

CELINA CITY BOARD OF EDUCATION
March 20, 2006

The Celina City Board of Education met in regular session on March 20, 2006 at 6:00 p.m. in the lecture hall of the Celina High School. Mr. Rable led those in attendance in the Pledge of Allegiance. Mr. Fetters, Mr. Gilmore, Mrs. Hoyng, Mrs. Piper, and Mr. Rable answered the roll call.

On a motion by Mr. Gilmore, seconded by Mrs. Hoyng, the Board set the agenda as presented.

The Board heard reports from the following groups or individuals.

1. CHS Student Council Report
2. Phil Long, CEA President
3. Carol Henderson, OAPSE President

The following consensus agenda items were presented, reviewed and discussed.

Treasurer's Report – Mr. Mike Marbaugh

1. Approve the minutes of the February 13, 2006 regular meeting.
2. Approve the checks written for February 2006 of \$2,433,654.22. Total expenditures for February 2006 were \$2,419,571.21.
3. Approve investments for the period. The balance as of March 13, 2006 is \$9,643,911.81.
4. Approve an amended annual appropriation resolution. (Note: only the adjustments to the previous document appear in the Minutes).

<u>1</u>	<u>General Fund</u>	<u>PRESENT</u>	<u>PROPOSED</u>
400	Purchased Services	\$3,200,000.00	\$3,500,000.00
500	Supplies	\$850,000.00	\$1,000,000.00
800	Other Expenditures	\$500,000.00	\$600,000.00
900	Other uses of funds	<u>\$250,000.00</u>	<u>\$400,000.00</u>
	Total	\$4,800,000.00	\$5,500,000.00
	Increase by \$700,000.00		

3 **Permanent Improvement**

400	Purchased Services	\$25,000.00	\$65,000.00
600	Capital Outlay-New	<u>\$25,000.00</u>	<u>\$0.00</u>
	Total	\$50,000.00	\$65,000.00
	Increase by \$15,000.00		

4 **Building Fund**

600	Capital Outlay-New	\$84,000.00	\$90,000.00
	Increase by \$6,000.00		

11 **Construction Services**

400	Purchased Services	\$27,500.00	\$32,500.00
500	Supplies	<u>\$145,000.00</u>	<u>\$140,000.00</u>
	Total	\$172,500.00	\$172,500.00

19 Other Local Funds

500	Supplies	\$10,000.00	\$15,000.00
	Increase by \$5,000.00		

20 Preschool Enterprise Fund

100	Salary	\$8,000.00	\$10,500.00
200	Fringe Benefits	\$8,000.00	\$10,000.00
400	Purchased Services	\$2,500.00	\$1,000.00
500	Supplies	<u>\$1,500.00</u>	<u>\$1,000.00</u>
	Total	\$20,000.00	\$22,500.00
	Increase by \$2,500.00		

22 Agency Funds

100	Salary	\$175,000.00	\$200,000.00
500	Supplies	<u>\$100,000.00</u>	<u>\$75,000.00</u>
	Total	\$275,000.00	\$275,000.00

35 Termination Benefits

200	Fringe Benefits	\$100,000.00	\$250,000.00
	Increase by \$150,000.00		

200 Student Managed Activity Accounts

800	Other Expenditures	\$275,000.00	\$300,000.00
	Increase by \$25,000.00		

401 Auxiliary Service

100	Salary/Wages	\$58,500.00	\$54,000.00
	Decrease by \$4,500.00		

494 Poverty Based Assistance

100	Salary	\$0.00	\$12,500.00
200	Fringe Benefits	\$0.00	\$2,500.00
400	Purchased Services	<u>\$15,000.00</u>	<u>\$0.00</u>

	Total	\$15,000.00	\$15,000.00
<u>499</u>	<u>Other State Grants</u>		
400	Purchased Services	\$17,434.85	\$2,434.85
	Decrease by \$15,000.00		
<u>524</u>	<u>Vocational Education</u>		
400	Purchased Services	\$51,210.91	\$55,977.52
	Increase by \$4,766.61		
<u>525</u>	<u>Federal Head Start</u>		
900	Other Uses of Funds	\$20,000.00	\$22,194.61
	Increase by \$2,194.61		
<u>584</u>	<u>Drug Free Schools</u>		
400	Purchased services	\$23,141.33	\$20,049.33
600	Capital Outlay-New	<u>\$2,880.00</u>	<u>\$5,972.00</u>
	Total	\$26,021.33	\$26,021.33
<u>590</u>	<u>Title II-A</u>		
100	Salary/Wages	\$94,189.00	\$100,000.00
200	Fringe Benefits	<u>\$40,739.27</u>	<u>\$34,928.27</u>
	Total	\$134,928.27	\$134,928.27

5. Approve the SM-2 for February 2006.
6. Acceptance of donation:
 - a. T. Gerlach \$500. Tri Star Scholarship
7. Resolution designating a financial institution as a public depository.

WHEREAS, an application described below have been received from the following institution in the maximum amount indicated after each said name, at the interest rate as to interim deposits indicated:

1. Financial Northeastern Companies \$5,000,000 at prevailing rates

WHEREAS, the above named institution making an application for public moneys of the Celina City Board of Education has agreed, pursuant to RC 135.18, in consideration of the award of public moneys, before receiving the initial or any subsequent deposits, to pledge to and deposit with the Treasurer or the Celina City Board of Education as security for repayment of all public moneys of the Celina City Board of Education to be deposited in the institution during the period of designation pursuant to award, eligible securities of aggregate market value equal to the excess of the amount of public moneys to be at the time so deposited, over and above such portion or amount of such moneys

as is at such time insured by the Federal Deposit Insurance Corporation of the Federal Government, or surety company bonds which, when executed, shall be for an amount equal to such excess amount;

THEREFORE, be it resolved that the interim deposits of public moneys of the Celina City Board of Education be and the same are awarded to the following named institution hereby designated depository of the type indicated, in the maximum amount indicated after each said name, at the rate of interest as to interim deposits indicated, for a period of two years commencing August 22, 2005, and ending August 21, 2007, both inclusive, subject to the limitations of RC Chapter 135.

1. Financial Northeastern Companies \$5,000,000 at prevailing rates

BE IT RESOLVED, further that a duplicate copy of this resolution of designation and award shall be certified to the Treasurer of the Celina City Board of Education who shall deposit the public funds of the Celina City Board of Education in accordance with the awards hereby made after causing each of the institutions to which public moneys of the Celina City Board of Education have been awarded to pledge and deposit with the Treasurer the security in the manner required by RC 135.18.

Business Manager's Report – Mr. Mike McKirman

Personnel

1. Hire classified substitutes for the 2005-06 SY:
 - a. Kimberley Morden – aide, cafeteria
 - b. Theresa Walters – aide, cafeteria, custodian
2. Approve a change of contract for Barbara Heckman, requests 3 deduct days for May 31- June 2, 2006.

Resolution

1. Recommend the Board accept the lowest and best bid from Bruns, Gant and Toms Insurance, Celina, Ohio (Indiana Insurance Company) for the amount of \$55,535 per year for 3 years 04/01/06 to 03/31/09. Guaranteed rate, which includes Special/Earthquake/Building/Contents/Boilers and All Risk Inland Marine Insurance and General Liability Insurance. The bid also includes the Fleet Insurance and Commercial Umbrella Insurance for one-year 04/01/06/ to 03/31/07 at \$23,215. (Total cost first year \$78,750).

Superintendent's Report – Mr. Matt Miller

Personnel

1. Hire certified substitutes for the 2005-06 SY:
 - a. Shane Haggerty, 7-12 English
 - b. Natalie Heyne, 7-12 integrated social studies
 - c. Dwyn Hirt, P-12 French
 - d. Cassandra Knoth, 7-12 integrated math
 - e. Jim Lederman, 7-12 math and science
 - f. Kenneth Nuss, 4-12 general education
 - g. Joshua Quinn, welding & cutting only
2. Approve a change of contract for Amy Philipot from .50 FTE (job share) to 1 FTE, effective 2006-07 SY.
3. Approve a change of contract for Margaret Green from 1 FTE to .50 FTE. She will be participating in a job share plan with Amy Stammen .50 FTE, effective 2006-07 SY.
4. Hire Ralph Stelzer, Ass't boys tennis – CI V 4 yrs
5. Hire Matt Driggs, Ass't softball – CI IV 2 yrs
6. Hire the following as MS athletic event workers:
 - a. Nikki Siefker
 - b. Matt Paulus
7. Resolution to approve a one percent (1%) budget reduction for the Head Start Program, effective immediately.
8. Change of contract for Duretta Beckstedt, Head Start Aide, from 190 days/6 hrs to 174 days/6.25 hrs.

9. Change of contract for Jenny Johnides, Child Care Provider, from 210 days/7.5 to 177 days/7.5 hrs.
10. Accept the resignation of Jill Schumaker, 3rd grade teacher, moving from area.
11. Approve Troy Yerian as a volunteer tennis coach.

Resolutions

10. Approve a Memorandum of Understanding with OAPSE Local #457 regarding an early retirement incentive for eligible employees.

In an effort to maximize savings to the Board of Education and reward employees for their service to the school district, the parties referenced herein have mutually agreed to the provisions stated below regarding an Early Retirement Incentive for eligible classified employees of the Celina City School District:

ELIGIBILITY AND REQUIREMENTS:

1. The classified employee must provide a written resignation from his/her position with the school district on or before April 10, 2006.
2. The following groups of classified employees are eligible for this early retirement incentive providing that each employee has met requirements as set forth by the School Employee Retirement System (SERS):
 - Employee has thirty (30) or more years of retirement credit with SERS (earned and/or purchased credit).
 - Employee has twenty-nine (29) years of retirement credit with SERS (earned and/or purchased credit).
 - Employee has twenty-five (25) years of retirement credit with SERS (earned and/or purchased credit) AND is at least 55 years of age.
 - Employee has five (5) years of retirement credit with SERS (earned and/or purchased credit) AND is at least 60 years of age.
3. This offer is limited to the first ten (10) classified employees who choose to participate.

BENEFITS:

If a classified employee is eligible and chooses to participate, the Board of Education will provide a retirement incentive, and the employee will have the choice of one of two benefit programs/options:

1. In addition to the employee's severance pay, the Board will purchase one year of service credit.
2. If the classified employee chooses not to accept option one, the Board, in addition to the severance pay will provide a payment of thirty percent (30%) of the employee's annual compensation excluding extra and/or overtime wages. This compensation will be paid within sixty (60) days of the employee's official retirement date.

EARLY RETIREMENT INCENTIVE CONTINUATION:

After the above enrollment period, the employee will be given the choice of severance or an ERI that modifies Article XXVIII – Severance Pay in the negotiated agreement between OAPSE #457 and the Celina City School District Board of Education.

2. Approve a Memorandum of Understanding with Celina Education Association regarding an early retirement incentive for eligible employees.

In an effort to maximize savings to the Board of Education, the parties referenced herein have mutually agreed to amend Article 28.00 of the collective bargaining agreement governing Early Retirement Incentive to reflect the following:

ELIGIBILITY AND REQUIREMENTS:

1. The certified/licensed employee must provide a written resignation from his/her contract with the district on or before April 10, 2006.
2. The following groups of certified/licensed employees are eligible for this early retirement incentive providing that each employee has met requirements as set forth by the State Teachers Retirement System (STRS) AND that the certified/licensed employee must have been employed under a teaching/administrative contract with the Celina City School District for a minimum of fifteen (15) years:
 - Employees achieving 30 years of retirement credit with STRS (earned and/or purchased credit) this school year.
 - Employees achieving 29 years of retirement credit with STRS (earned and/or purchased credit) this school year.
 - Employees achieving 25 years of retirement credit with STRS (earned and/or purchased credit) AND is at least 55 years of age this school year.
3. This offer is limited to the first ten (10) certified/licensed employees who choose to participate. The first ten will be those who complete all necessary paper work, provide a letter of resignation, and submit these materials to the superintendent's office.

BENEFITS:

If a certified/licensed employee is eligible and participates, the Board of Education will provide one of the following options in addition to the benefits included within the Master Agreement.

- Option #1 (Open to all three groups listed above in Eligibility and Requirements section) In addition to the severance pay, Article 28.02.9 will be waived and the Board will purchase one year of service credit under Article 28.04.3.
 - Option #2 (30 year STRS eligible or 25 STRS/55 years of age) In addition to the severance pay, the Board will provide a payment of fifteen thousand dollars (\$15,000). This compensation will be paid within sixty (60) days of the employees official retirement date.
3. Resolution to establish impasse procedures or internal dispute resolution procedures for the Mercer County Head Start Governing Board and the Head Start Policy Council.

It is the intent of the Mercer County Head Start Governing Board and the Head Start Policy Council to establish the internal dispute resolution procedure, to achieve resolution of impasses that may occur when concurrence and approval is required by both the Governing Board and the Policy Council, pursuant to the Agency's personnel policies and procedures and the Head Start Program Governance. Whenever a dispute arises relating to governance and management responsibilities of the Governing Board and Head Start Policy Council, either party may initiate this dispute resolution procedure. It is the intent of the Policy Council and the Governing Board to equitably and fairly resolve any and all disputes utilizing the earliest level possible through this procedure.

Agreement to use a Dispute Resolution Procedure

"In accordance with federal regulations, Grantee, Celina City Schools and Policy Council for Mercer County Head Start Program agree that if a dispute arises involving Mercer County Head Start Program they will follow the internal dispute resolution procedure outlined below.

The parties will act in good faith to resolve any dispute promptly. The dispute resolution process will include three stages: (1) Informal Resolution without Third Party Assistance; (2) Informal Resolution with Third Party Assistance (Mediation); (3) Formal Resolution by Third Party Decision Maker(s) (Arbitration)."

STEP 1: Informal Resolution without Third Party Assistance

The Board of Education and Policy Council, with the assistance of the District Superintendent and Head Start Director shall first attempt to informally resolve the dispute. The District Superintendent and the Head Start Director shall facilitate communications between the two parties in an effort to ensure that both parties have sufficient background information to understand each respective position. If the matter is resolved in this process, the District Superintendent shall confirm the resolution in writing to both the Board of Education and the Policy Council. The resolution shall be affirmed in writing by both parties. In the event that a resolution is not reached within a period 10 working days, then Step 2 will be introduced.

STEP 2: Request Assistance from a Third Party/Outside Party to facilitate/mediate Resolution of the Dispute.

If the parties are not successful at resolving the dispute in Step 1, we agree to seek the assistance of a third party neutral that has been trained in conflict resolution to help facilitate/mediate the resolution of the dispute. Once a dispute has been elevated to Stage Two, parties will schedule a meeting with the third party neutral within 10 days to attempt to resolve the dispute. This mediated process will last no longer than ten working days from the initial meeting.

Selection of a Third Party Neutral

Any party may suggest a candidate or candidates to serve as the third party neutral or they may seek assistance from the Ohio Commission on Dispute Resolution and Conflict Management, the Ohio Head Start Association, Inc., or their neighborhood dispute resolution program (the Commission maintains a listing of community dispute resolution programs). The third party shall be selected by and serve by agreement of the parties. The third party shall be under a continuing obligation to disclose to the parties any known circumstances that might affect his or her impartiality.

To avoid the cost of hiring an outside third party to assist in resolving the dispute, the parties may first attempt to find qualified third party neutral either from another Head Start program, another School District, or local community agency.

- (1) An external staff member/program employee (from another Head Start program or school district) who has been trained in conflict resolution and who does not have a direct stake in the outcome of the dispute may be an appropriate third party.
- (2) If a qualified internal or external staff person is not available or if parties are unable to agree on a suggested third party, the Ohio Commission on Dispute Resolution and Conflict Management or the Ohio Head Start Association, Inc. will help to identify a qualified neutral or neutrals.

Method of Handling the Cost of Third Parties

If the parties agree to hire an outside third party to help resolve the dispute, the costs of the services shall be paid by Mercer County Head Start.

Who Will Participate in the Process?

Parties participating in the dispute resolution process must include a person(s) representing each position of the dispute who has the authority to make the decisions that need to be made to resolve the dispute. It is recommended that the Policy Council chairperson and Board of Education president participate in the dispute resolution process.

How the Conflict Resolution Process will be Conducted

The third party selected to mediate the dispute will have control of the process used and will coordinate the logistics (time, place, etc.) of the mediation sessions. Both the Board of Education and Policy Council will agree to adhere to the process and final decision.

Confidentiality

In accordance with Section 2317.023 of the Ohio Revised Code, the third party neutral shall not disclose information received from any party to another unless the parties agree otherwise. In addition, the parties shall not disclose information received during the course of the mediation unless otherwise agreed by the parties. The parties shall not subpoena the third party neutral in any future proceeding should one arise.

Formalizing the Agreement

When the parties reach a resolution/settlement of the dispute, the third party mediator shall draft a written document that incorporates all terms and conditions of the agreement. This process will occur within 30 days or less. All parties will review and sign the agreement. The decision will be final and will be presented to both the Policy Council and Board of Education as a matter of record.

Step Three: Formal Resolution by Third Party Decision-Makers

If the parties are not successful at resolving the dispute in a facilitated or mediation process within 20 working days, they agree to seek the assistance of a third party neutral to act as a final decision-maker (arbitrator). The parties will each select an arbitrator and those arbitrators will select one additional arbitrator to serve as a panel to reach a decision on the issues presented by the parties.

Method of Handling the Cost of Third Parties

If parties agree to hire an outside third party to help resolve the dispute, the costs of the services shall be paid by 50/50 split with Mercer County Head Start and the grantee.

How the Conflict Resolution Process will be Conducted

The third parties selected to arbitrate the dispute will have control of the process used and will coordinate the logistics of the mediation sessions. Their decision will be presented to the governing board and the Policy Council and recorded in the minutes as final.

4. Approve the following overnight trip:
 - a. Ohio Association of Student Council's State Conference April 27-29, 2006.

Tri Star:

1. Approve the Tri Star Career Compact Agreement.
(Please see insert in Minute book.)
2. Reimburse Sheila Meyer and Betty Clouse \$40 each for attending a Tech Prep workshop entitled "Knocking at the College Door." Expenses paid by Tech Prep.

Board policies revisions:

1. JFCJ – Dangerous Weapons in the Schools, Bomb Threats and Violent Conduct

06-15 On a motion by Mrs. Piper, seconded by Mr. Gilmore, the Board approved the Consensus agenda as presented.

VOTE: Mr. Fetters: Aye, Mr. Gilmore: Aye, Mrs. Hoyng: Aye, Mrs. Piper: Aye,
Mr. Rable: Aye. Approved.

06-16 On a motion by Mrs. Hoyng, seconded by Mr. Gilmore, approved membership in the Ohio Statewide Purchasing Group. This is a Regional Council of Governments effective April 1, 2006.

VOTE: Mr. Gilmore: Aye, Mrs. Hoyng: Aye, Mrs. Piper: No, Mr. Rable: Aye,
Mr. Fetters: Aye. Approved.

The Board received the following Board Policies additions, revisions etc. for review.

1. EB – Safety Program
2. EBAA – Reporting of Hazards
3. EBBC – Bloodborne Pathogens

4. EFG – Student Wellness Program
5. IGAE – Health Education
6. IGEE – Awarding of High School Diplomas to Veterans of War
7. IJ – Guidance Program
8. JHF – Student

The Board agreed to the following meeting changes:

Monday, May 22, 2006 instead of May 15, 2006

Thursday, June 15, 2006 instead of June 19, 2006

Mr. Miller updated the Board about possible changes in the Celina Alternative Learning Center Program and facilities and 2006-07 budget reduction plan.

06-17 EXECUTIVE SESSION – O.R.C. § 121.22 (G)

Mr. Gilmore moved, Mrs. Piper seconded, that the following resolution be adopted:

WHEREAS, as a public board of education my hold an executive session only after a majority of the quorum of this board determines by a roll call vote to hold such a session and only at a regular or special meeting for the sole purpose of the consideration of any of the following matters:

(G)(1) To consider one or more, as applicable, of the items with respect to a public employee or official:

1. ___Appointment.
2. ___Employment.
3. ___Dismissal.
4. ___Discipline.
5. ___Promotion.
6. ___Demotion.
7. ___Compensation.
8. ___Investigation of charges/complaints (unless public hearing requested).

(G)(2) To consider the purchase of property for the public purposes or for the sale of property at competitive bidding.

(G)(3) Conferences with an attorney for the public body concerning disputes involving the public body that are the subject of pending or imminent court action.

(G)(4) Preparing for, conducting, or reviewing negotiations or bargaining sessions with public employees, concerning their compensation or other terms and conditions of their employment.

(G)(5) Matters required to be kept confidential by federal law or rules or state statutes.

(G)(6) Specialized details of security arrangements where disclosure of the matters discussed might reveal information that could be used for the purpose of committing or avoid prosecution for a violation of the law.

NOW, THEREFORE, BE IT RESOLVED, that the Celina City School District Board of Education, by a majority of the quorum present at this meeting, does hereby declare its intention to hold an executive session on item (G)(1) 2 listed above.

And the roll being called on its adoption, the vote resulted as follows:

Mrs. Hoyng: Aye, Mrs. Piper: Aye, Mr. Rable: Aye, Mr. Fetters: Aye, Mr. Gilmore: Aye. Thereupon, the President declared the resolution adopted.

At 6:36 p.m., the Board went into executive session with the following persons present:

The Board members, Mr. Miller, Mr. McKirnan, and Mr. Marbaugh.

The President declared the meeting back into regular session at 7:39 p.m.

With no other business, the meeting was adjourned at 7:39 p.m.

Board President

Treasurer