



Gahanna - Jefferson Public Schools

160 South Hamilton Road · Gahanna, OH 43230

BOARD OF EDUCATION MEETING

FEBRUARY 18, 2021

AGENDA

**Regular Board of Education Meeting
February 18, 2021**

**Gahanna-Jefferson Public Schools
BOARD OF EDUCATION REGULAR MEETING
February 18, 2021 6:30 p.m.
Virtual
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:

- January 7, 2021 Organizational Meeting
- January 19, 2021 Finance & Facilities Committee Meeting
- January 21, 2021 Regular Board of Education Meeting
- January 27, 2021 COVID-19 Taskforce Committee Meeting
- January 27, 2021 Special Board of Education Meeting
- January 28, 2021 Policy & Governance Committee Meeting

ROLL CALL: Piccolantonio___ Campbell___Chrysler___ Hairston___ Moehring___ MC: Y N

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

- | | |
|---|-------------------|
| A. Student Council President | Jason Raymond |
| B. Gahanna-Jefferson Education Foundation | Sharon Tomko |
| C. Gahanna-Jefferson Education Association | John Snoad |
| D. Finance/Facilities Committee | Bryan Hairston |
| E. Policy and Governance Committee | Daphne Moehring |
| F. Student Learning & Achievement/ COVID-19 Community Task Force | Jennifer Chrysler |

III. PUBLIC PARTICIPATION

IV. COMMUNICATION(S)/ADOPTION OF AGENDA

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 (6)

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 January 2021 Monthly Financial Report as submitted by the Treasurer.

2. Donations

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

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| GJPS SUPPORTERS | AMOUNT | DONATED TO |
|--|------------|---|
| Ms. Phoebe Wienke | \$100.00 | Blacklick Elementary |
| Active Time (Eager Engineers) | \$188.80 | Goshen Lane Elementary |
| The Blackbaud Giving Fund | \$140.00 | Goshen Lane Elementary |
| Anonymous | \$100.00 | LHS "S" Club |
| Mrs. Beryl Piccolantonio | \$30.00 | LHS "S" Club |
| Ms. Alexandra Ankrim | \$10.00 | LHS "S" Club |
| Ms. Amanda Aldis | \$30.00 | LHS "S" Club |
| Ms. Amy Laub | \$30.00 | LHS "S" Club |
| Ms. Brittany Beall | \$5.00 | LHS "S" Club |
| Ms. Ceci Burkhart | \$100.00 | LHS "S" Club |
| Ms. Cheryl Brown | \$60.00 | LHS "S" Club |
| Ms. Cheryl Gehres | \$100.00 | LHS "S" Club |
| Ms. Erin Rodriguez | \$30.00 | LHS "S" Club |
| Ms. Jane Messmer | \$15.00 | LHS "S" Club |
| Ms. Janelle Hallett | \$20.00 | LHS "S" Club |
| Ms. Kelly Haines | \$30.00 | LHS "S" Club |
| Ms. Kim Johnson | \$30.00 | LHS "S" Club |
| Ms. Laura Yost | \$50.00 | LHS "S" Club |
| Ms. Mary Burkey | \$60.00 | LHS "S" Club |
| Ms. Melissa White | \$30.00 | LHS "S" Club |
| Ms. Michelle Howell | \$30.00 | LHS "S" Club |
| Ms. Mindy Faris-Cycak | \$25.00 | LHS "S" Club |
| Ms. Pamela Chobany | \$100.00 | LHS "S" Club |
| Ms. Robin Thalgott | \$30.00 | LHS "S" Club |
| Ms. Sandra Walsh | \$25.00 | LHS "S" Club |
| Ms. Tracy Cahill | \$30.00 | LHS "S" Club |
| Various Donors | \$125.00 | LHS Chelsea Donelson Scholarship |
| Box Tops for Education | \$39.10 | LHS Exceptional Students |
| Anonymous | \$121.07 | LHS Lions Locker |
| Gahanna-Jefferson Education Foundation | \$7,735.00 | LHS TV Studio & LHS Theater Departments |
| Paceline Partners, LLC | \$49.04 | LHS Yearbook |

3. New Club Student Activity Account – Lincoln High School:

Approve the Lincoln Magazine Club (200-9986) with all applicable policies, guidelines, and procedures associated with the student handbook for the purpose of providing a diverse and inclusive place to feature all students and ideas; presenting topics and visuals that the diverse student body can relate to; and presenting student inspired and created content that promotes freedom of expression.

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4. Tax Rate Amounts

Approve the following tax rates and amounts as requested by the County Auditor:

| County Auditor's Estimated Tax Rates for Tax Year 2020 For 2021 Collection | | | | | |
|---|-------------------------|--------------|------------------------|-------------|--|
| FUND | Outside Mills | | Inside Mills | | |
| General | \$ 71,321,367.75 | 74.24 | \$ 8,481,714.30 | 4.40 | |
| Bond | \$ 10,841,063.49 | 5.66 | \$ - | 0.00 | |
| Perm Improvement | \$ 5,690,025.46 | 3.66 | \$ - | 0.00 | |
| TOTAL | \$ 87,852,456.70 | 83.56 | \$ 8,481,714.30 | 4.40 | |

5. Amendment of Motion 20-10-135 (C-4) FY21 Appropriations/Revenues

Approve to amend the FY21 appropriations/revenue as follows:

| 10/15/2020-FY21 Amended Appropriations | | | | | |
|---|--------------------------------|--------------------------------|------------------|-----------------------------|----------------|
| Fund Type | Description | Previous Appropriations | Amendment | Total Appropriations | Revenue |
| PRO/Enterprise | SPECIAL TRUST | \$ 117,121.58 | \$ 500.00 | \$ 117,621.58 | \$ 500.00 |
| GOV/Special | OTHER GRANT | \$ 242,237.05 | \$ 9,284.21 | \$ 251,521.26 | \$ - |
| GOV/Special | DISTRICT AGENCY | \$ 24,833.60 | \$ 20,000.00 | \$ 44,833.60 | \$ 10,000.00 |
| GOV/Special | TITLE I DISADVANTAGED CHILDREN | \$ 1,374,723.13 | \$ 24,672.81 | \$ 1,399,395.94 | \$ 24,672.81 |

6. Amend appropriations/revenue as follows:

| 02/18/2021-FY21 Amended Appropriations | | | | | | |
|---|------------------|----------------------------|--------------------------------|------------------|-----------------------------|----------------|
| FUND | Fund Type | Description | Previous Appropriations | Amendment | Total Appropriations | Revenue |
| 002 | GOV/Debt | BOND RETIREMENT | \$ 5,791,650.95 | \$ 2,100,000 | \$ 7,891,650.95 | \$ - |
| 200 | PRO/Internal | STUDENT MANAGED ACTIVITY | \$ 410,712.43 | \$ 200.00 | \$ 410,912.43 | \$ 200.00 |
| 516 | GOV/Special | IDEA PART B GRANTS | \$ 2,427,420.71 | \$ 3,192.49 | \$ 2,430,613.20 | \$ 3,192.49 |
| 587 | GOV/Special | IDEA PRESCHOOL-HANDICAPPED | \$ 39,810.96 | \$ (42.47) | \$ 39,768.49 | \$ (42.47) |

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. Stepping Stones Group

Approve the agreement with Stepping Stones Group for speech and language (SLP) services for the 2020-2021 school year at a cost of \$72 per hour, not to exceed 287 hours, to be paid out of the general fund.

2. Booksource Purchase

Approve the purchase of literacy and intervention materials for elementary schools from Booksource at a cost not to exceed \$18,869.94 to be paid out of the general fund.

3. Heinemann Purchase

Approve the purchase of Fountas & Pinnell Leveled Literacy Intervention supplies for grades 3 and 4 from Heinemann at a cost not to exceed \$10,791, to be paid out of the Title III fund.

4. Soliant Health

Approve the agreement with Soliant Health for speech and language (SLP) services for the 2020-2021 school year at a cost of \$80 per hour, not to exceed 400 hours, to be paid out of the general fund.

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

E. HUMAN RESOURCES

ITEM(S) FOR ACTION (22)

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:

Corrie Frasson, Intervention Specialist, Lincoln High School, effective at the end of the 2020-2021 school year

Shavontre Goins, Custodian, Lincoln High School, effective at the end of the day on February 2, 2021

Eric Ingham, Assistant Boys Lacrosse Coach, MSE/MSS/MSW, effective with the 2020-2021 school year

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Kortney Jacobs, Grade 7 Language Arts/Social Studies, Middle School East, effective at the end of the 2020-2021 school year

Sean Mittelman, Math and Assistant Baseball Coach, Lincoln High School, effective at the end of the day on January 29, 2021

Jason Murnen, Educational Aide, Lincoln High School, effective at the end of the day on February 3, 2021

Kelly Shellhammer, Music, MSE/MSS/MSW/LHS, effective at the end of the day on May 28, 2021 for retirement purposes

2. Employment – Custodians

Approve the following individuals on a one-year contract for the 2020-2021 school year, to be placed on the appropriate salary schedule with a 270-calendar day probationary period, effective February 19, 2021:

Cameron Johnson – Custodian, Goshen Lane Elementary
Step 0 on salary schedule; \$16.89/hour
8 hours/day
Prorated 94 days for the 2020-2021 school year

Liubovi Nica – Custodian, Lincoln High School
Step 0 on salary schedule; \$16.89/hour
8 hours/day
Prorated 94 days for the 2020-2021 school year

3. Employment – Educational Aide

Approve 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 February 1, 2021:

Emma English – Educational Aide, Goshen Lane Elementary
Step 1 on salary schedule; \$16.84/hour
7 hours/day
Prorated 76 days for the 2020-2021 school year

4. Employment through the Educational Service Center-Council of Governments for the 2020-2021 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

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Service Center-Council of Governments (ESC-COG) for the 2020-2021 school year, effective February 16, 2021:

Preschool Educational Aide at Clark Hall:

| <u>Name</u> | <u>Percentage</u> | <u>Days</u> | <u>Hours/Day</u> | <u>Salary</u> |
|---------------|-------------------|-------------|------------------|---------------|
| Taylor Mamula | 100% | 66 | 6.5 | \$16.39/hour |

5. Employment – Addendum Assignment

Approve the following personnel for the position listed, according to the current adopted Addendum Salary Schedule, effective for the 2021-2022 school year (Pending fingerprint results and/or certification):

Group VI

| Name | Bldg. | Title | Step | Salary | |
|-------------|--------------|--------------|------------------------|---------------|------------|
| Clark | Lockett | LHS | Golf Head Coach - Boys | 11 | \$5,609.57 |

6. Employment – Addendum Assignment

Approve the following personnel for the position listed, according to the current adopted Addendum Salary Schedule, effective for the 2020-2021 school year (Pending fingerprint results and/or certification):

Group IV

| Name | Bldg. | Title | Step | Salary | |
|-------------|--------------|--------------|--------------------------|---------------|------------|
| Andrew | Shrake | LHS | Baseball Assistant Coach | 0 | \$3,926.70 |

7. Employment – Non-Certificated Personnel as Coaches/Advisors

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;

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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 VII

| Name | Bldg. | Title | Step | Salary |
|-----------------------|--------------|----------------------------------|-------------|---------------|
| Joshua Browning | MSE/MSS/MSW | Lacrosse Assistant Coach - Boys | 0 | \$2,416.43 |
| Corey Howard | MSE/MSS/MSW | Lacrosse Assistant Coach - Girls | 0 | \$2,416.43 |
| Rachel Murdock | MSS | Softball Head Coach - Gr. 7 | 0 | \$3,452.04 |
| Chauncey Cumberlander | MSW | Softball Head Coach - Gr. 7 | 2 | \$3,667.79 |

Group X

| Name | Bldg. | Title | Step | Salary |
|---------------------|--------------|--------------------------|-------------|---------------|
| Alexander Henry Jr. | MSE/MSS/MSW | Tennis Head Coach - Boys | 0 | \$1,726.02 |

8. Employment – Volunteer Coach

Approve to recognize the following individual as a volunteer coach in the District for the 2020-2021 school year (pending fingerprint results and/or certification):

| Name | Bldg. | Title |
|---------------|--------------|---------------------------------|
| John Mercurio | LHS | Volunteer Lacrosse Coach - Boys |

9. 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 2020-2021 school year (Pending fingerprint results and/or certification):

Bus Driver(s):

Tekie Ababu
Matthew Faust
Saphyre Johnson
Futzum Tesfamichael

Custodian(s):

Victoria Speakman
Connor Westhoven

Educational Aide(s):

Jamie Lewis-Blakely
Rachel Murdock

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Kitchen Helper(s):

Heidi Love

Secretaries:

Jamie Lewis-Blakely

Monika McDowell

McKenzie Radde

10. Employment – Long-Term Assignments

Approve 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:

Jessica Minarchek

Jason Murnen

11. Resolution – Recall and Reinstate Certain Nonteaching Employees and Positions

Approve the following Resolution:

RESOLUTION TO RECALL AND REINSTATE CERTAIN NONTEACHING EMPLOYEES AND POSITIONS PURSUANT TO OHIO REVISED CODE SECTION 3319.172

WHEREAS, Section 3319.172 of the Ohio Revised Code specifically authorizes the Board, on the recommendation of the district Superintendent, to make reasonable reductions in the number of nonteaching employees for any of the permissible reasons listed in Section 3319.17(B) of the Ohio Revised Code, including but not limited to financial reasons;

WHEREAS, on August 20, 2020, at the recommendation of the Superintendent, the Board approved a resolution authorizing a reduction in the number of employees of the Gahanna-Jefferson City School District (the "District"), specifically one (1) Auditorium Manager, for financial reasons;

WHEREAS, since implementing the reduction in force, the District's needs have changed as a result of the planned return of students to school buildings on October 13, 2020; and

WHEREAS, as a result of such students' return to school buildings, the Superintendent specifically has recommended to the Board that, due to

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financial reasons, one (1) Auditorium Manager be recalled and the employment contract be reinstated, effective February 19, 2021.

NOW, THEREFORE, BE IT RESOLVED by the Board:

Section 1. That pursuant to Section 3319.172 of the Ohio Revised Code and on the recommendation of the Superintendent due to financial reasons, the Board hereby recalls and reinstates the contract of one (1) Auditorium Manager, effective February 19, 2021.

Section 2. That the Board hereby recalls and reinstates the employment contract of the following employee to the applicable Auditorium Manager position, effective February 19, 2021:

James Singer

Section 3. That the Board hereby determines that the recall and reinstatement of employment contract(s) as set forth in this resolution is in the best interests of the District.

Section 4. That the Superintendent and/or Treasurer are authorized and directed to provide notice of this action to the affected employee and to take any and all actions necessary to effectuate the intent of this resolution and to implement this recall and to carry out the reinstatement of the applicable employment contracts accordingly.

Section 5. 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 held electronically, 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.

Section 6. This Resolution shall take effect and be in force from and after the earliest period allowed by law.

12. Additional Hours – EL After-School Tutoring

Approve additional hours for Allison Hoyt as an instructor for the EL After School Tutoring Program from February 22 – May 21, 2021 at Blacklick Elementary at the hourly rate of \$28.26 not to exceed a maximum of 55 hours, to be paid out of the Title III fund.

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13. Additional Hours - Equity Action Teams

Approve additional hours for the following staff to serve on the Equity Action Teams for the 2020–2021 school year, at the rate indicated, not to exceed 20 hours each, to be paid out of the general fund.

Certificated Staff- \$28.26 per hour

| | | |
|-------------------------|---------------------|------------------|
| Maggie Anderson | Allison Heinold | Devan Obey |
| Carie Barnes | Jenna Henry | Bridget Peerless |
| Stephanie Bhatt | Abigail Herzberg | Kim Pettit |
| Joe Blankenship | Tiffany Horton | Nick Rediger |
| Jaclyn Bonath | Dianna Huffman-Barr | Emily Remnant |
| Alexandria Brown | Morgan Hurd | Amanda Roble |
| L. Courtney Colapietro | Tamara Huyghe | Ashley Romito |
| Jennifer Davison | Dawn Jenkins | Jessica Saluke |
| Jennifer Diol | Katie Jividen | Brittany Schwark |
| Danielle Dominak | Kathryn Kaashoek | Lauren Seitz |
| Katherine Donnan | Nichole Katzenstein | Alexandra Smart |
| Trish English | Nicole Kelley | Makenzie Steiger |
| Justin Gartin | Joseph Kern | Stephanie Thomas |
| Keah Germany | Stephen King | Kendra Tilton |
| Andrew Gillespie | Hannah Lemont | Jenny Velazquez |
| Deron Green | Hannah Longauer | Paige Vyas |
| Libby Grubb | Rachel Mackie | Chris Wagner |
| Sandra Guinto | Sarah Matejic | Amie Waites |
| Cassidy Hamilton | Joan Miller | Keisha Whitfield |
| Paige Harding | Danielle Morrison | Loni Williams |
| Heather Haringa | Abbey Murry | Leslie Muhlbach |
| Jennifer Hawkins-Newman | Angela Orders | Shayla Oates |
| Tyler Bradford | | |

Classified Staff- Current Rate of Pay per hour per contract/ORC

| | |
|--------------------|------------------|
| Susan Bugenstein | Christi Keener |
| Lynnette Reventlow | Caroline Withers |

School Psychologist- \$31.95 per hour

| | |
|-------------------------|---------------|
| Johnel Amerson | Autumn Hadley |
| Kristin Bowes- Strawser | Noell Junak |

14. Stipend - Course Facilitators

Approve a stipend of \$600 for Kristi Griffiths to facilitate the Middle School East Diversity Exploration workshop during the 2020-2021 school year, to be paid out of the general fund.

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15. Stipend – Summer 2021 Journey to Learning Coordinators

Approve a stipend of \$4,000 each to Nicole Evans (grades Pre-K-8) and Tom Gregory (grades 9-12) to serve as Coordinators for the 2021 Summer Journey to Learning Program, to be paid out of the Journey to Learning Fund.

16. Unpaid Leave of Absences

Approve the following unpaid leave of absences:

Pamela Cook, Spanish, Lincoln High School, effective February 23, 2021 through the end of the 2020-2021 school year

Tiffany Nordaby, Art, Middle School West, effective November 2, 2021 through the end of the 2021-2022 school year

17. Amendment of Motion 20-11-151 (E-23) - Additional Hours –COVID-19 Contact Tracing

Approve to amend as follows:

To include Tameka Todd.

18. Amendment of Motion 20-10-137 (E-14) - Collaborative Planning

Approve to amend as follows:

Increase maximum hours from 15 to 27 each.

19. Memorandum of Understanding – COVID Sick Leave Bank for OAPSE Locals 249, 299 and 399

Approve the following Memorandum of Understanding:

1. Employees may be eligible for leave under the Families First Coronavirus Response Act (FFCRA) or a similar state/federal law or program.
2. The COVID Leave Pool shall be created by Employees for the use of all three (3) of the Bargaining Unit(s) and administered by the three (3) Local President(s) and/or designee(s). An Employee shall be permitted to donate as many days as they want, and there shall not be a requirement to donate in order to be able to utilize days from the COVID LEAVE Pool. If the balance of the Pool drops below twenty

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(20) days, Employees of the Bargaining Unit shall have the opportunity to donate again. These days can be retroactively applied to dates beginning on January 1, 2021.

3. In any circumstance where an Employee is utilizing COVID LEAVE from the Employee COVID Leave Pool, the Employee shall provide either a letter or a summary of their visit from the Employee's doctor, nurse practitioner, clinic, doctor's office or hospital, stating that the Employee is recommended to quarantine, to be under an isolation order, is suffering from symptoms that may be related to COVID-19 and may be awaiting a diagnosis or test result (assuming testing is available), or needs to be absent due to the bargaining unit member being diagnosed with COVID-19. The District shall have the right to request additional medical letters as needed should an Employee's utilization of COVID LEAVE need to be extended beyond the first ten (10) days. The District may deduct sick leave from the Employee's accruals prior to receiving this letter; however, upon receipt of the letter or the summary of their visit from the bargaining unit member's nurse practitioner, clinic, doctor's office or hospital, the District shall reinstate to the bargaining unit member's accrued sick leave that had been deducted prior to the Employee submitting the letter.
4. In instances where the Employee is either asymptomatic, is possibly exposed and awaiting a diagnosis or test result (where testing is available), is the subject of a quarantine or isolation order, the Employee may be able to telework for the duration of the Employee's asymptomatic period and/or the duration of the quarantine or isolation order, which may require working from home, with approval of the Human Resources Director. Evidence that the Employee sought a diagnosis or test must be presented to the Human Resources Director within three days, absent an extenuating circumstance.
5. Nothing in this agreement shall prevent an Employee from exercising all sick leave rights under law, inclusive of the rights provided to the Employee under the FMLA and FFCRA (or a similar state/federal law or program), and all leave rights provided to the Employee under the Collective Bargaining Agreement between the parties. COVID LEAVE may only be utilized when the Employee is personally quarantined, under an isolation order, suffering from symptoms that may be related to COVID-19 and awaiting a diagnosis or test result (should testing be available), or absent due to the Employee being diagnosed with COVID-19. In all other instances, and in instances where the Employee needs to take sick leave to care for other individuals for whom the Employee has a right to utilize sick leave for under the CBA, COVID LEAVE shall not apply and standard sick leave, or FFCRA (or

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a similar state/federal law or program), if available, shall be utilized for such purpose. For example, an Employee cannot utilize COVID LEAVE if the Employee is absent solely to care for the health and wellbeing of an eligible family member. Under such a scenario the Employee would utilize sick leave per the CBA, or FFCRA (or a similar state/federal law or program), if available. However, during this time, the Employee shall not be required to perform work duties.

6. Any days remaining in the Employee COVID LEAVE Pool at the end of the 2020-2021 school year shall be held in abeyance and remain on-the-books until negotiations resulting in a new Collective Bargaining Agreement between the parties.

20. Memorandum of Understanding – Performance Evaluations for OAPSE Local 249

Approve the following Memorandum of Understanding:

Whereas; the parties are subject to a Collective Bargaining Agreement (CBA) that expires June 30, 2021;

Whereas, the parties wish to make (only) the following changes:

12.04 Performance Evaluation

Employees shall be evaluated once in the first 6 months, annually for the first three years and then every three years thereafter. No evaluation of a unit member shall be placed in any personnel file without an opportunity for discussion between the unit member and the evaluator. Evaluations shall be done by supervisor(s) or coordinator(s).

12.041 Under appropriate circumstances, a negative evaluation shall include recommendations for improvements. The unit member shall have the right to review an evaluation and obtain a copy in accordance with this Article.

Therefore, it is resolved that the parties will cooperate and operate under this agreement until the parties can re-negotiate a path forward when negotiations for a successor agreement take place later this year (2021).

21. Memorandum of Understanding – Sick Leave Drive for OAPSE Local 249

Approve the following Memorandum of Understanding:

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Whereas, OAPSE and Gahanna-Jefferson Schools are parties to a Collective Bargaining Agreement (CBA);

Whereas, that CBA does not include a “Sick Bank”;

Whereas, a member of OAPSE, Mr. Michael Gay, has had some health problems and has exhausted all of his sick leave;

Therefore, the parties have agreed to a “sick leave drive” so that members can donate their accrued but unused sick leave into a pool for the member to use as leave, as needed, through the end of the 2020-2021 school year. Sick leave donations will be accepted through February 26, 2021 and may not exceed the number of days remaining in the school year.

This agreement will be non-precedent setting and does not dictate what or how the parties would resolve a same or similar instance in the future.

The time donated can only be used by Mr. Gay this school year, 2020-2021.

If there is time leftover at the end of the June 30th, the parties agree that this time will be returned to the bargaining unit members who donated to the sick leave drive in equal increments based on the number of staff members who donated and the remainder of leave time left.

Mr. Gay may use these donated days as sick leave in half or full day increments in order to continue his regular compensation and benefits. He cannot be paid more than he would have been if he were still driving his route. There is not a minimum number of days that Mr. Gay must use every pay period. The limitations on sick leave usage apply.

22. Memorandum of Understanding – Individual Employee Health Insurance Plan Change – OAPSE Local 299

Approve the following Memorandum of Understanding:

The Gahanna-Jefferson City School District Board of Education (“Board”) and Ohio Association of Public-School Employees OAPSE/AFSCME Local 4, AFL/CIO and its Local #299 (“Association”) are parties to a Negotiated Agreement effective July 1, 2019 through June 30, 2021. Colleen Patricia Murray (“Murray”) is an employee of the Board and member of the Association and subscribes to the Board’s group health insurance plan. The Board, Association and Murray agree as follows:

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1. For the 2020 health insurance plan year, Murray elected a PPO health insurance plan.
2. During open enrollment for the 2021 health insurance plan year, Murray selected a High Deductible Health Plan with a Health Savings Account.
3. Shortly after the beginning of the 2021 plan year, Murray learned that the prescription coverage between the plans was different and requested that she be able to switch back to the PPO plan.
4. The Board and Association support this change and the Board has communicated with its benefits provider, Grady Benefits, to see if the change can be made.
5. Medical Mutual of Ohio (“MMO”), the health insurance provider has indicated that while it does not believe there will be an issue approving the change, MMO cannot confirm this until the request has been submitted.
6. The Board agrees to submit the request for a change in the health insurance plan to a PPO as requested by Murray and the Association.
7. The parties understand that the Board does not control whether MMO approves this change, and will not hold the Board responsible if MMO denies the request.
8. The parties also understand and agree that insurance plan changes are expected to occur during open enrollment or due to certain triggering events. It is only due to the unusual circumstances in this situation that the Board is submitting this request. As a result, the parties understand that agreeing to submit this change is an isolated situation, and is not to be considered precedent setting in any way.

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

F. GENERAL BUSINESS

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:

1. Policies

Approve the following policies:

- | | |
|--------|---|
| 0123 | Code of Ethics/Code of Conduct |
| 0131.1 | Technical Corrections |
| 0164 | Notice of Meetings |
| 0175.1 | School Board Conferences, Conventions and Workshops |

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| | |
|------|---|
| 1432 | Sick Leave |
| 2411 | Guidance and Counseling |
| 7100 | Facilities Planning |
| 7410 | Maintenance |
| 7510 | Use of District Facilities |
| 7550 | Joint Funding of Facilities |
| 8420 | Emergency Situations at Schools |
| 8630 | Student Transportation Safety and Welfare |
| 8740 | Bonding/Insuring |
| 9250 | Relations with Parents (DELETE) |
| 9700 | Relations with Special Interest Groups |

2. Furniture

Approve furniture from Educational Furniture for Royal Manor at a cost not to exceed \$393,793, to be paid out of the Permanent Improvement (PI) fund.

3. Google Management Console Licenses

Approve to purchase Google Management Console Licenses (EDU) from Dayton Cincinnati Technology Services at a cost not to exceed, \$43,200 to be paid out of the general fund.

4. Resolution – Wave All State Mandated Standardized Testing Requirements for the 2020-2021 School Year

Approve the following Resolution:

A RESOLUTION URGING THE OHIO GENERAL ASSEMBLY TO WAIVE ALL STATE MANDATED STANDARDIZED TESTING REQUIREMENTS FOR THE 2020-2021 SCHOOL YEAR, REQUEST A WAIVER FROM STATE MANDATED TESTING FROM THE U. S. DEPARTMENT OF EDUCATION AND DECLARE THE GAHANNA-JEFFERSON SCHOOL BOARD'S SUPPORT FOR HOUSE BILLS 67 AND 40, WHICH WOULD FULFILL BOTH REQUESTS AND DECLARING AN EMERGENCY.

WHEREAS, it is the statutory duty of the Gahanna-Jefferson School District to deliver the educational programs and services to the school children of the Gahanna-Jefferson School District, and

WHEREAS, the members of the Board are elected by the Gahanna-Jefferson school community to ensure that students are healthy, safe, engaged, supported, and challenged, and

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WHEREAS, the elected board of education is responsible to the community including taxpayers, parents and other patrons, as well as the state, and

WHEREAS, the state of Ohio requires annual, statewide standardized testing in accordance with federal mandates, and

WHEREAS, the COVID-19 pandemic has created instructional challenges and forced educators to quickly adapt to new practices during the 2020-2021 school year, and

WHEREAS, the administration of standardized tests may create additional, unnecessary health risks to students and District staff, and

WHEREAS, the State of Ohio waived standardized testing last Spring when learning was disrupted for less than half of the academic year, and

WHEREAS, the Gahanna-Jefferson School District and its educators already perform formative testing on every District student – tests that during a pandemic are far more helpful and accurate in addressing student need, and

WHEREAS, the results of the statewide, mandated standardized testing won't be known until after the school year is ended and will be of no help to District students or the District's need to potentially address any disrupted learning opportunities District students may face, and

WHEREAS, the education professionals in the Gahanna-Jefferson School District are best able to assess those COVID-19 related needs better than an out-of-state standardized test developer, and

WHEREAS, the Gahanna-Jefferson School District and its educators are committed to ensuring every District student is able to succeed, and

WHEREAS, the worst introduction to in-person instruction this Board can imagine would be a battery of biased standardized tests given to students that will be useless in determining what those students need to learn academically, and

NOW, THEREFORE, BE IT RESOLVED BY THE GAHANNA-JEFFERSON SCHOOL DISTRICT BOARD OF EDUCATION THAT:

SECTION ONE:

The Board of Education urges the State of Ohio to not require the Spring 2021 statewide standardized assessments to be given and the Ohio

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Department of Education to apply to the U.S. Department of Education for a waiver from federal standardized testing requirements. And the Board fully supports House Bills 67 and 40, which would do exactly those two things.

SECTION TWO:

The Gahanna-Jefferson School Board finds and determines that all formal actions of this Board concerning and relating to the adoption of this Resolution were taken in open meetings of this Board and any deliberations of this Board and any of its committees that resulted in those formal actions were in meetings open to the public, in compliance with all legal requirements.

SECTION THREE:

The Board declares this to be an emergency immediately necessary for the preservation of the public peace, health, safety and welfare of the citizens of the Gahanna-Jefferson School District. Provided that this legislation receives the affirmative vote of three-fourths ($\frac{3}{4}$ ths) of the members elected or appointed to the Board, it shall take effect and be in force immediately upon its passage.

ROLL CALL: Piccolantonio___Campbell___Chrysler___ Hairston___ Moehring___ MC: Y N

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

| | |
|--|----------------------------|
| A. Legislative Liaison | Beryl Piccolantonio |
| B. Eastland Fairfield | Matt Campbell |
| C. Gahanna Parks and Rec | Steve Barrett |
| D. Local Government Liaison | Daphne Moehring |
| E. Gahanna-Jefferson Education Foundation | Daphne Moehring |
| F. Insurance Committee | Bryan Hairston |

VII. ADJOURNMENT

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

ROLL CALL: Moehring___ Piccolantonio___Campbell___Chrysler___ Hairston___ MC: Y N