	\$ 136,653.69	\$ (2,869.83)
572	GOV/Special	TITLE I DISADVANTAGED CHILDREN	\$ 1,230,131.37	\$ 61,248.36	\$ 1,291,379.73	\$ 61,248.36
590	GOV/Special	IMPROVING TEACHER QUALITY	\$ 254,957.89	\$ 4,869.83	\$ 259,827.72	\$ 4,869.83

5. Donations

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

GIPS SUPPORTER	AMOUNT	DONATED TO
Capitol Square Foundation	\$200.00	Blacklick Elementary Field Trips
Alliance Data	\$70.00	Goshen Lane Elementary
Jefferson Elementary PTO	\$1,590.00	Jefferson Elementary Field Trips
Ms. Sara Giuliani	\$50.00	LHS Lions Locker
Ms. Allison Lowery Palmer	\$100.00	LHS Lions Locker
Mr. & Mrs. Kurt & Christi Keener	\$85.00	LHS Lions Locker
First Baptist Church of Gahanna	\$320.00	LHS Lions Locker
Mr. Robert Bailey	\$100.00	LHS Underwater Robotics
Kroger	\$43.73	Lincoln High School
Mr. & Mrs. Raymond & Madeline Partlow, Jr.	\$100.00	Middle School Robotics Competition Team
Republic Services, Inc.	\$500.00	Republic Waste Scholarship

ROLL CALL: Hairston___ Moehring___ Piccolantonio___ Campbell___ Chrysler___ MC: Y N

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

ITEM(S) FOR ACTION (4)

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

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1. Ability Matters Agreement

Approve the agreement with Ability Matters for placement of one student beginning November 5, 2019 for the remainder of the 2019-2020 school year. Total cost of tuition is \$4,952.50 per month, to be paid out of General Funds.

2 Educational Service Center of Central Ohio

Approve the Statement of Work with the Educational Service Center of Central Ohio for placement of two students for the remainder of the 2019-2020 school year, at the cost of \$33,490 per student and one student prorated at the cost of \$23,000, for the total cost of services not to exceed \$89,980, to be paid out of General Funds.

3. Concord Counseling Services Contract

Approve the contract for Concord Counseling Services, for 1 FTE Mental Health Professional for three additional days per week to supplement the current two days per week provided by ADAMH Grant services. Total cost for the three additional days not to exceed \$27,565, to be paid out of General Funds.

4. Overnight/Extended Student Trip(s)

LHS – Speech and Debate Team
Kenyon College Invitational Tournament
Gambier, OH
November 22-23, 2019

ROLL CALL: Chrysler___ Hairston___ Moehring___ Piccolantonio___ Campbell___ MC: Y N

ITEM FOR INFORMATION

Resignation

The following individual will resign from the Educational Service Center-Council of Governments (ESC-COG), effective at the end of the day on November 26, 2019:

Cody Jones, Preschool Educational Aide at Clark Hall

E. HUMAN RESOURCES

ITEM(S) FOR ACTION (22)

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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:

Diane Beckmann, Educational Aide, Lincoln High School, effective at the end of the day on October 31, 2019

Maureen Hughey, Secretary, St. Matthew, effective at the end of the day on February 28, 2020 for retirement purposes

Ryan Lininger, Associate Director of Operational Technology, effective at the end of the day on November 29, 2019

Stephanie Loucka, Director of Human Resources, effective at the end of the day on November 7, 2019

Kevin McIntyre, Bus Driver, effective November 8, 2019

2. Terminations

Approve the termination of Keith Wilson, Assistant Boys Basketball, Lincoln High School, and David Despas, Assistant Ice Hockey Coach, Lincoln High School, effective with the 2019-2020 school year

3. Position

Approve the following position:

1 FTE Assistant Principal, Elementary School

4. Employment – Administrative Staff

Approve the following administrative personnel, based on the appropriate salary schedule and ORC Statute 3319.02, effective October 31, 2019 through July 31, 2020 (Pending fingerprint results and/or certification):

<u>Name</u>	<u>Position</u>	<u>Term</u>	<u>Salary</u>
Christine Gray	Assistant Principal, LE/RM	1-year (215 days) (Prorated 147 days for the 19-20 SY)	\$66,338.16

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5. Employment – Interim Certificated Staff

Approve the interim employment of the following certificated personnel on a one-year limited contract for the 2019-2020 school year, to serve at the will of the Board and to be paid in accordance with the adopted salary schedule (Pending fingerprint results and/or certification). This contract shall expire automatically at the end of the 2019-2020 school year without action by or notice from the Board.

Monica Reed – EL, Goshen Lane Elementary
5 years experience; MA degree; salary \$42,077.64
Effective October 28, 2019; prorated 132 days for the 2019-2020 SY

6. 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 November 22, 2019:

Monica Parker
Step 0 on salary schedule; \$19.27/hour
4.75 hours/day
Prorated 116 days for the 2019-2020 school year

Brandy Walters
Step 0 on salary schedule; \$19.27/hour
4.75 hours/day
Prorated 116 days for the 2019-2020 school year

7. Employment – Classified Employees

Approve the following individuals, to be placed on the appropriate salary schedule with a 270-day probationary period (Pending fingerprint results):

Kimberly Badnell – Kitchen Helper, Blacklick Elementary
Step 0 on salary schedule; \$14.08/hour
3 hours/day
Effective November 13, 2019; prorated 124 days for the 2019-2020 SY

Jay Bennis – Custodian, Royal Manor Elementary
Step 5 on salary schedule; \$19.39/hour
8 hours/day
Effective November 22, 2019; prorated 156 days for the 2019-2020 SY

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Shavontre Goins – Custodian, Lincoln High School
Step 1 on salary schedule; \$17.13/hour
8 hours/day
Effective November 22, 2019; prorated 156 days for the 2019-2020 SY

Teresa Williams – Kitchen Helper, Jefferson Elementary
Step 2 on salary schedule; \$15.23/hour
3 hours/day
Effective November 11, 2019; prorated 126 days for the 2019-2020 SY

8. Employment – Unclassified Employees

Approve the following individuals on a one-year contract as Educational Aides for the 2019-2020 school year, to be placed on the appropriate salary schedule with a 270-day probationary period (Pending fingerprint results and/or certification):

Brian Evans – Lincoln Elementary
Step 0 on salary schedule; \$15.75/hour
6.5 hours/day
Effective November 25, 2019; prorated 115 days for the 2019-2020 SY

Ryan Evans – Lincoln Elementary
Step 1 on salary schedule; \$16.19/hour
6.5 hours/day
Effective November 22, 2019; prorated 116 days for the 2019-2020 SY

Mackenzie Miller – Lincoln High School
Step 4 on salary schedule; \$17.51/hour
6.75 hours/day
Effective November 18, 2019; prorated 120 days for the 2019-2020 SY

9. Employment – Addendum Assignments

Approve the following personnel for the positions listed, according to the current adopted Addendum Salary Schedule, effective with the 2019-2020 school year (Pending fingerprint results and/or certification):

Group II

Name	Bldg.	Title	Step	Salary
Matthew Potter	LHS	Basketball Assistant Coach - Boys	11	\$6,203.55

Group VI

Name	Bldg.	Title	Step	Salary
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Marc Johnson LHS Swim Assistant Coach 0 \$1,403.19 (50%)

10. Employment – Non-Certificated Personnel as a Coach/Advisor

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 2019-2020 school year (Pending fingerprint results and/or certification):

Group VI

Name	Bldg.	Title	Step	Salary
William Rhymer	LHS	Ice Hockey Assistant Coach	0	\$2,806.37

11. Employment – Volunteer Coach

Approve the following individual as a volunteer coach in the District for the 2019-2020 school year (Pending fingerprint results and/or certification):

Name	Bldg.	Title
James Leeseberg	MSE/MSS	Volunteer Wrestling Coach

12. Employment – Long Term Assignments

Approve the following certificated personnel for designated long-term assignments during the 2019-2020 school year, to serve at the will of the Board and to be paid in accordance with the long-term substitute payment schedule:

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Abigail Elliott
Taylor Luckhaupt
Tiffany Palguta
Allison Reed
Natalie Schlereth

13. 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 2019-2020 school year (Pending fingerprint results and/or certification):

Bus Driver:
Guluma Balcha

Custodians:
Jonathan Brummell
John Jasinski

Kitchen Helpers:
Doretha Dorhetso
Marie Kanoute
Travis Workman

14. Employment through the Educational Service Center-Council of Governments for the 2019-2020 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 2019-2020 school year, effective December 2, 2019 (or the date authorized by the ESC-COG with prorated days adjusted accordingly):

Preschool Educational Aide at Clark Hall:

<u>Name</u>	<u>Percentage</u>	<u>Days</u>	<u>Hours/Day</u>	<u>Salary</u>
Colista Littler	100%	113	6.5	\$16.07/hour

15. Additional Hours

Approve additional hours for the following personnel to serve on the Evaluation Committee at the hourly rate of \$27.64, not to exceed 30 hours each, to be paid out of General Funds.

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Jenny Palguta	Jim Birath
Mary Beth Powell	Wendy Fafata-Roberts
Dawn Stanforth	Dwayne Marshall

16. Additional Hours

Approve additional hours for the following personnel to serve on the Professional Development Advisory Committee at the hourly rate of \$27.64, not to exceed two hours each per monthly meeting as outlined in the approved Collective Bargaining Agreement, to be paid out of General Funds.

Joan Miller	Hannah Morris	Brittany Schwarck
Stephanie Bhatt	Jennifer Velazquez	Rachel Mackie
Nicole Evans	Connie Tate	Rachel Medovich
Katie McCormick	Danielle Dominak	Ashton Stimmel
Brittany Kimbelton	Chris Wagner	

17. Additional Hours

Approve additional hours for the following staff to plan and present Self Care Moments for the 2019-2020 school year at the hourly rate of \$27.64, not to exceed five hours each, to be paid out of General Funds.

Andrea Saunders	Sharon Iseringhausen
Kyle Bentley	Selene Kelley
Justin Hammond	

18. Stipends

Approve stipends to the following personnel for the Peer Assistance Program for the 2019-2020 school year, not to exceed the amounts listed, to be paid out of General Funds:

<u>Name</u>	<u>Maximum Amount</u>
Danielle Barnhart	\$500
Cheryl Bower	\$500
Stephanie Thomas	\$500
Megan Woodburn	\$500

19. Unpaid Leave of Absences

Approve the following unpaid leave of absences:

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A. Joseph Bonarrigo, Bus Driver, for a half day PM on October 1, 2019 and on October 2, 2019

Michael Kunselman, Industrial Technology, Lincoln High School, on December 12, 2019

Linda Layton, Kitchen Helper, High Point Elementary, effective October 23, 2019 through November 26, 2019

Kimberly Neary, EL, Blacklick Elementary, for a half day PM on February 10, 2020

Sandra Nicholson, GATE, Blacklick Elementary, effective May 18, 2020 through May 20, 2020

Christine Rincon, Kindergarten, High Point Elementary, for a half day PM on April 16, 2020 and on April 17, 2020

20. Amendment of Motion 19-04-047 (E7) – Summer Custodian/ Maintenance Assistants

Approve to amend as follows:

Change the effective date for Matthew Gregory to be through January 31, 2020.

21. Amendment of Motion 19-06-068 (D1) – GATE Testing Consulting Service Agreement

Approve to amend as follows:

Change the consultant to Patricia Clark for the remainder of the 2019-2020 school year.

22. Amendment of Motion 19-08-096 (E24) Stipend- Facilitators

Approve to amend as follows:

To increase Cheryl Steger from one semester credit hour to two semester credit hours.

ROLL CALL: Campbell___ Chrysler___ Hairston___ Moehring___ Piccolantonio___ MC: Y N

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F. GENERAL BUSINESS

ITEM(S) FOR ACTION (13)

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 Board policies:

0153	Appointees
1310	Employment of the Treasurer
1615	Use of Tobacco by Administrators
2431	Interscholastic Athletics
3215	Use of Tobacco by Professional Staff
4215	Use of Tobacco by Classified Staff
5113.02	School Choice Options
5200	Attendance
5350	Student Mental Health and Suicide Prevention
5460	Graduation Requirements
5512	Use of Tobacco
5771	Search and Seizure
7300	Disposition of Real Property/Personal Property
7434	Tobacco on School Premises
8462	Student Abuse and Neglect
8500	Food Services

2. Negotiated Contract – Aides

Approve the Aides negotiated contract from July 1, 2019 through June 30, 2021, as presented.

3. Antivirus Software Agreement

Approve a three-year agreement with White Rock Cybersecurity effective December 30, 2019 through December 29, 2022, for Kaspersky Endpoint security suite for \$27,425.74, to be paid out of General Funds.

4. MEMORANDUM OF UNDERSTANDING

This Memorandum of Agreement is entered on this ____ day of November, 2019, by and between the Gahanna Jefferson Education Association (hereinafter the “Association”) and the Gahanna-Jefferson City School District Board of Education (hereinafter the “Board”).

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WHEREAS, the Association and the Board are parties to a collective bargaining agreement the effective dates of which are July 1, 2019 through June 30, 2020 (hereinafter referred to as the “Agreement”); and

WHEREAS, the Agreement contains language regarding the terms and conditions of employment; and

WHEREAS, the Board has implemented a new procedure for completing certain paperwork related to students; and

WHEREAS, the Association has concerns regarding whether the confidentiality of the information being electronically maintained meets the requirements of the Family Educational Rights and Privacy Act (FERPA) and/or the Health Insurance Portability and Accountability Act (HIPAA);
IT IS NOW THEREFORE AGREED as follows:

1. The Board has assured the Association that the electronic platform being utilized meets or exceeds the legal requirements for maintaining the confidentiality of student information.
2. The Board assumes all responsibility and/or liability for the security of the data being housed electronically.
3. The Board has indicated that the electronic platform is both FERPA and HIPAA compliant.
4. The Board will update the electronic platform as necessary to ensure compliance with any/all applicable laws.
5. This Agreement is neither precedent setting nor does it constitute a practice between the parties.
6. This Agreement shall expire on June 30, 2020.

All other provisions of the Collective Bargaining Agreement currently in effect between the parties hereto not altered by this Contract Amendment shall remain in full force and effect for the term of the Collective Bargaining Agreement and no other agreements shall serve to alter the provisions of the Collective Bargaining Agreement unless agreed to, in writing, between the parties hereto.

5. Payment in Lieu of Transportation

Approve the following families for payment in lieu of transportation.

Hershel A.G.	Lashe A.	Tye A.
Ilana A.G.	Leah B.	Joseph C.
Eden C.	Noah C.	Gradie C.
Grace C.G.	Nathan D.	Jason D.

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Ethan D.	Coleman F.	Simon H.
Drew H.	Kate H.	Carmella H.
Jaely Ann L.D.	Jamal O.	Rasna O.
Bethel S.	Tucker S.	Warner U.
Aiden W.	Shannon W.	Ellie W.
Yuanfeng X.		

6. Snow Removal Contract

Approve the contract with Jim Klamfoth Lawn Service, for snow removal, on as as-needed basis, as presented.

7. Site Investigation and Mold Remediation

Approve the contract with Gandee & Associates, Inc. to perform site investigation, mold remediation design and administration for Lincoln Elementary School at a cost not to exceed \$4,140, to be paid out of General Funds.

8. Van Purchase

Approve the purchase of one passenger van from Coughlin Automotive at a cost not to exceed \$35,369.50 to be paid from Permanent Improvement (PI) Funds.

9. Swipe Card Access

Approve All Secured to add swipe card access to all exterior doors at Goshen Lane Elementary at a cost not to exceed \$36,475, to be paid out of Permanent Improvement (PI) Funds.

10. School Calendars

Approve the 2020-2021, 2021-2022 and 2022-2023 school calendars, as presented

11. Amendment of Motion 19-10-118 (F5) – John Deere Gator

Approve to amend as follows:

Change the company to Buckeye Power Sales, the product to a Landmaster and the total amount to \$11,017.25.

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12. Amendment of Motion 19-06-01 (G36) – Furniture Purchase

Approve to amend as follows:

Increase the budget to \$759,683.

13. Amendment of Motion 19-09-104 (F4) – Black Top Extension

Approve to amend as follows:

Increase the budget to \$25,645.

ROLL CALL: Piccolantonio___ Campbell___ Chrysler___ Hairston___ Moehring___ MC: Y N

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

A. Legislative Liaison

Beryl Piccolantonio

B. Gahanna-Jefferson Education Foundation

Daphne Moehring

VII. EXECUTIVE SESSION

Moved by _____, and seconded by _____, that the Gahanna-Jefferson Board of Education enters 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.
- Matters required to be kept confidential by federal law rules or state statutes.
- Specialized details of security arrangements.

Time In: _____

Time Out: _____

ROLL CALL: Moehring___ Piccolantonio___ Campbell___ Chrysler___ Hairston___ MC: Y N

VIII. BOARD ACTION(S)/INFORMATION ITEM(S)

A. HUMAN RESOURCES

ITEM(S) FOR ACTION (1)

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

1. Resolution – Termination

Approve the following resolution to terminate the employment contract(s) of Jon Grant.

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 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.

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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 recurrence, 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:

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;

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- 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
- 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

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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 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 January 28, 2019, pending this Board’s investigation into his alleged misconduct;

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

WHEREAS, on or about February 13, 2019, Mr. Grant appeared, while being represented by counsel, before the District’s Human Resources

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Director for a pre-disciplinary/pre-deprivation (“Loudermill”) hearing to show cause for why his employment should not be terminated;

WHEREAS, at the conclusion of the February 13, 2019, Mr. Grant and his counsel requested that the District perform additional investigation as to the allegations against Mr. Grant;

WHEREAS, the District did perform additional investigation relating to Mr. Grant’s stated explanations, excuses, and defenses relating to the allegations against him;

WHEREAS, on or about August 8, 2019, Mr. Grant was afforded a continuation of the February 13, 2019 pre-disciplinary/pre-deprivation (“Loudermill”) hearing in an effort to provide Mr. Grant with an additional meaningful opportunity to be heard relative to the additional investigation he requested and to show cause why his employment should not be terminated;

WHEREAS, Mr. Grant appeared with his counsel at the August 8, 2019 Loudermill hearing and requested a continuance for purposes of additional preparation with his counsel;

WHEREAS, the District’s hearing officer granted Mr. Grant’s request for additional time and continued the Loudermill hearing to August 13, 2019, when Mr. Grant and his counsel again appeared and were given an additional meaningful opportunity to be heard relative to the additional investigation Mr. Grant requested and to show cause 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 November 6, 2019, 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:

This Board considered the termination of the employment of Mr. Jon Grant pursuant to Board Policy 4140 and Ohio Revised Code § 3319.081.

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 Policies 4210, 4362, and Section 3319.081 of the Revised Code.
- i. Mr. Grant refuses to recognize the seriousness of his misconduct and to accept responsibility for his actions.

The Board concludes that the grounds specified in this Resolution, as set forth above, constitute 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.

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.

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.

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.

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.

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.

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

ROLL CALL: Hairston__ Moehring___ Piccolantonio__ Campbell___ Chrysler___ MC: Y N

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IX. ADJOURNMENT

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

ROLL CALL: Chrysler___ Hairston___ Moehring___ Piccolantonio___ Campbell___ MC: Y N