

**CELINA CITY BOARD OF EDUCATION  
BOARD MINUTES  
SEPTEMBER 18, 2017  
HIGH SCHOOL LECTURE HALL  
6:00 p.m.**

This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in the agenda.

The Celina City Board of Education met in regular session on September 18, 2017 at 6:00 p.m. in the High School Lecture Hall. President Curt Shellabarger called the meeting to order and led those in attendance in the Pledge of Allegiance. Mrs. Piper, Mr. Sell, Mr. Shellabarger, Mr. Gilmore and Mrs. Vorhees answered the roll call.

**17-70** On a motion by Mr. Gilmore, seconded by Mr. Sell, the Board set the agenda as presented.

VOTE: Mrs. Piper: Aye, Mr. Sell: Aye, Mr. Shellabarger: Aye, Mrs. Vorhees: Aye, Mr. Gilmore: Aye. Approved.

**RECEPTION OF PUBLIC**

1. Steve Stewart/Eric Dwenger, CEA Co-Presidents
2. Carol Henderson, OAPSE President

**17-71** On a motion by Mrs. Piper, seconded by Mrs. Vorhees, approved the presentation of the consensus agenda.

- A. Treasurer's Report – Mr. Tom Sommer
  1. Approve the minutes of the August 14, 2017 regular meeting and September 12, 2017 special meeting.
  2. Approve the Financial Summary Report for the month of August showing revenues of \$2,610,566.55 and expenditures of \$3,329,432.58.
  3. Approve investments control report for August 31, 2017, with the balance of \$34,819,199.04.
  4. Approve the August 2017 SM-2 report
  5. Approve checks written in August 2017 of \$2,903,644.63
  6. Recommend approval of the 2017-18 tuition rate of \$5,923.57
  7. Approve the Memorandum of Agreement for Deposit of Public Funds with The Citizens National Bank. The term of the agreement will be from September 19, 2017 to September 19, 2021.
  8. Consider authorizing the use of school district owned buses to transport participants during the Grand Lake Marathon on September 23, 2017. The Marathon Committee will reimburse the cost of drivers and mileage to the District.
  9. Consider a contract with the parents of a special education student to reimburse for transportation in lieu of providing transportation.
  10. Acceptance of donations:

| <b><u>FROM</u></b> | <b><u>TO</u></b>                        | <b><u>AMOUNT</u></b> |
|--------------------|-----------------------------------------|----------------------|
| CCSCO              | Tri Star Construction for Buddy Benches | \$884.25             |

B. Assistant Superintendent's Report – Dr. Ken Schmiesing

**Personnel**

1. Approval of the following substitutes for the 2017-18 school year:
 

|                 |                 |                |
|-----------------|-----------------|----------------|
| Makayla Buehler | Lillian Caywood | Carol Fink     |
| Connie Grimm    | Malena List     | Deb Muhlenkamp |
2. Approve to not hire Stephanie Adams, Head Start bus aide effective September 1,

- 2017.
3. Approve to not hire Dennis Glass, Custodian @ High School effective August 12, 2017.
  4. Approval of a 60-day probationary contract for Jill Bell, Teacher @ Head Start Rockford site, \$18.17 per hour /177 days/7.5 hours, effective September 7, 2017
  5. Approval of a 60-day probationary contract for Isaiah Diedrich, Custodian @ High School, Step 0/260 days/8 hours, effective September 11, 2017.
  6. Approval of a 60-day probationary contract for James Wierwille, Custodian @ High School, Step 0/260 days/8 hours, effective September 25, 2017.
  7. Approval of a 60-day probationary contract for Kathryn Laffin, Custodian @ CAPT building, Step 0/260 days /4 hours, effective September 18, 2017.
  8. Approval of a change of contract for Bill Adams from Head Start Bus Aide, 139 days / 5 hours to Education Aide @ Primary, Step 2/187 days/6 hours, effective August 22, 2017, completed probation.
  9. Approval of a change of contract for Kalie Koester from Head Start Teacher Assistant, 161 days / 8 hours to Teacher Assistant @ Primary, Step 5/187 days/6.75 hours, effective August 22, 2017, completed probation.
  10. Approval of a change of contract for Marissa Sexton from Head Start Teacher Assistant, 161 days / 6.5 hours to Teacher Assistant @ Primary, Step 4/187 days/6.75 hours, effective August 22, 2017, completed probation.
  11. Approval of a change of contract for Tami LaRue from Head Start Secretary, 195 days / 8 hours to Secretary @ High School, Step 1/207 days/8 hours, effective August 8, 2017, completed probation.
  12. Approval of a change of contract for Joni Minnich from Head Start Secretary, 195 days / 8 hours to Secretary @ Primary, Step 2/207 days/8 hours, effective August 8, 2017, completed probation.
  13. Approval of a change of contract for Teresa Randolph, Cafeteria Worker @ Middle School – 186 days / 2 hours to Cafeteria Worker @ Middle School – Step 8/186 days 3.5 hours, effective August 22, 2017, completed probation.
  14. Approval of a change of contract for Linda Seals, Cafeteria Worker @ High School – 186 days / 2 hours to Cafeteria Worker @ High School – Step 3/186 days 3 hours, effective August 22, 2017, completed probation.

C. Superintendent's Report – Dr. Ken Schmiesing

**Personnel**

1. Recommend approval of the following substitutes for the 2017-18 school year:

|                    |                 |                       |
|--------------------|-----------------|-----------------------|
| Jamie Link (Nurse) | Johanna Muether | Jane Heiby            |
| Jessica Muhlenkamp | Kylee Bader     | Samantha Maas         |
| Caley Yoder        | Emily Spencer   | Jessica Yoder         |
| Brittany Cavinder  | Sarah Beougher  | James Stilwell        |
| Pamela Dorsten     | Angela McDowell | Carol Tumbleson-Evans |
| Denise Delzeith    | Betty Clouse    | Mark Sierra           |
| Alison Koch        |                 |                       |
2. Approval of a change of contract for Amanda Stucke, First Grade Teacher @ Primary School, requesting 1 deduct days for November 14, 2017.
3. Approval of a change of contract for Nick Archer for the supplemental contract for JV Girls Basketball, CI III – years of experience from 0 to 1.
4. Recommend approval of the following supplemental contracts for the 2017-18 SY:

|                                         |             |
|-----------------------------------------|-------------|
| Betsy Woeste, Primary IAT               | CI VIII     |
| Krystal Gates, Athletic Trainer .50 FTE | CI I 2 yrs. |

**Resolutions**

1. Celina City Schools has adopted and is enforcing a nutrition standards policy that considers the requirements of Ohio Revised Code 3313.814 and governs the types of food and beverages that may be sold on the premises of its schools.

2. Celina City Schools reviewed the Career Advising policy (#2413) and no changes are recommended or will be made at this time.
3. Approval of the following possible overnight trips for Tri Star club competitions:
  - March 8 – 9, 2018 – State BPA in Columbus, OH
  - May 9 – 13, 2018 – National BPA in Dallas, TX
  - April 25 – 27, 2018 – State FCCLA in Columbus, OH
  - July 2018 – Nationals FCCLA in Atlanta, GA
  - April 24 – 25, 2018 – State Skills USA in Columbus, OH
  - June 18 – 23, 2018 – Nationals Skills USA in Louisville, KY
4. Approval of an overnight trip for a 5<sup>th</sup> Grade Gifted trip to Chicago, IL on May 10 and 11, 2018

### **Head Start**

1. Head Start Report

### **Tri Star**

1. Approve to accept the donation to Tri Star Career Compact and the RecTech program of five robots from Honda of America. Total value of donation is \$16,500.
2. Approve to accept the donation to Tri Star Med Prep program of two stretchers and one hospital bed from Mercer County Health.

Removal of items from the Consensus Agenda:

1. Mrs. Piper requested the removal of A-5, because a check was issued to her.

VOTE: Mrs. Piper: Aye, Mr. Sell: Aye, Mr. Shellabarger: Aye, Mrs. Vorhees: Aye, Mr. Gilmore: Aye. Approved.

Discussion and action on consensus agenda removals:

A-5 – checks issued in August 2017.

**17-72** On a motion by Mr. Gilmore, seconded by Mr. Shellabarger, to approve item A-5.

VOTE: Mrs. Piper: Abstain, Mr. Sell: Aye, Mr. Shellabarger: Aye, Mrs. Vorhees: Aye, Mr. Gilmore: Aye. Approved. 4-0

### **OTHER BUSINESS BY BOARD/ADMINISTRATION**

**17-73** Mr. Gilmore moved the adoption of the following resolution:

#### **RESOLUTION**

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Celina City School District, Celina, Ohio that:

**Section 1.** It is the intention of the Board of Education to consider the termination of the teaching and supplemental contracts of Gregg Fledderjohann (hereinafter “Mr. Fledderjohann”) on the basis of good and just cause within the meaning of O.R.C. §3319.16. The specifications of grounds for such consideration are as follows:

1. On or about December 28, 2016, Mr. Fledderjohann submitted a report to the Ohio Department of Education (“ODE”) that contained allegations regarding staff members that he knew were false and/or were intentional misrepresentations of events when he stated that, during the American Institutes of Research (“AIR”) assessment, Jason Luebke (“Mr. Luebke”) was fully aware of and present during, alleged misconduct by Jenna Hodge (“Ms. Hodge”) and Principal Corey Ahrens (“Principal Ahrens”).

2. On or about December 28, 2016, Mr. Fledderjohann submitted a report to ODE that contained allegations that he knew were false and/or were intentional misrepresentations of events, when he stated that during the AIR assessment, Principal Ahrens “logged students back in after they were done with the test and told them to go over and reread the script and answers so the students could revise their answers” if needed.
3. On or about December 28, 2016, Mr. Fledderjohann submitted a report to ODE that contained allegations he knew were false and/or were intentional misrepresentations of events, when he stated that during the AIR assessment, Ms. Hodge left writing prompts posted in her classroom during the test and told other teachers to leave posters and prompts up during the test.
4. On or about December 28, 2016, Mr. Fledderjohann submitted a report to ODE that contained allegations he knew were false and/or were intentional misrepresentations of events, when he stated that while in the teachers’ lounge after the AIR assessment, he and other teachers heard Ms. Hodge state “It’s ok to tell and have students go back and change answers, make sure you do ‘B’ in questions so and so as long as ‘I’ don’t push the buttons. I checked all my student’s [sic] tests when I found out some skipped ‘B.’”
5. On or about January 19, 2017, Mr. Fledderjohann knowingly or willfully made a false statement during an investigation by stating that, without a request by Mr. Fledderjohann for assistance, Principal Ahrens entered his classroom during the administration of the AIR assessment to require a female student who Principal Ahrens believed had completed the test early to retake the test.
6. On or about January 19, 2017, Mr. Fledderjohann knowingly or willfully made a false statement during an investigation by stating that, after the AIR assessment was administered, he was in the teachers’ lounge when Ms. Hodge was talking to other staff members regarding a question about Belgium, and that Ms. Hodge made a statement to the effect, “As soon as my first students were done with Part B and I found out there was a Part B, I had all my students go back and do Part B,” and that Ms. Hodge further stated, “It’s okay to tell your students what buttons to push as long as you don’t push the buttons or touch the keyboard.”
7. Mr. Fledderjohann failed to report his allegations of test security violations to a District Test Coordinator, a Building Test Coordinator, or the building principal.
8. Mr. Fledderjohann’s conduct violates:
  - a. Board Policy 8900, Anti-Fraud, which states, “[t]he Board of Education expects all its employees to be honest and ethical in their conduct and to refrain from engaging in activities which may be fraudulent, illegal, or otherwise unethical.” The Policy further states that, “[f]raud and fraudulent activity are strictly prohibited.”
  - b. Board Policy 3210, Staff Ethics, which requires professional staff members to “comply with written Board policies, administrative guidelines, or applicable laws and regulations” and to “refrain from knowingly or willfully making false statements about a colleague or the District.”
  - c. Administrative Guideline 2623B, Security Provisions for Statewide Assessments, which states, “[i]f any examiner, adult monitor, or other professional staff member has reason to believe that there has been an

assessment security violation or any alleged unethical testing practice committed by a student or other person, s/he shall contact the BTC, DTC and/or building principal immediately and provide the names of the alleged violators and the nature of the alleged violation(s).”

- d. Board Policy Test Security Sign-Off, which Mr. Fledderjohann signed, stating that he would comply with Administrative Guideline 2623 B and immediately report any allegations of assessment security violations or alleged unethical testing practices.”
- e. Licensure Code of Professional Conduct for Ohio Educators, Section 1, Professional Behavior, which provides that conduct unbecoming includes, but is not limited to, “[f]ailing to adhere to the Licensure Code of Professional Conduct for Ohio Educators.
- f. Licensure Code of Professional Conduct for Ohio Educators, Section 1, Professional Behavior, which provides that conduct unbecoming includes, but is not limited to, “[v]iolating local, state or federal procedures related to the security of standardized tests, test supplies or resources.”
- g. Licensure Code of Professional Conduct for Ohio Educators, Section 3, Accurate Reporting, which provides that conduct unbecoming includes, but is not limited to, “[f]alsifying, intentionally misrepresenting, willfully omitting or being negligent in reporting information submitted to federal, state, and other governmental agencies....”

9. Mr. Fledderjohann’s disciplinary history, which includes the following:

- a. September 8, 2016 Written Reprimand and Directive – Accusing another staff member of taking classroom supplies from his classroom and conversing with the staff member in a tone she found threatening.
- b. February 9, 2016 Written Reprimand and Directive – Asking students to keep secrets from their parents, removing a student from the classroom when the student told the secret to a parent, directed not to refer to student’s personally identifiable information, and directed to use educationally appropriate words when speaking to students.
- c. October 31, 2005 Written Reprimand – Taping students to chairs and putting rubber bands around a student’s ankles.

Section 2. The Board reserves the right to supplement the grounds for termination should any new information concerning the grounds for termination become available.

Section 3. Mr. Fledderjohann was provided with written notice of the allegations which form the specifications for this action on August 16, 2017. On September 5, 2017, Mr. Fledderjohann was provided an informal due process hearing before the Superintendent as required by the U.S. Constitution to respond to the allegations.

Section 4. The Treasurer of the Board is hereby authorized and directed to furnish the Employee with written notice of the Board’s intention to consider the termination of his teaching and supplemental contracts upon the above stated grounds and specifications.

Section 5. The nature of this matter warrants suspension of Mr. Fledderjohann from all teaching and supplemental contract duties pending final Board action upon such termination. Accordingly, Mr. Fledderjohann is hereby suspended without pay and without benefits from all duties until further notice, effective immediately. The Treasurer is directed to provide Mr. Fledderjohann with written notice of this action by regular and certified mail.

Section 6. It is found and determined that all formal actions of this Board concerning and relating to the adoption of this resolution were adopted in an open meeting of this Board, and that all deliberations of this Board and any of its committees that resulted in such formal action were in meetings open to the public, in compliance with all legal requirements including O.R.C. §121.22.

Mrs. Piper seconded the Motion and upon roll call, the vote resulted as follows:

Ayes: Mr. Gilmore, Mrs. Piper, Mrs. Vorhees, Mr. Sell, Mr. Shellabarger

Nays: None

Resolution passed and adopted this 18th day of September, 2017.

With no other business, Mr. Shellabarger adjourned the meeting at 6:22 p.m.

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Board President

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Treasurer