

RECORD OF PROCEEDINGS 10881

REGULAR SESSION

February 18, 2021

The Gahanna-Jefferson Board of Education met in Regular Session on February 18, 2021 by Teleconference. President Beryl Piccolantonio called the meeting to order at 6:32 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

21-02-020

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

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

- A. Student Council President Jason Raymond
- Hosted two Dine-to-Donates to raise money for GahannaThon. Will be hosting a diversity/inclusion week early spring. Continuing to beautify the bathrooms.

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- B. Gahanna-Jefferson Education Foundation Sharon Tomko
- The 17th Annual GALA is February 27th at 7:00 p.m. A big thank you to the school community, business community, parents, and volunteers – GJEA couldn't do it without them and their generosity. Also, a big thank you to Mark Lowrie and his students.
- C. Gahanna-Jefferson Education Association John Snoad
- Raising money for the scholarship fund which is rewarded to three students going to college to become teachers. Joan Miller will be the new President of GJEA effective June 1, 2021. Raised concerns on the Board's consideration to return to an all in-person learning.
- D. Finance/Facilities Committee Bryan Hairston
- E. Policy and Governance Committee Daphne Moehring
- F. Student Learning & Achievement/
COVID-19 Community Task Force Jennifer Chrysler

Public Participation

- Maya Weber, Katie Bailey, Michelle Parks, Katie Khalil, and Eden Rowe spoke and/or sent in comments about why it's important for students to be back in school for in-person learning.
- Tyler Abrams, Tracie Clay, Stajah Hoeflich, and Kristine Provan spoke and/or sent in comments regarding their concerns of redistricting.
- Ceci Burkhart sent in comments to keep the school schedule the same through the end of the school year.
- Sam Jaffee sent in comments regarding the schools having safe plans and protocols in place for when the students return full time.

Amendment of Agenda

21-02-021

Changes to Agenda

1. Separate out E13 & E14 from the rest of the section

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

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this amendment.

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

Adoption of Agenda

21-02-022

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

Here is the link to the [Superintendent's Report](#) that starts at 1:52:25.

B. TREASURER'S REPORT

Here is the link to the [Treasurer's Report](#) that starts at 2:17:31.

C. FINANCIAL BUSINESS

ITEM(S) FOR ACTION (6)

21-02-023

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

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1. Financial Report

The Gahanna-Jefferson Board of Education approved the January 2021 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
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

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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:

The Gahanna-Jefferson Board of Education approved 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.

4. Tax Rate Amounts

The Gahanna-Jefferson Board of Education approved the following tax rates and amounts as requested by the County Auditor:

County Auditor's <u>Estimated</u> 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

The Gahanna-Jefferson Board of Education approved to amend the FY21 appropriations/revenue as follows:

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		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:

The Gahanna-Jefferson Board of Education approved to amend the FY21 appropriations 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: Ayes – Hairston, Moehring, Piccolantonio, Campbell, Chrysler
 Nays – None
 Motion carried.

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

ITEM(S) FOR ACTION (4)

21-02-024

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

1. Stepping Stones Group

The Gahanna-Jefferson Board of Education approved 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.

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2. **Booksource Purchase**

The Gahanna-Jefferson Board of Education approved 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**

The Gahanna-Jefferson Board of Education approved 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**

The Gahanna-Jefferson Board of Education approved 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: Ayes – Chrysler, Hairston, Moehring, Piccolantonio, Campbell
Nays – None
Motion carried.

E. **HUMAN RESOURCES**

ITEM(S) FOR ACTION (20)

21-02-025

Moved by Mrs. Chrysler, and seconded by Mrs. Moehring, upon the recommendation of the Superintendent, that the Gahanna-Jefferson Board of Education approved the following (items 1-12 & 15-22):

1. **Resignations**

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

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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

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

The Gahanna-Jefferson Board of Education approved 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

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3. 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 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

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 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

The Gahanna-Jefferson Board of Education approved 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

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

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6. Employment – Addendum Assignment

The Gahanna-Jefferson Board of Education approved 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

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

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 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

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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

The Gahanna-Jefferson Board of Education approved 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

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):

Tekie Ababu
Matthew Faust
Saphyre Johnson
Futzum Tesfamichael

Custodian(s):

Victoria Speakman
Connor Westhoven

Educational Aide(s):

Jamie Lewis-Blakely
Rachel Murdock

Kitchen Helper(s):

Heidi Love

Secretaries:

Jamie Lewis-Blakely

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Monika McDowell
McKenzie Radde

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:

Jessica Minarchek
Jason Murnen

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

The Gahanna-Jefferson Board of Education approved 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**

The Gahanna-Jefferson Board of Education approved 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

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\$28.26 not to exceed a maximum of 55 hours, to be paid out of the Title III fund.

15. Stipend – Summer 2021 Journey to Learning Coordinators

The Gahanna-Jefferson Board of Education approved 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

The Gahanna-Jefferson Board of Education approved 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

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

To include Tameka Todd.

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

The Gahanna-Jefferson Board of Education approved 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

The Gahanna-Jefferson Board of Education approved the following Memorandum of Understanding:

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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 (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

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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 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

The Gahanna-Jefferson Board of Education approved the following Memorandum of Understanding:

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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

The Gahanna-Jefferson Board of Education approved the following Memorandum of Understanding:

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.

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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

The Gahanna-Jefferson Board of Education approved 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:

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.

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

F. HUMAN RESOURCES

ITEM(S) FOR ACTION (2)

21-02-026

Moved by Mrs. Moehring, and seconded by Mrs. Chrysler, upon the recommendation of the Superintendent, that the Gahanna-Jefferson Board of Education approved the following (items 13-14):

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13. Additional Hours - Equity Action Teams

The Gahanna-Jefferson Board of Education approved 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 Whitfiled
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

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14. Stipend - Course Facilitators

The Gahanna-Jefferson Board of Education approved 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.

Roll: Ayes – Hairston, Chrysler, Moehring, Piccolantonio
Nays – Campbell
Motion carried.

G. GENERAL BUSINESS

ITEM(S) FOR ACTION (4)

21-02-027

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

1. Policies

The Gahanna-Jefferson Board of Education approved 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
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

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9250 Relations with Parents **(DELETE)**
9700 Relations with Special Interest Groups

2. Furniture

The Gahanna-Jefferson Board of Education approved 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

The Gahanna-Jefferson Board of Education approved 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

The Gahanna-Jefferson Board of Education approved 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

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

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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: Ayes – Piccolantonio, Campbell, Chrysler, 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

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ADJOURNMENT

21-02-028

Moved by Mrs. Moehring, and seconded by Mrs. Chrysler, that the Regular Meeting of the Gahanna-Jefferson Board of Education adjourned at 9:16 p.m.

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



President



Treasurer