

RECORD OF PROCEEDINGS 10854

REGULAR SESSION

January 21, 2021

The Gahanna-Jefferson Board of Education met in Regular Session on January 21, 2021 by Teleconference. President Beryl Piccolantonio called the meeting to order at 6:30 p.m.

ROLL CALL:	Mr. Matthew Campbell	Present
	Mrs. Jennifer Chrysler	Arrived @ 7:52 p.m.
	Mr. Bryan Hairston	Present
	Mrs. Daphne Moehring	Present
	Mrs. Beryl Piccolantonio	Present

Pledge of Allegiance

Approval of the Minutes

21-01-008

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

- December 2, 2020 Special Board of Education Meeting
- December 9, 2020 COVID-19 Community Task Force Committee Meeting
- December 10, 2020 Special Board of Education Meeting
- December 15, 2020 Finance/Facilities Committee Meeting
- December 17, 2020 Regular Board of Education Meeting
- December 21, 2020 Special Board of Education Meeting

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

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

A.	Board of Education Appreciation	Steve Barrett
B.	Student Council – Philanthropy Officer	Varun Miriyala

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- The week of February 1st will be Diversity Inclusion Week to promote unity. Students can share awareness, experience, and background through stories, poems and art which will be put on a website for all to experience. Also working on the Week of Miracles to raise money for Nationwide Children's Hospital with GahannaThon, games, etc. The Bathroom Beautification project is to make sure students feel safe with QR Codes to counselors and positive messages.
- C. Gahanna-Jefferson Education Foundation Sharon Tomko
- Silent auction will open on February 20th and run for seven days to the GALA which is February 27th. They are encouraging people to share fliers on social media to register for the GALA. On February 10th there will be a virtual fair and hiring event.
- D. Gahanna-Jefferson Education Association Chris Swisher
- Collected \$9,604.00 for dress down days from teachers and staff for G.R.I.N. They are collecting money for the Nothing Bundt Cakes fundraiser for student scholarships.
- E. Finance/Facilities Committee Bryan Hairston
- F. Policy and Governance Committee Daphne Moehring
- G. Student Learning & Achievement/
COVID-19 Community Task Force Jennifer Chrysler

Adoption of Agenda

21-01-009

Moved by Mrs. Moehring, and seconded by Mr. Campbell, 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, Hairston
Nays – None
Motion carried.

A. SUPERINTENDENT'S REPORT

Here is the link to the [Superintendent's Report](#) that starts at 1:00:43.

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B. TREASURER'S REPORT

1. **Cash Balances:** Cash Balances are \$29.5M. The General fund balance (including GF Debt) is \$13.5M vs \$9.0M in the previous year. As is normal, cash balances have decreased in the previous quarter due to the cyclical nature of tax receipts. Tax advances have started to be collected for this calendar year.

(See attached report of cash balances and investments by maturity date)

2. **Revenues:**

- Operating receipts were \$1.2M for the month; \$0.1M under estimates. Versus prior year receipts are higher by \$0.3M. Tax receipts continue to trend higher, primarily for TIF and Tax abatement settlement payments. The November forecast was amended to reflect this increase. State funding is lower, but will normalize by the end of FY 2021 to be consistent with the prior year. The collection rate for 2nd half collections will determine if COVID has had a material impact on tax revenues.
- H.B. 751 was adopted and sent to the Governor for signature. This bill allows challenges to assessed valuations based on the impact of COVID for commercial & industrial properties. If reductions are granted, the district will experience a loss in revenue which cannot be determined at this time.
- COVID Relief Funds – The 2nd round of funds have been estimated at \$4.3M for Gahanna Jefferson Schools to be used through September 2022. The net impact will be lower since the allocated amount includes student support for community schools, charter schools, etc. It is also undetermined as to whether this additional funding will cause State Foundation revenues to be impacted.

3. **Expenditures:** Expenses for December were on estimates at \$7.4M. They remain \$0.9M under prior year amounts. The increases in wages and benefits due to step raises and the voted raises have been offset by lower spending in other categories primarily due to reduced costs in temporary services (\$0.2M), utilities (\$0.2M), transportation (\$0.2M), and other areas due to changes in the educational model. Encumbrances are higher by \$0.5M which indicates some of the reduced spending relates to timing differences due to the cash basis of accounting.

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C. FINANCIAL BUSINESS

ITEM(S) FOR ACTION (2)

21-01-010

Moved by Mr. Hairston, and seconded by Mrs. Moehring, 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 December 2020 Monthly Financial Report as submitted by the Treasurer.

2. 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 SUPPORTERS	AMOUNT	DONATED TO
Blacklick School Pride Partners PTO	\$10,319.57	Blacklick Elementary
Jefferson Township	10,000 K95 Masks 10,000 Child Masks Valued at \$10,300.00	Districtwide
Mr. & Mrs. Tim & Nancy Clark	\$100.00	GEAR Program
Three Creeks Church, New Life Church, & Gahanna Ministerial	\$896.00	Goshen Lane Elementary
Active Time (Eager Engineers)	\$416.40	High Point Elementary
Mrs. Marilyn King	\$301.27	LHS John Kring Scholarship
Anonymous Donors	\$158.71	LHS Lions Locker
Mr. and Mrs. Robert Kracker	\$50.00	LHS Lions Locker - Shop with a Cop
Mr. Michael O'Callaghan	\$50.00	LHS Lions Locker -Shop with a Cop
Ms. Kathleen Hoeper & Ms. Theresa Hoeper	\$660.00	LHS Theatre in Memory of Chelsea Donelson
Chipotle	\$60.93	LHS Yearbook

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King Solutions Inc.	\$26.85	Middle School East
Esolix Nails	\$500.00	Middle School West
Three Creeks Church, New Life Church, & Gahanna Ministerial	\$896.00	Middle School West
Esolix Nails	\$500.00	Royal Manor Elementary
The Benevity Community Impact Fund	\$325.00	Royal Manor Elementary
Three Creeks Church, New Life Church, & Gahanna Ministerial	\$896.00	Royal Manor Elementary

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

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

ITEM(S) FOR ACTION (3)

21-01-011

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. Professional Development – Reading Recovery

The Gahanna-Jefferson Board of Education approved the Reading Recovery Professional Development services provided by Dublin City Schools, at a cost not to exceed \$12,080 to be paid out of the general fund and EL Title III fund.

2. Clerical Services Agreement - St. Matthew

The Gahanna-Jefferson Board of Education approved the agreement with CatsHug Consulting Services, LLC to provide clerical services at St. Matthew School for the 2020-2021 fiscal year at a rate of \$25/hour, not to exceed \$20,000, to be paid out of the auxiliary fund.

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3. Heinemann Purchase

The Gahanna-Jefferson Board of Education approved the purchase of literacy and intervention materials for grades K-2 at a cost not to exceed \$22,649.38, to be paid out of the general fund.

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

ITEMS FOR INFORMATION

Resignations

The following individuals resigned from the Educational Service Center-Council of Governments (ESC-COG):

Carol Decord, Preschool Aide, Clark Hall, effective at the end of the day on January 5, 2021

Melissa Land, Substitute Speech-Language Pathologist, effective at the end of the day on December 15, 2020

E. HUMAN RESOURCES

ITEM(S) FOR ACTION (16)

21-01-012

Moved by Mr. Campbell, 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:

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Diane Ballard, Music, MSE/MSS/LHS, effective at the end of the day on May 28, 2021 for retirement purposes

Virginia Davis, Music, Goshen Lane Elementary, effective at the end of the 2020-2021 school year for retirement purposes

Christine Linnabary, Grade 4, High Point Elementary, effective at the end of the day on May 28, 2021 for retirement purposes

Rachel Manley, Science, Lincoln High School, effective at the end of the day on January 8, 2021

Shelasia Miller, Educational Aide, Lincoln Elementary, effective at the end of the day on December 18, 2020

Kathryn Noel, Educational Aide, Goshen Lane Elementary, effective at the end of the day on January 22, 2021

Paula Schuler, Kitchen Helper, Middle School East, effective at the end of the day on January 8, 2021

David Palguta, Grade 7 Science, Middle School East, effective at the end of the 2020-2021 school year for retirement purposes

Jennifer Palguta, Music, Middle School South, effective at the end of the day on May 28, 2021 for retirement purposes

Taimira Franklin, Bus Driver, effective at the end of the day on January 13, 2021

2. Employment – Educational Aide

The Gahanna-Jefferson Board of Education approved the following individual on a one-year contract for the 2020-2021 school year, to be placed on the appropriate salary schedule with a 179-workday probationary period, effective January 19, 2021:

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Cherrelle Williams – Educational Aide, Jefferson Elementary
Step 0 on salary schedule; \$16.39/hour
7 hours/day
Prorated 85 days for the 2020-2021 school year

3. 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 177-workday probationary period:

Kasey Mamula
Step 0 on salary schedule; \$19.66/hour
4.75 hours/day
Effective January 5, 2021; Prorated 95 days for the 2020-2021 SY

Lois Noble
Step 1 on salary schedule; \$19.85/hour
4.75 hours/day
Effective January 7, 2021; Prorated 93 days for the 2020-2021 SY

Henock Tequabo
Step 0 on salary schedule; \$19.66/hour
4.75 hours/day
Effective January 6, 2021; Prorated 94 days for the 2020-2021 SY

4. Employment – Mid-Day Hours for Bus Driver

The Gahanna-Jefferson Board of Education approved the following bus driver for mid-day hours for driving preschool and special education work program students to and from school for the 2020-2021 school year, effective January 5, 2021:

<u>Name</u>	<u>Hours/day</u>
Terri Byers	1.50

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5. 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 for the 2020-2021 school year (Pending fingerprint results and/or certification):

Group III

Name	Bldg.	Title	Step	Salary
Ryan Beck	LHS	Track Assistant Coach - Boys	13	\$3,020.54 (50%)
Robert Cramer Jr.	LHS	Track Assistant Coach - Boys	15	\$3,171.57 (50%)
Justin Hammond	LHS	Track Assistant Coach - Boys	15	\$3,171.57 (50%)
Shawn Johnston	LHS	Track Head Coach - Boys	8	\$8,198.60
Dominick Mazza	LHS	Track Assistant Coach - Boys	5	\$5,285.94
Lawrence Schwade	LHS	Track Assistant Coach - Boys	15	\$3,171.57 (50%)
Ryan Beck	LHS	Track Assistant Coach - Girls	13	\$3,020.54 (50%)
Robert Cramer Jr.	LHS	Track Assistant Coach - Girls	15	\$1,585.78 (25%)
Justin Hammond	LHS	Track Assistant Coach - Girls	15	\$3,171.57 (50%)
Jerrica Manley	LHS	Track Assistant Coach - Girls	9	\$5,890.05
Lawrence Schwade	LHS	Track Assistant Coach - Boys	15	\$1,585.78 (25%)
Roger Whittaker	LHS	Track Head Coach - Girls	15	\$9,061.61

Group IV

Name	Bldg.	Title	Step	Salary
G. Scott Meadows	LHS	Baseball Assistant Coach	15	\$5,890.05
Sean Mittelman	LHS	Baseball Assistant Coach	7	\$5,134.91
Michael Shade	LHS	Baseball Head Coach	15	\$8,414.35
Collin Blaney	LHS	Lacrosse Head Coach - Boys	2	\$6,041.07
Mollie Stiffler	LHS	Softball Assistant Coach	4	\$4,530.81
Kathryn Noel	LHS	Volleyball Assistant Coach - Boys	5	\$4,832.86
Michael Sage	LHS	Volleyball Head Coach - Boys	15	\$8,414.35

Group V

Name	Bldg.	Title	Step	Salary
Kevin Dengel	LHS	Musical Assistant Director	9	\$2,340.92 (50%)
Jeremy Lahman	LHS	Musical Assistant Director	15	\$2,567.46 (50%)
Cynthia Macioce	LHS	Musical Director	15	\$7,335.59

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Christopher Wagner	LHS	Musical Assistant Director (Technical Dir.)	11	\$4,832.86
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Group VI

Name	Bldg.	Title	Step	Salary
Dustin Dashner	LHS	Tennis Assistant Coach - Boys	15	\$4,228.75
Christopher Schwinnen	LHS	Tennis Head Coach - Boys	15	\$6,041.07

Group VII

Name	Bldg.	Title	Step	Salary
Eric Ingham	MSE/MSS/MSW	Lacrosse Assistant Coach - Boys	2	\$2,567.45
Marcus Phelps	MSE/MSS/MSW	Lacrosse Head Coach - Boys	2	\$3,667.79
Selene Kelley	MSE/MSS/MSW	Lacrosse Head Coach - Girls	2	\$3,667.79
Jillian Ostrander	MSS	Softball Head Coach - Gr. 8	0	\$3,452.04
Amy Bommer	MSE	Track Assistant Coach - Boys	2	\$2,567.45
Joshua Goody	MSE	Track Head Coach - Boys	5	\$3,883.55
Jerry Tackett	MSS	Track Head Coach - Boys	7	\$4,099.30
David Palguta	MSE	Track Assistant Coach - Girls	15	\$3,624.64
Kassy Hiller	MSS	Track Head Coach - Girls	5	\$3,883.55

Group VIII

Name	Bldg.	Title	Step	Salary
Cynthia Macioce	LHS	Varsity Varieties Co-Director	15	\$1,438.35 (34%)
Meredith Miller	LHS	Varsity Varieties Co-Director	1	\$934.93 (33%)
Christopher Wagner	LHS	Varsity Varieties Co-Director	6	\$1,150.68 (33%)

6. **Employment – Non-Certificated Personnel as Coaches/Advisors**

The Gahanna-Jefferson Board of Education approved 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

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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 for the 2020-2021 school year (Pending fingerprint results and/or certification):

Group III

Name	Bldg.	Title	Step	Salary
Patrick Deas	LHS	Track Assistant Coach - Girls	9	\$2,945.03 (50%)

Group IV

Name	Bldg.	Title	Step	Salary
H. Drew Caldwell	LHS	Baseball Assistant Coach	13	\$5,588.00
Marco Houpe	LHS	Lacrosse Assistant Coach - Boys	1	\$4,077.72
Nichole Angell	LHS	Lacrosse Assistant Coach - Girls	1	\$4,077.72
Stephanie Belz	LHS	Lacrosse Head Coach - Girls	1	\$5,825.32
James Campolo	LHS	Softball Head Coach	15	\$8,414.35
Fred Sears	LHS	Softball Assistant Coach	2	\$2,114.38 (50%)
Kenneth Seidel	LHS	Softball Assistant Coach	6	\$4,983.89
Hannah Smith	LHS	Softball Assistant Coach	4	\$2,265.41 (50%)
Kevin Geary	LHS	Volleyball Assistant Coach - Boys	7	\$5,134.91
Christopher Gricar	LHS	Volleyball Assistant Coach - Boys	12	\$5,588.00

Group VII

Name	Bldg.	Title	Step	Salary
T'awwna Morris	MSW	Softball Head Coach - Gr. 8	0	\$3,452.04
Zajdi Hoxha	MSW	Track Assistant Coach - Boys	1	\$2,416.43
Kevin James	MSW	Track Head Coach - Boys	15	\$5,178.06
Jordan Owens	MSE	Track Head Coach - Girls	3	\$3,667.79
Bradley Hammock	MSS	Track Assistant Coach - Boys	1	\$2,416.43
Courtney Goddard	MSS	Track Assistant Coach - Girls	2	\$2,567.45
Francesica Frazier	MSW	Track Assistant Coach - Girls	1	\$2,416.43
Jason Murnen	MSW	Track Head Coach - Girls	2	\$3,667.79

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Group XII

Name	Bldg.	Title	Salary	
Taya	Lukacsko	LHS	Choreographer	\$863.01

7. Employment – Volunteer Coaches

The Gahanna-Jefferson Board of Education approved to recognize the following individuals as volunteer coaches in the District for the 2020-2021 school year (Pending fingerprint results and/or certification):

Name	Bldg.	Title	
Michael	Beaver	LHS	Volunteer Softball Coach
Stephanie	Hamm	MSE/MSW	Volunteer Softball Coach
Richard	Jordan	LHS	Volunteer Tennis Coach - Boys
Nicholas	Nader	LHS	Volunteer Wrestling Coach

8. 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 2020-2021 school year (Pending fingerprint results and/or certification):

Bus Driver(s):

Veronica Marschner
Deron Wren
Taimira Franklin

Educational Aide(s):

Amy Cacchione
Janna Lealand

Secretaries:

Amy Cacchione
Janna Lealand

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9. Employment – Long-Term School Nurse Substitute

The Gahanna-Jefferson approved Tameka Todd as a long-term school nurse substitute at the rate of \$264.47 per day on an as-needed basis for the 2020-2021 school year, effective January 20, 2021.

10. Employment – Long Term Assignments

The Gahanna-Jefferson Board of Education approved the following certificated personnel for designated long-term assignments during the 2020-2021 school year, to serve at the will of the Board and to be paid in accordance with the long-term substitute payment schedule:

Charles Cicci
Chad Kalb
Lauren McDaniel
Tiffany Palguta
Rebecca Reed
Robert Thorn
Teresa Wright

11. Additional Hours - COVID-19 Contact Tracing

The Gahanna-Jefferson Board of Education approved additional hours for Christi Keener to complete contact tracing and COVID-19 related phone calls to parents after contract hours during the 2020-2021 school year, as needed, at her current hourly rate, not to exceed five hours per week, to be paid out of the Cares Act Fund.

12. Additional Hours – Counseling Services

The Gahanna-Jefferson Board of Education approved the following staff to provide counseling services to support students and families with mental health concerns outside of contracted hours January 19 - May 27, 2021, at the hourly rate of \$28.26 upon submission of timesheets, to be paid out of the general fund.

Andrea Johnson
Bonnie Gourley
Duane Miller

Annie Prenoveau
Dawn Jenkins
Emily Remnant

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Heather Haringa	Holly Hobzek
Shayla Oates	Jennifer Diol
Jennifer Marshall	Julie Nelson Slagle
Kalena Falk	Kelly Logan
Lauren Himmel	Loni Williams
Melissa Monnig	Nick Rediger

13. Stipend – Resident Educator

The Gahanna-Jefferson Board of Education approved a stipend to Roben Frentzel for facilitation and oversight of the Resident Educator Program, in the amount of \$1,200, to be paid out of the general fund.

14. Unpaid Leave of Absences

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

Michael Gay, Bus Driver, effective December 16, 2020 through May 25, 2021

Alyssa Johnson, Occupational Therapist, Clark Hall, on December 10, 2020

Stacey Miller, Math, Lincoln High school, effective January 5, 2021 through May 28, 2021

15. Amendment of Motion 20-09-111 (E-22) - Additional Hours –ELA Curriculum Mapping

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

To include Lindsay Condon

16. Amendment of Motion 20-12-163 (E-19) Additional Hours – Counseling Services

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

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To include December 18, 2020 and January 15-19, 2021
To include Loni Williams

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

F. GENERAL BUSINESS

ITEM(S) FOR ACTION (3)

21-01-013

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. **Public Education Week Resolution**

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

WHEREAS, traditional public school districts in Ohio serve more than 1.8 million students and employ more than 245,000 Ohioans; and

WHEREAS, all children in Ohio should have access to the highest-quality education possible; and

WHEREAS, Ohio citizens recognize the important role that an effective education plays in preparing all students to be successful adults; and

WHEREAS, quality education is critically important to the economic vitality of the Buckeye State; and

WHEREAS, public education not only helps to diversify our economy, but also enhances the vibrancy of our community; and

WHEREAS, Ohio has many high-quality school administrators, teaching professionals, and support staff who are committed to educating our children; and

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WHEREAS, public education is celebrated across the country by millions of students, parents, educators, schools, and organizations to raise awareness of the need for effective public schools;

THEREFORE, WE, Gahanna-Jefferson Public Schools, do hereby recognize February 22 – 26, 2021 as PUBLIC EDUCATION WEEK and call this observance to the attention of all Ohioans.

2. Amendment of Motion 20-11-152(F-5) - Gandee and Associates Inc., Agreement

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

To be paid out of the Permanent Improvement (PI) Fund

3. Memorandum of Agreement

The Gahanna-Jefferson Board of Education approved the following Memorandum of agreement between Gahanna-Jefferson Board of Education and the Gahanna-Jefferson Education Association.

Memorandum of Agreement

This Memorandum of Agreement ("MOA") is entered into this ___ day of January 2021 by and between the Board of Education of the Gahanna Jefferson City School District ("Board") and the Gahanna Jefferson Education Association ("Association") (collectively the "Parties").

WHEREAS, the Board and the Association are parties to a collective bargaining agreement for the period of July 1, 2020 through June 30, 2021 ("Negotiated Agreement");

WHEREAS, Article VII of the Negotiated Agreement and Appendix D to the Negotiated Agreement both include provisions for evaluation procedures, including evaluation of teachers under the Ohio Teacher Evaluation System (OTES);

WHEREAS, certain uncodified provisions of Ohio House Bill ("HB") 404 became effective upon Governor DeWine's November 22, 2020, signature,

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and such provisions grant Ohio school districts the discretion to elect to not evaluate employees for the 2020-2021 contract year if the school district board of education determines completion of such evaluations to be impossible or impracticable;

WHEREAS, ODE's guidance provides that if an evaluation is not completed due to being impossible or impracticable, the teacher's/counselor's 2020-2021 evaluation status will roll over to their 2021-2022 evaluation status (stay the same);"

WHEREAS, those teachers/counselors with evaluations not completed due to the evaluation being impossible or impracticable will revert to the evaluation status and summative evaluation rating held at the beginning of the 2020 - 2021 school year at the beginning of the 2021- 2022 school year;

WHEREAS, due to the fluid opening and closure of school buildings in the District during the 2020-2021 school year, the Board and Association have determined that it has become impractical to conduct certain teacher/counselor evaluations for the 2020-2021 contract year in strict compliance with the Ohio Revised Code and the Negotiated Agreement for Employees;

WHEREAS, given relevant HB 404 provisions, the parties agree to outline evaluation terms related to members of the Association covered by the Negotiated Agreement for the 2020 - 2021 contract year in accordance with the terms and conditions set forth in this MOA;

WHEREAS, the Parties jointly agree that it is in their mutual best interest to modify the Negotiated Agreement with regard to such teacher evaluation terms;

NOW THEREFORE the Parties agree to the following:

1. Given the unprecedented circumstances, the Parties agree that certain evaluations of Employees have been rendered impracticable and therefore such evaluations shall be suspended for the 2020-2021 contract year.
2. The Parties agree that if an Employee is in their off-cycle year of evaluation and the required thirty (30) minute observation has been

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completed, the off-year cycle evaluation shall be deemed complete. If the required thirty (30) minute observation has not been completed, then the Employee shall have the choice of whether or not to complete the off-cycle evaluation.

3. The Parties further agree that the 2020-2021 evaluation for any teacher/counselor who, at the time of the execution of this agreement were not completed may only be completed subject to the following parameters:
 - a. It is understood that there will not be student growth measures for the 2020-2021 academic year for individuals being evaluated under the Ohio Teacher Evaluation System (OTES). Accordingly, OTES evaluations will be based solely on the teacher performance portion of the evaluation process as determined by teacher observations and walkthroughs, to the extent permitted by law. However, for school counselors, the student metrics portion of the Ohio School Counselor Evaluation System (OSCES) will continue to be used per state requirements.
 - b. The teacher/counselor must complete the District form and indicate whether or not he/she will complete or forgo the evaluation by January 20, 2021. The only exception to this provision is any teacher/counselor in the last year of a limited or extended limited contract and who is being considered for non-renewal. The individual who is being considered for non-renewal shall be informed that he/she is being considered and that the evaluation shall be completed.
 - c. Any formal observation completed under the terms of this MOA will be conducted with advance notice to the affected teacher/counselor. The Employee and Administrator shall work collaboratively to determine when the formal observation will occur within the administrator's availability and the evaluation timeline. The formal observation shall be at least thirty (30) consecutive minutes in duration.
 - d. It is further understood that all of the timelines, set forth in Article VII D6 shall remain in full force and effect except as modified through the Parties' Tentative Agreement signed on October 17, 2020, and the MOA between the Parties signed on January 15, 2021.

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4. The Parties agree that, regardless of whether an Employee's 2020 - 2021 evaluation is completed, neither 2019-2020 nor 2020 - 2021 evaluation results will be included for purposes of determining comparable evaluation placement as it relates to a Reduction in Force under Article VII, Section D.5.b. of the Negotiated Agreement.

5. The Parties agree that any bargaining unit member not evaluated during the 2020-2021 school year shall begin the 2021-2022 school year at the same evaluation status at which the Employee began the 2020-2021 school year. All 2020-2021 evaluation cycles for teacher/counselor not evaluated during the 2020-2021 school year shall roll over to the 2021-2022 school year. Any teacher/counselor not evaluated during the 2020-2021 school year and who would have been eligible for an off-cycle evaluation for the 2020-2021 school year due to attainment of an Accomplished or Skilled evaluation rating shall have such off-cycle evaluation applied for the 2021-2022 school year evaluation; however, as an exception to this agreement, the Parties recognize that any teacher/counselor who is in the last year of a limited or extended limited contract may be subject to full-cycle evaluation, including at least three observations for any such teacher/counselor who is under consideration for non-renewal.

6. The Parties agree that any Improvement Plan in place at the time of the execution of this agreement may remain in full force and effect regardless of whether a 2020-2021 evaluation is completed for the teacher/counselor to which such Improvement Plan applies. An individual employee's Improvement Plan and progress on the Improvement Plan shall be considered in determining whether or not the Individual employee's Improvement Plan remains in place for the 2021-2022 school year.

7. The Parties acknowledge that the Negotiated Agreement contains a provision in Article VII, Section 7.D.2. outlining the sequence of issuing limited contracts. Due to the unique circumstances related to evaluation in the 2020-2021 school year, the Parties agree that if a unit member who is otherwise scheduled to receive a multi-year limited contract does not have a completed evaluation (i.e., has been subject to suspension of evaluation) for the 2020-2021 school year, then the Superintendent may recommend the Board of Education issue a one-year contract for the 2021-2022 school year. This break in sequence shall be a one-time exception.

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8. The Parties acknowledge that the Negotiated Agreement contains a provision in Article VII, Section D.4.b. outlining that the non-renewal of certain Employees from the District's employment. The Parties further agree that the language contained therein is contrary to law. The Parties agree to the following:

- a. Article VII, Section D.4.b - A part-time Employee or a full-time limited contract Employee who is non-renewed at the conclusion of one (1) or two (2) years of service under consecutive regular teaching contracts may only challenge his/her non-renewal if the evaluation procedures, as set forth in Article VII, Section 6 (Evaluation Procedure), any/all MOU/MOA pertaining to the modification of the Article VII, Section 6, and/or Ohio Revised Code 3319.111, have not been complied with and shall only challenge the nonrenewal pursuant to Section 3319.11(G) of the Ohio Revised Code.
- b. This provision of this Agreement shall expire on June 30, 2021.

9. This MOA shall automatically expire at such time as all bargaining unit members who had an incomplete evaluation under the terms of this agreement have received a summative evaluation rating pursuant to the provisions of the CBA and Ohio Rev. Code.

10. The Parties understand and agree that the terms of this MOA shall prevail over any contrary terms in the Negotiated Agreement between the Board and the Association. All other provisions in the Negotiated Agreement shall remain in full force and effect as written, and the Parties acknowledge that any subsequent changes to the Negotiated Agreement or any successor agreement must be accomplished through bargaining in accordance with Ohio law.

11. This MOA shall set no precedent in any other matter between the Parties and shall not be referred to by any party in any other matter unrelated to this MOA or in regard to any other employee issues.

12. This MOA constitutes the entire agreement between the Board and the Association regarding the issues outlined herein. There are no other written or verbal agreements, understandings or arrangements between the Parties regarding the issues outlined herein. Any amendment to this MOA must be in writing and signed by the Parties.

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13. The representatives of the Board and the Association affirm that they have full authority to execute this MOA for their respective parties.

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

BOARD REPORT(S)/DISCUSSION(S)

- A. Legislative Liaison
- B. Eastland Fairfield
- C. Gahanna Parks and Rec
- D. Local Government Liaison
- E. Gahanna-Jefferson Education Foundation
- F. Insurance Committee

Beryl Piccolantonio
Matt Campbell
Steve Barrett
Daphne Moehring
Daphne Moehring
Bryan Hairston

EXECUTIVE SESSION

21-01-014

Moved by Mr. Campbell, and seconded by Mrs. Moehring, 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.
- Matters required to be kept confidential by federal law rules or state statutes.

RECORD OF PROCEEDINGS 10875

REGULAR SESSION

January 21, 2021

_____ 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 8:05 p.m. and back into Regular Session at 10:13 p.m.

ADJOURNMENT

21-01-015

Moved by Mr. Hairston, and seconded by Mr. Campbell, that the Regular Meeting of the Gahanna-Jefferson Board of Education adjourned at 10:13 p.m.

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



President



Treasurer