

RECORD OF PROCEEDINGS 10360

REGULAR SESSION

November 21, 2019

The Gahanna-Jefferson Board of Education met in Regular Session on November 21, 2019, at the Gahanna-Jefferson Clark Hall, 380 Granville Street. President Beryl Piccolantonio called the meeting to order at 6:33 p.m.

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

Pledge of Allegiance

Approval of the Minutes

19-11-122

Moved by Mr. Campbell, and seconded by Mrs. Moehring, that the Gahanna-Jefferson Board of Education approved 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: Ayes – Piccolantonio, Campbell, Chrysler, Hairston, Moehring
Nays – None
Motion carried.

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

A. STEM Night - Royal Manor

Jessica Cisler
Wendy Gruenbaum

- *We Are Family* is the school theme. STEM Night is a science night that involves parents and families. There were many volunteers from the school and community with over 150 hours of planning.

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- B. Bitew Shifrew - Bus Driver** **Brian Antrim**
- Publicly thanked Bitew for his ultimate gesture of kindness shown in light of the situation where a student got sick in London, Ohio during a Middle School East track meet.
- C. Student Council President** **Grace Moricca - Absent**
- D. Gahanna-Jefferson Education Foundation** **Sharon Tomko**
- Trunk-or-Treat was a great night to raise awareness for the Foundation's efforts and purpose. It was a fantastic night!
 - Alumni Hall of Fame and Cornerstone Award nominations are now being taken.
 - GALA tickets can be purchased online and raffle tickets are now available.
 - December 12th - high school showcase in regards to business development.
 - February 5th - career fair for seniors that don't have a plan.
 - March 18th – summer job fair for sophomores and juniors
- E. Gahanna-Jefferson Education Association** **Liz Jaffee**
- This is the first year with full time counselors and it has been wonderful.
 - Dwayne Marshall is running unopposed for a spot on the board of directors for the National Education Association.
 - "Dress Down for Grin" will be \$2 a day and they are hoping to raise more than last year's \$11,000.
- F. City of Gahanna** **Brian Metzbower - Absent**
- G. Finance Committee** **Daphne Moehring**
- H. Policy and Governance Committee** **Matt Campbell**
- I. Student Learning and Achievement Committee** **Jennifer Chrysler**

PUBLIC PARTICIPATION

- Stephanie Wells: her observation of the Veteran's Day event at Chapelfield Elementary was touching and she was excited that the teachers are making that day special. She would like the district to acknowledge Veteran's Day as a day off from school so families can spend time with and honor the veterans in their lives.

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Adoption of Agenda

19-11-123

Moved by Mr. Campbell, 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

- 1. Here Comes the Bus:** We have a new app called **Here Comes the Bus**, which is a free download for parents. Once the app is downloaded, a parent can enter the GJPS code and register their child. The app will allow parents to track the bus within a 2 or 5 mile radius.
- 2. Enrollment Study:** We are excited to meet with the City of Gahanna and Jefferson Township to show them our enrollment study.
- 3. Lincoln Live:** I am proud of the work students at GLHS are doing with Lincoln Live, a live news program. Students and teacher, Mark Lowrie have worked hard on this broadcast, where a cycle of anchors and field reporters report the news around the high school. Students are learning to write the news, report it, do camera work, edit, create PSA's and much more.
- 4. Master Planning Facilities Committee:** We are working with our MPFC on option development for growth based on our enrollment study. Architects from Triad Architecture are working with us on these different options.
- 5. Winter Sports:** We are looking forward to our Winter Sports Season, which is in full swing at our middle schools and high school.
- 6. Green Dot:** It was fun to see all the activities around Green Dot, which is our high school PBIS program, which encourages students to take an active role in creating a caring and kind environment at GLHS.

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7. **Season of Giving:** This is a wonderful time of year and the season of giving has started. GJEA is once again sponsoring a dress-down fundraiser for GRIN. Our district has raised over \$54,000 for GRIN over the last 3 years with lots of different fundraisers. We are also grateful that the Gahanna Ministerial Association is sponsoring gift shops for families at Royal Manor, Goshen Lane and Gahanna Middle School West.
8. **Veteran's Day:** The Veterans Day celebration at GLHS was fantastic. It was very moving to give a diploma to veteran, Gerald Greer, who left high school early to enlist and fight in the Vietnam Conflict.
9. **STEM Night at Royal Manor:** Royal Manor STEM Night was a huge success. High school and middle school students involved in robotics had their robots on display, which Royal Manor students really enjoyed. It was a real community event. Students from our Bioscience and Science Academy worked with younger students on lots of fun science activities. Thanks to Mayor Kneeland for bringing COSI to STEM night.
10. ***The Lion, The Witch, and The Wardrobe:*** Students at GLHS did a great job on *The Lion, The Witch and The Wardrobe*. Every aspect of the performance was excellent and the set is one of the best I have ever seen.
11. **PD Day – Discussed by Jill Elliott**
 - We had an extremely successful PD day on November 8
 - Day was built around our PD theme of Equity and Access for All
 - Started with a whole district keynote on Trauma-Informed Care
 - Followed by 1 and 2 hour breakout sessions on various topics of interested voted on by staff members.
 - Some of the sessions included:
 - Trauma-Informed Care
 - De-escalation Strategies for the Classroom
 - Poverty Simulation
 - Implicit Bias
 - Anxiety
 - Effective Co-Teaching Models
 - Best Practices for Supporting EL Students in the Classroom
 - Feedback was very favorable and PDAC was pleased with the responses and excitement from staff

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- Also had about 40 staff members participate in an independent study option
- Sessions repeated with new choices in January

12. Calendars – Discussed by Jill Elliott

- 20-21, 21-22, 22-23 school calendars on the agenda for approval this evening
- District committee of nearly 30 parents and staff members met and followed a similar process to that used in the last calendar creation process
- Looked at strengths/concerns from current and past calendars
- Reviewed predetermined parameters we needed to include such as number of student and staff work days, professional development days and testing dates.
- Brainstormed priorities and calendar desires
- Drafted and reviewed four draft calendars and narrowed the selections down to two calendars to share with the community for a vote.
- Had over 1,400 participants in the survey and landed on calendar option 1.
- Always a lot of feedback about starting school later. We had a lot of discussion as a committee about how that is difficult when we are trying to end the first semester prior to winter break so that students don't have to study for finals over their holiday break.
- We looked at how to observe holidays from various religions, but weren't able to work those in. Staff members will be mindful of these holidays when scheduling assignments and assessments.
- 21-22 and 22-23 calendars have a note saying they are subject to change because of potential changes to our negotiated agreements with staff and testing dates/mandates from the state.

B. TREASURER'S REPORT

Five-Year Forecast presented by Daphne Moehring

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C. FINANCIAL BUSINESS

ITEM(S) FOR ACTION (5)

19-11-124

Moved by Mrs. Moehring, and seconded by Mrs. Chrysler, 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 October 2019 Monthly Financial Report as submitted by the Treasurer.

2. Five-Year Forecast

The Gahanna-Jefferson Board of Education approved the Five-Year Forecast, as presented.

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

The Gahanna-Jefferson Board of Education approved 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.

4. Appropriations/Revenues

The Gahanna-Jefferson Board of Education approved 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

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5. 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
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	\$500.00	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: Ayes – Hairston, Moehring, Piccolantonio, Campbell, Chrysler
Nays – None
Motion carried.

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

ITEM(S) FOR ACTION (4)

19-11-125

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

1. Ability Matters Agreement

The Gahanna-Jefferson Board of Education approved 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.

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2 Educational Service Center of Central Ohio

The Gahanna-Jefferson Board of Education approved 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

The Gahanna-Jefferson Board of Education approved 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)

The Gahanna-Jefferson Board of Education approved the following overnight/extended student trip for the 2019-2020 school year.

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

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

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

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E. HUMAN RESOURCES

ITEM(S) FOR ACTION (22)

19-11-126

Moved by Mrs. Chrysler, and seconded by Mr. Hairston, 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:

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

The Gahanna-Jefferson Board of Education approved 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

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3. Position

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

1 FTE Assistant Principal, Elementary School

4. 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 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

5. Employment – Interim Certificated Staff

The Gahanna-Jefferson Board of Education approved 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

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 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

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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

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):

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

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

The Gahanna-Jefferson Board of Education approved 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):

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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

The Gahanna-Jefferson Board of Education approved 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
Marc Johnson	LHS	Swim Assistant Coach	0	\$1,403.19 (50%)

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

The Gahanna-Jefferson Board of Education adopted 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

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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

The Gahanna-Jefferson Board of Education approved 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

The Gahanna-Jefferson Board of Education approved 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:

Abigail Elliott
Taylor Luckhaupt
Tiffany Palguta
Allison Reed
Natalie Schlereth

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13. 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 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

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 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

The Gahanna-Jefferson Board of Education approved additional hours for the following personnel to serve on the Evaluation Committee at the hourly

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rate of \$27.64, not to exceed 30 hours each, to be paid out of General Funds.

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

16. Additional Hours

The Gahanna-Jefferson Board of Education approved 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

The Gahanna-Jefferson Board of Education approved 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

The Gahanna-Jefferson Board of Education approved 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

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Cheryl Bower	\$500
Stephanie Thomas	\$500
Megan Woodburn	\$500

19. Unpaid Leave of Absences

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

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

The Gahanna-Jefferson Board of Education approved 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

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

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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

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

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

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

F. GENERAL BUSINESS

ITEM(S) FOR ACTION (1)

19-11-127

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

Separate Item #2 under General Business to discuss and vote on separately.

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

ITEM(S) FOR ACTION (12)

19-11-128

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

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1. Policies

The Gahanna-Jefferson Board of Education approved 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

3. Antivirus Software Agreement

The Gahanna-Jefferson Board of Education approved 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

The Gahanna-Jefferson Board of Education approved the following memorandum of understanding:

This Memorandum of Agreement is entered 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

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Collective Bargaining Agreement unless agreed to, in writing, between the parties hereto.

5. Payment in Lieu of Transportation

The Gahanna-Jefferson Board of Education approved 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.
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

The Gahanna-Jefferson Board of Education approved the contract with Jim Klamfoth Lawn Service, for snow removal, on as as-needed basis, as presented.

7. Site Investigation and Mold Remediation

The Gahanna-Jefferson Board of Education approved 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

The Gahanna-Jefferson Board of Education approved 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.

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9. Swipe Card Access

The Gahanna-Jefferson Board of Education approved 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

The Gahanna-Jefferson Board of Education approved the 2020-2021, 2021-2022 and 2022-2023 school calendars, as presented

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

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

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

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

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

Increase the budget to \$759,683.

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

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

Increase the budget to \$25,645.

Roll: Ayes – Piccolantonio, Campbell, Chrysler, Hairston, Moehring

Nays – None

Motion carried.

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ITEM(S) FOR ACTION (1)

19-11-129

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

2. Negotiated Contract – Aides

The Gahanna-Jefferson Board of Education approved the Aides negotiated contract from July 1, 2019 through June 30, 2021, as presented.

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

BOARD REPORT(S)/DISCUSSION(S)

- | | |
|---|---------------------|
| A. Legislative Liaison | Beryl Piccolantonio |
| B. Gahanna-Jefferson Education Foundation | Daphne Moehring |

EXECUTIVE SESSION

11-19-130

Moved by Mrs. Moehring, and seconded by Mr. Campbell, 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.

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- _____ 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.

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

Mrs. Piccolantonio declared the Board into Executive Session at 8:34 p.m. and back into Regular Session at 9:47 p.m.

G. HUMAN RESOURCES

ITEM(S) FOR ACTION (1)

11-19-131

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

1. Resolution – Termination

The Gahanna-Jefferson Board of Education approved 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,

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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. 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:

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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:

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- 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 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.";

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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 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;

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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

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.

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

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- 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

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

ADJOURNMENT

19-11-132

Moved by Mrs. Chrysler, and seconded by Mrs. Moehring, that the regular meeting of the Gahanna-Jefferson Board of Education adjourned at 9:48 p.m.

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



President



Interim Treasurer