

MINUTES

**Norwalk City School District
Board of Education
Regular Meeting
Tuesday, September 8, 2015, 7:30 pm - 8:39 pm
Norwalk High School**

I. OPENING OF REGULAR MEETING

Board President, John Lendrum, called the meeting to order at 7:30 p.m.

A. Call to Order - Roll Call

The following members answered on roll: Mr. Kevin Cashen, Mr. John Lendrum, Mr. Steve Linder, Mr. Robert Ludwig, and Mr. Ralph Ritzenthaler.

B. Pledge of Allegiance

Mr. Lendrum led the attendees in the pledge.

C. Adoption of Agenda

Move: Robert Ludwig Second: Kevin Cashen Status: Passed

Yes: John Lendrum, Robert Ludwig, Steve Linder, Kevin Cashen, Ralph Ritzenthaler

II. PUBLIC PARTICIPATION

Each person who wishes to address the Board will be asked to give his/her name and address. Remarks should be limited to three minutes in length. If after everyone who wishes to do so has had an opportunity to speak, additional comments can be made up to a total allotted time of thirty minutes.

Mr. Scott Ford, 33 Fruen St., Norwalk, OH addressed the board in regard to the relationship between the board and teachers. His concerns stem from a stall in the negotiation process. He also referenced a second concern pertaining to the matter in which public participation is handled at board meetings. He is of the belief that when the board does not provide answers during public participation, it leaves a perception that there is a lack of transparency.

Mr. Bob Germond, 116 Hasbrock Rd., Norwalk, OH addressed a previous statement pertaining to the year two pay raise and other compensation benefits of Mr. Fisk. Mr. Germond believes these were not clearly discussed by all board members prior to approval of the contract.

Mr. Rick Brown, 87 Old State Rd. S., Norwalk, OH approached the board in regard to teacher negotiations. He is of the belief there is a lack of caring about teachers. He disagrees with utilizing a school attorney and federal mediator in the process.

Amy Little, 13 Liberty St., Norwalk, OH, a parent in the community, stated that she knew the board cared about teachers. She went on to express that she was appalled at the way board members were addressed during public participation at the August meeting. Her last comments pertained to a complaint filed by the Freedom from Religion against the Board of Education. Ms. Little is troubled by the group wanting prayer removed from monthly board meetings. She closed with a prayer.

Lisa Wick, 83 Eastwood Dr., Norwalk, OH commented on two items. The first was to communicate her support for the teaching staff during negotiations and the second was in reference to BoardPaq which she believes should be abandoned.

Marci Burns, 6 Liberty St., Norwalk, OH spoke in regard to Academic Challenge at Main St. School and Norwalk Middle School. She said in the past there have two paid supplemental contracts awarded for Academic Challenge at each building and that there was a question as to whether it would be reduced to one per building this year. She encouraged the board to fill two positions per building.

Rod Thimke and Chris Cloud, both teachers and representatives of the Norwalk Teachers Association spoke with similar messages. They encouraged the board to move forward in the negotiation process and both supported Ms. Burns position on Academic Challenge.

III. TREASURER'S REPORTS

A. Item(s) for Approval

1. August 2015 Financial Reports

(see attachment)

2. Waive the reading of and approve the minutes of:

August 11, 2015 Regular Session

August 20, 2015 Special Session

(see attachment)

3. A \$2,000 fund-to-fund transfer from the General Fund 001 to the Norwalk High School Trucker Imprint Fund 200-920B for the 2015-2016 school year. (Note: the Board funds this student activity so that the newspaper may be printed with no advertising.)

4. Authorize the Treasurer to compensate workers for athletic and tournament activities for the 2015-2016

school year

5. Authorize the Treasurer to issue payment in lieu of transportation to qualified applicants. Payment to be made based upon the minimum rate established by the Ohio Department of Education and verification of student enrollment at school year end.

6. Accept the following donation(s):

Bill & Sherri Thomas - \$1,000 (tennis uniforms)

7. Appropriations as attached

General

001 28,736,047.56

Special Revenue

007 51,287.41

018 58,614.44

019 36,171.13

300 373,470.00

401 530,143.86

439 56,000.00

461 9,700.00

516 705,781.84

551 24,540.77

572 846,280.49

587 31,406.89

590 115,902.48

599 54,531.64

Debt Service

002 10,885,000.00

Capital Projects

003 500,025.64

004 250,000.00

Permanent Funds

007 10,736.09

Enterprise

006 1,021,585.93

009 2,000.00

Internal Service

022 1,458.71

Agency

022	25,000.00
200	75,092.80

Private Purpose	
007	16,535.00
008	76,750.00

Total All Appropriations: \$44,494,062.68

Move: Kevin Cashen Second: Robert Ludwig Status: Passed

Yes: John Lendrum, Robert Ludwig, Steve Linder, Kevin Cashen, Ralph Ritzenthaler

B. Item(s) for Discussion

1. Recap of General Fund Revenue and Expenses

IV. PERSONNEL

A. Item(s) for Approval

1. Resignations

Sue Lehmann, Treasurer, effective Oct. 31, 2015
Josh Schlotterer, Basketball Coach, effective August 21, 2015

2. FMLA

Angela Enderle - extend to Sept. 21, 2015

3. Employment - Teacher

Katherine Hipp, .65 FTE, 0 years experience, step 0 on the BA150 bracket of the teacher salary schedule, 1 year contract, effective Sept. 8, 2015, pending completion and receipt of all requirements for employment,

4. Employment - Bus Drivers

Jessica Kite, 4.5 hours per day, 5 days per week, 187 days per year, 4 years actual experience, 4 years experience granted, step 4 on the classified staff's salary schedule, 95-day probationary period, effective

Sept. 9, 2015

Shawna Legg, 4 hours per day, days per week, 187 days per year, step 0 on the classified staff's salary schedule, 95-day probationary period, effective Sept. 9, 2015

5. Employment - Home Instruction Tutors

Andrew Garrick, effective August 27, 2015
JoAnne Woods

6. Payment for teaching in lieu of conference period

Bev Will

7. Member rate for the following teachers for participating in the Resident Educator Mentor Program training:

Tiffany Chandler
Will Kish

8. Resident Educator Mentors: \$500 stipends for mentoring teachers in the Resident Educator Program: (previously referred to as the Entry Year Program)

Tracy Batey
Jaclyn Bauer
Tiffany Chandler
Jen Gerber
Ashley Hillman
Will Kish
Amy Krichbaum
Michele McConnell
Stacy Opper
Coral Smith
Sue Sowders

9. A/B Contracts

A - Voluntary
B - Involuntary
(see attachment)

Amy Adelman B (Involuntary)
Sherry Adkinson B (Involuntary)
Leslie Alexander B (Involuntary)
Dustin Baker A (Mandatory)

Thomas Baker B (Involuntary)
Emily Barger B (Involuntary)
Tracy Batey B (Involuntary)
Amy Battles B (Involuntary)
Jaclyn Bauer A (Mandatory)
Carrie Beat B (Involuntary)
Cari Beers B (Involuntary)
Jerry Bement B (Involuntary)
Sandy Bennett B (Involuntary)
Amy Bergman-Hackenburg B (Involuntary)
Lisa Berry A (Mandatory)
Susan Bright B (Involuntary)
Richard Brown B (Involuntary)
Marcy Burns B (Involuntary)
Tiffany Chandler B (Involuntary)
Jeff Cole B (Involuntary)
Donell Cornell B (Involuntary)
Kathryn Cring B (Involuntary)
Jennifer Culbertson B (Involuntary)
Emily Deehr A (Mandatory)
Mary Beth Dennison B (Involuntary)
Wes Douglas A (Mandatory)
Katherine Emlinger B (Involuntary)
Melissa Faley B (Involuntary)
Paige Foltz B (Involuntary)
Jordan Frado A (Mandatory)
Katherine Frederick A (Mandatory)
Becki Fries B (Involuntary)
Sarah Furey B (Involuntary)
Olivia Gamble A (Mandatory)
Jennifer Garwood B (Involuntary)
Jennifer Gerber B (Involuntary)
Nancy Gfell B (Involuntary)
Julie Gilson A (Mandatory)
Lisa Goodright B (Involuntary)
Lori Griffith B (Involuntary)
Laurie Haughawout A (Mandatory)
Heidi Helgeson A (Mandatory)
Chris Higgins B (Involuntary)
Ashley Hillman B (Involuntary)
Jordan Horowitz B (Involuntary)
Christopher Jackson A (Mandatory)
Joseph Kaiser A (Mandatory)
Angie Kalizewski A (Mandatory)
Heather Kaltenbach B (Involuntary)
Corrie Kaple A (Mandatory)
Jonathon Kijowski B (Involuntary)
Thomas King B (Involuntary)
Stefanie Kingsborough B (Involuntary)
Janet Koch B (Involuntary)
Amy Krichbaum B (Involuntary)
Jennifer Lark B (Involuntary)
Penny Lassen B (Involuntary)
Kim Lawrence B (Involuntary)
Nick Lee B (Involuntary)

Adam Leutenegger B (Involuntary)
Elizabeth Lindenberger B (Involuntary)
Lori Logan B (Involuntary)
Chris MacFarland B (Involuntary)
Christina MacFarland B (Involuntary)
Abigail Magoto B (Involuntary)
Brock Manlet B (Involuntary)
Amy Martin B (Involuntary)
Lisa Martin B (Involuntary)
Carol Mason A (Mandatory)
Michele McConnell B (Involuntary)
Luke McCoy B (Involuntary)
Gwen Meyers B (Involuntary)
Rebecca Molnar B (Involuntary)
Barbara Moore B (Involuntary)
Tiffany Muskovich A (Mandatory)
Lori Nutter A (Mandatory)
Carisa Olsen B (Involuntary)
Stacey Opper A (Mandatory)
Donnelle Orzech B (Involuntary)
Vicki Penrose B (Involuntary)
Janet Peterson B (Involuntary)
Derek Pigman B (Involuntary)
Lindsay Pigman B (Involuntary)
Tracy Piscitello B (Involuntary)
Karen Quillen B (Involuntary)
Ronda Raifsnider B (Involuntary)
Jenicka Reamer B (Involuntary)
Julie Riley B (Involuntary)
Samantha Roberts B (Involuntary)
Kathleen Robertson A (Mandatory)
Robyn Rogers A (Mandatory)
Pam Sanders B (Involuntary)
Bethany Scheid A (Mandatory)
Rachel Schlotterer A (Mandatory)
Allison Sellers A (Mandatory)
Ann Sellers B (Involuntary)
Katie Sholes B (Involuntary)
Reid Shoop B (Involuntary)
Lindsey Silverwood B (Involuntary)
Mark Sindlinger B (Involuntary)
Jessica Smith A (Mandatory)
Kathryn Smith B (Involuntary)
Mary M. (Peggy) Smith B (Involuntary)
Rosalie Smith B (Involuntary)
Susan Sowders B (Involuntary)
Callie Stanley A (Mandatory)
Amanda Steinwart A (Mandatory)
Sandi Stewart A (Mandatory)
Miranda Sullivan B (Involuntary)
Amie Swope B (Involuntary)
Hailee Taylor B (Involuntary)
Anne Teal B (Involuntary)
T.J. Thomas B (Involuntary)
Stephani Underwood B (Involuntary)

Tracy VanBuskirk B (Involuntary)
Lindsay Webb B (Involuntary)
Lauren West B (Involuntary)
Julie Weyer A (Mandatory)
Nathan Whaley A (Mandatory)
Roger Wilhelm A (Mandatory)
Beverly Will B (Involuntary)
Ashley Wilson A (Mandatory)
Laura Winkler B (Involuntary)
Melanie Zerman A (Mandatory)
Jayne Ziemke B (Involuntary)

10. Employment - Study Table/OGT Tutors

Tiffany Chandler
Chris Cloud
Jeff Cole
Jen Gerber
Nancy Gfell
Corrie Kaple
Janet Koch
Jen Lark
Debbie Leffler
Becky Molnar
Barb Moore
Janet Peterson
Derek Pigman
Samantha Roberts
Allison Sellers
Peggy Smith
Callie Stanley
Amie Swope
Melanie Zerman

11. One (1) additional hour for Lucy Hokes (from 6 hours per day to 7 hours per day), Library Assistant, effective August 25, 2015

12. Employment - Special Needs Educational Assistant

Devon Schneiter, 6.5 hours per day, 4 days per week, 2 years actual experience, 2 years experience granted, step 2 on the classified salary schedule, effective Sept. 9, 2015, 95-day probationary period, pending completion and receipt of all employment requirements

13. Employment - Supplemental/Special Contract(s)

Cody Gregory - Middle School - Boys Basketball, code 7; step 2

Ray Scheid - Middle School - Yearbook Advisor, code 14; step 0

Matt Webb - High School - Freshman Boys Basketball, code 5; step 0

14. Employment - In-School Restriction/Saturday School Monitors

Bill Bennett
Mike Conney
Dave Daniels
Chris Hipp
Tim Skinner

15. Employment - Substitute(s) - Certified

Matt Webb, pending completion and receipt of all employment requirements

16. Employment - Substitute(s) - Classified

Krista Eden
Lori Neuberger
Ada Pruchnicki
Kimberly Stang

17. Volunteer(s) - Classroom

Marina Abel
Kristen Albright
Amanda Allgauer
Stephanie Bores
Deborah Bowers
Madison Brant
Rachel Buie
Char Busek
Maisie Cross
Samantha Davenport
Emily Downing
Judy Emmons
Julia Feicks
Andrea Fligor
Jacob Forren
Sierra Gessner
Aundrea Gordon
Cody Gregory
Brooke Hallock
Dorothy Hite
Alexis McCabe
Ernest Palmer, IV
Amy Parcher
Becky Parcher

Alexis Pitcher
Michelle Prack
Laurel Rehnborg
Becky Resor
Chelsea Rogers
Susan Rogers
Elizabeth Royster
Walter Sberna, Jr.
Carrie Service
Jan Sigg
Cierra Smith
James Stewart
Barbara Vaith
Pamela Vazquez
Jessalyn Vogt
Karen Wagg -Sharpnack
Danielle Welschenbach
Candice White
Courtney Workman
Phyllis Zieber
Kelly Zurvalec

18. Volunteer(s) - Coach

Korey Robinson, Middle School Football

Move: Robert Ludwig Second: Ralph Ritzenthaler Status: Passed

Yes: John Lendrum, Robert Ludwig, Steve Linder, Kevin Cashen, Ralph Ritzenthaler

V. SUPERINTENDENT'S REPORTS

A. Item(s) for Discussion

1. Freedom From Religion

(see attachment)

A discussion took place regarding the letter received from Freedom From Religion pertaining to prayer at board meetings. Mr. Fisk was asked to conduct some research to find the potential repercussions and costs associated with continuing the practice of prayer at meetings.

B. Item(s) for Information

1. EHOVE News

The EHOVE fall festival will be held September 16 & 17, 2015.

2. Legislative Report

VI. GRIEVANCE RESPONSE

- A. Respond to OAPSE grievance with a resolution to deny the grievance filed by Michelle Wise

Move: Kevin Cashen Second: Robert Ludwig Status: Passed

Yes: John Lendrum, Robert Ludwig, Kevin Cashen

No: Steve Linder, Ralph Ritzenthaler

VII. EXECUTIVE SESSION

- A. For the following purpose(s):

1. The appointment, employment, dismissal, discipline, promotion, demotion or compensation of an employee, official or student or the investigation of charges or complaints against such individual, unless an employee, official or student requests a public hearing (the Board will not hold an executive session for the discipline of one of its members for conduct related to the performance of his/her official duties or for his/her removal from office); and
2. Matters required to be kept confidential by State statutes or Federal law; and
3. Preparing for, conducting or reviewing negotiations with public employees concerning their compensation or other terms and conditions of their employment.

The board, Mr. Fisk, Mr. Ream and Mrs. Lehmann moved into Executive Session at 8:03 p.m.

Move: Robert Ludwig Second: Ralph Ritzenthaler Status: Passed

Yes: John Lendrum, Robert Ludwig, Steve Linder, Kevin Cashen, Ralph Ritzenthaler

VIII. ADJOURNMENT

Mr. Cashen moved to adjourn executive session and the meeting. Mr. Ritzenthaler seconded and by a votes of ayes and the meeting adjourned at 8:39 p.m.

Board President

Treasurer