

RECORD OF PROCEEDINGS

Regular Meeting

May 10, 2021
7:30 p.m.

The Worthington Board of Education met for a Regular Meeting on the 10th day of May, 2021 at 7:30 p.m.

Mrs. Best called the meeting to order with introductions:

Mrs. Best	present
Mrs. Hudson	present
Mrs. Lloyd	present
Mr. Shim	present
Mr. Wilson	present

21-068 Mrs. Hudson moved the adoption of a resolution whereby the agenda be approved for the regular Board of Education meeting.

Mrs. Lloyd seconded the motion.

Roll Call:

Ayes

Mrs. Best, Mrs. Hudson, Mrs. Lloyd, Mr. Shim, Mr. Wilson

Nays

None

Motion passed.

INFORMATION AND PROPOSALS

B-1-a Visitor Comments

Ms. Anna Keller of 7780 Mellacent Drive is a student at Worthington Kilbourne High School and spoke to the Board about orchestra. She would like to see the continuation of five orchestra teachers in the District instead of the plan to reduce it to four.

Ms. Melanie Resnick of 2189 Shademont Court echoed Ms. Keller's comments about the need for orchestra teachers and the two students presented to Board with a petition they circulated.

Ms. Savita Jani of 1224 Drumbarton Court also echoed her fellow students' comments regarding the orchestra instructors. She said that the individual instruction is only possible with enough instructors.

B-1-b Covid-19 Response Update

Dr. Bowers led the Board of Education in a review of current conditions within Worthington Schools.

B-1-c Second Reading - 2021-2022 School Year Calendar

Assistant Superintendent Randy Banks presented the second reading for changes to the 2021-2022 school year calendar.

B-1-d Board/Committee Reports and Announcements

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Mr. Wilson hopes fellow members of the District can listen to the keynote speaker from the One Community conference in Olentangy, Dr. Ghody Muhammad as she speaks regarding equity in education. He is not sure of the financial costs of hiring her to speak.

Mrs. Hudson said that the policy committee will shift its structure to create an umbrella equity policy similar to the policy in Cincinnati Public Schools. There will be separate policies on racism, LGBTQ+ and other policies will be added as needed. The committee will aim to meet every Monday in June so they can bring the policies to the Board. She and Mr. Shim also met with the AAPL committee and they discussed gifted and ELL programs.

Mr. Shim echoed Mrs. Hudson's comments about the AAPL committee meeting. He pointed out that, due to policies 155 and 161, the Policy committee meeting earlier in the day was an informal one due to his absence rather than an official meeting.

ACTIONS RECOMMENDED BY THE TREASURER

21-069 Mr. Shim moved the adoption of a resolution whereby the minutes of the April 26, 2021 regular board meeting are approved as indicated in Enclosure C-1-a

Mrs. Hudson seconded the motion.

Roll Call:

Ayes

Mrs. Best, Mrs. Hudson, Mrs. Lloyd, Mr. Shim, Mr. Wilson

Nays

None

Motion passed.

21-070 Mr. Shim moved the adoption of a resolution to recommend approval of the Five-Year Forecast, as indicated in Enclosure C-1-b.

Mr. Wilson seconded the motion.

Roll Call:

Ayes

Mrs. Best, Mrs. Hudson, Mrs. Lloyd, Mr. Shim, Mr. Wilson

Nays

None

Motion passed.

21-071 Mrs. Hudson moved the adoption of a resolution to authorize the following appropriation transfers (modifications), as presented by the Treasurer.

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FUND	OBJECT	AMOUNT
001	100-Personal Services	(\$1,796,000.00)
	200-Benefit	(364,000.00)
	400-Purchased Services	(1,357,486.00)
	500-Supplies	(113,000.00)
	600-Equipment	(6,514.00)
	700-Replacement	
	800-Dues/Fees	(264,000.00)
	900-Other Uses of Funds	(3,500,000.00)
TOTAL	General Fund	<u>(\$7,401,000.00)</u>
401	Auxillary Services Fund	296,142.92
507	Elem/Secondary School Emergency Fund	7,347,495.18
510	Coronavirus Relief Fund	11,500.00
516	IDEA Special Education Grant Fund	3,748.76
572	Title I Econ. Disadvantaged Grant Fund	39,172.54
599	Miscellaneous Federal Grant Funds	239.16

to adjust for changes in allocations of various state and federal grant funds

Mr. Shim seconded the motion.

Roll Call:

Ayes

Mrs. Best, Mrs. Hudson, Mrs. Lloyd, Mr. Shim, Mr. Wilson

Nays

None

Motion passed.

21-072 Mr. Shim moved the adoption of a resolution to accept the 2022 calendar year budget for the Worthington Public Library as adopted by the Library Board of Trustees at its April 20, 2021, Regular Board Meeting, as indicated in Enclosure C-1-d.

Mrs. Lloyd seconded the motion.

Roll Call:

Ayes

Mrs. Best, Mrs. Hudson, Mrs. Lloyd, Mr. Shim, Mr. Wilson

Nays

None

Motion passed.

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ACTIONS RECOMMENDED BY THE SUPERINTENDENT – ROUTINE BUSINESS

21-073 Mr. Shim moved the adoption of a resolution whereby items C-2-a through C-2-f be approved, as presented by the Superintendent.

C-2-a Resignations

Recommended motion: "...to accept the following resignations:

ADMINISTRATIVE PERSONNEL

<u>Name</u>	<u>Assignment</u>	<u>Reason</u>
CALLAGHAN, JOSEPH Effective 07/31/2021	Director of Elementary WEC	Personal

CERTIFIED PERSONNEL

<u>Name</u>	<u>Assignment</u>	<u>Reason</u>
BUFORD, CHARLES Effective 05/31/2021	Language Arts Teacher Worthington Kilbourne HS	Adjustment of effective date
GRATZ, ANDREA Effective 05/31/2021	Guidance Counselor Worthington Kilbourne HS	Retirement
HARDY, CHRISTINA Effective 08/15/2021	TESOL Teacher Worthingway MS	Personal
LEVETTE, LEZLEE Effective 08/15/2021	Health Education Teacher Thomas Worthington HS	Personal
POSIVIL, LORI Effective 05/31/2021	Safe and Drug Free Coordinator District	Retirement
WHITLATCH, LORI Effective 05/31/2021	Visual Arts Teacher McCord MS	Retirement
WRIGHTSEL, MADISON Effective 08/15/2021	Kindergarten Teacher Liberty Elementary	Resigning 0.50 of a 1.0 contract

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CLASSIFIED PERSONNEL

<u>Name</u>	<u>Assignment</u>	<u>Reason</u>
GRAY, PAUL Effective 04/30/2021	Bus Driver Transportation	Retirement
JOHNSON, DEBORAH Effective 05/26/2021	Building/Instructional Asst. Wilson Hill Elementary	Personal
PISANESCHI, ELIZABETH Effective 08/01/2021	Building/Instructional Asst. Colonial Hills Elementary	Retirement
SINCLAIR, S. BRUCE Effective 5/05/2021	Bus Driver Transportation	Personal”

C-2-b Leave of Absence

Recommended motion: “...to grant the following leaves of absences:

CERTIFIED PERSONNEL

<u>Name</u>	<u>Assignment</u>	<u>Reason</u>
MORGAN, BRIAN Effective 08/16/2021	Gifted/Talented Ed Teacher Worthington Hills Elementary	Professional Leave”

C-2-c Employment

Recommended motion: “...to employ the following personnel:

ADMINISTRATIVE PERSONNEL

<u>Name</u>	<u>Assignment</u>	<u>Reason</u>
FEESLER, MOLLY Effective 08/01/2021 07/31/2023	Athletic Director Thomas Worthington HS Grade 44 Salary \$112,330.00 FTE 1.00 Days 260	Filling vacant position

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CERTIFIED PERSONNEL

<u>Name</u>	<u>Assignment</u>	<u>Reason</u>
BATEMAN, RANDI Effective 08/16/2021	Language Arts Teacher Worthingway MS Class 01 Step 000 Salary \$47,713.00 FTE 1.00 Days 186.00	Filling vacant position
CHRISTMAN MUNOZ, NANCY Effective 08/16/2021	Spanish Teacher Thomas Worthington HS Class 007 Step 002 Salary \$61,011.00 FTE 1.00 Days 186.00	Filling vacant position This position may for one year only
GAFFORD, JENNIFER Effective 08/16/2021	Spanish Teacher Phoenix MS Class 01 Step 003 Salary \$54,813.00 FTE 1.00 Days 186.00	Filling vacant position
GOLDENBAGEN, EMERSON Effective 08/16/2021	Mathematics Teacher Worthington Kilbourne HS Class 01 Step 000 Salary \$47,713.00 FTE 1.00 Days 186.00	Filling vacant position
HOWARD, EMILY Effective 08/16/2021	Kindergarten Teacher Slate Hill Elementary Class 01 Step 000 Salary \$47,713.00 FTE 1.00 Days 186.00	Filling vacant position
MURRAY, KATHLEEN Effective 08/16/2021	Art Teacher Brookside Elementary Class 01 Step 000 Salary \$47,713.00 FTE 1.00 Days 186.00	Filling vacant position
O'BRIEN, ALLISON Effective 08/16/2021	Intervention Specialist Perry Middle Class 01 Step 000 Salary \$47,713.00 FTE 1.00 Days 186.00	New Position

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<u>Name</u>	<u>Assignment</u>	<u>Reason</u>
SALYERS, SHEA Effective 08/16/2021	Grade 3 Teacher Bluffsview Elementary Class 04 Step 000 Salary \$52,007.00 FTE 1.00 Days 186.00	Filling vacant position
SCHLAEGEL, CAITLYN Effective 08/16/2021	Behavioral Learning Center Perry Middle Class 02 Step 000 Salary \$49,144.00 FTE 1.00 Days 186.00	New Position

CERTIFIED PERSONNEL – EXTENDED SERVICE CONTRACTS 2021-22

<u>Name</u>	<u>Activity</u>	<u>Days</u>
Miles, James	Athletic Trainer, TWHS	20
Lewis, Dyanne	Athletic Trainer, WKHS	20
McKean, Melissa	Counselor, KMS	3
Zelch, Laura	Counselor, Linworth	5
Eggleston, Cathy	Counselor, McCord	3
Dunn, Karan	Counselor, Phoenix/WA	5
Burns, Stephanie	Counselor, TWHS	10
Preisse, Celeste	Counselor, TWHS	10
Smith, Felicha	Counselor, TWHS	10
Swearingen, Kelly	Counselor, TWHS	10
Quart, David	Counselor, TWHS	10
Abbott, Brianna	Counselor, WKHS	10
Lord, Molly	Counselor, WKHS	10
Mann, Erica	Counselor, WKHS	10
Grigsby Williams, Nicolya	Counselor, Perry	3
Fei, Natalie	Counselor, Worthingway	3
Kaczmarek, Thomas	Curriculum Leader Math, District	20
Geniusz, Brian	Curriculum Leader Science, District	20
Gordon, Scott	Dean, TWHS	4
Souder, Thomas	Dean, WKHS	4
Rule, Benjamin	ELL, District	15
Ehlers, Kellie Ann	Instructional Coach	3
Gallo, Linnea	Instructional Coach	3
Laughman, Patricia	Instructional Coach	3
Miller, Mary Abigail	Instructional Coach	3

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Nieto, Joy	Instructional Coach	3
Palermo, Alison	Instructional Coach	3
Payne, Julie	Instructional Coach	3
Milbourne, Kristen	Instructional Coach	3
Rice, Christiana	Psychologist, Special Education	8
Devlin, Alicia	Psychologist, Special Education	8
Griffith, Julie	Psychologist, Special Education	8
Horwood-Gumto, Rachel	Psychologist, Special Education	8
Prokop, Michael	Psychologist, Special Education	8
Leeman, Samantha	Psychologist, Special Education	8
Markward, Paige	Psychologist, Special Education	4
Pilcher, John	Psychologist, Special Education	8
Sypert, Jessica	Psychologist, Special Education	8
Waltz, Laura	Psychologist, Special Education	8
Gray, Kayla	Psychologist, Special Education	8
Yeager, Molly	Psychologist, Special Education	8
Casey, Joyce	School Nurse, District	4
Donaldson, Constance	School Nurse, District	4
Frank, Julie	School Nurse, District	5
Garner, Julie	School Nurse, District	5
Keidel, Elizabeth	School Nurse, District	4
Piccinich, Dawn	School Nurse, District	4
Zingery, Jill	Special Education Vocational, District	6

SUMMER PROGRAMS 2021

To employ the following personnel for Summer Programs 2021 at the rate of \$35 per hour. See Enclosure C-2-c.

OTHER ADMINISTRATIVE PERSONNEL

Recommended motion: "...to employ the following other administrative personnel for a period of fourteen months, under 3319.02 of the Ohio Revised Code, effective May 24, 2021, through July 31, 2022:

<u>Name</u>	<u>Assignment</u>	<u>Reason</u>
HALL, KENNETH Effective 05/24/2021 07/31/2022	Building/Maintenance Specialist Maintenance/Plant Operations Salary \$76,000.00 FTE 1.00 Days 260	Fill vacancy

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CLASSIFIED PERSONNEL

<u>Name</u>	<u>Assignment</u>	<u>Reason</u>
KREADY, BEVERLY Effective 07/01/2021	Admin. Secretary Perry Middle School Class 13 Step H Salary \$27.22 /hr Full-time	New Position
PIMENTO, SANDRA Effective 04/26/2021	Food Service Assoc. Worthington Kilbourne HS Class 1 Step 0 Salary \$16.34 /hr. Part-time	Fill vacancy

CLASSIFIED SUBSTITUTES

<u>Name/Pay Rate</u>	<u>Effective Date</u>	<u>Position</u>
SCRUGGS, BRIAN \$20.04 /hr	05/03/2021	Sub Bus Driver

CLASSIFIED PERSONNEL - PROVISIONAL

<u>Name</u>	<u>Assignment</u>	<u>Reason</u>
CAFFEY, DYANDRIA Effective 05/03/2021	Bus Driver Trainee Transportation	To be paid \$10 per hour. Upon successful licensing and three months of employment to be compensated \$480."

C-2-d Contract Adjustments

Recommended motion: "...to adjust the following contracts:

CLASSIFIED PERSONNEL

<u>Name/Assignment</u>	<u>From</u>	<u>To</u>	<u>Reason</u>
CLOUSE, DAWN Effective 05/01/2021	Food Service Assoc. Worthingway MS Class 1 Step E Salary \$18.23 /hr 4.0 hrs	Food Service Assoc. Worthingway MS Class 1 Step E Salary \$18.23 /hr 4.5hrs	Fill vacancy

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<u>Name/Assignment</u>	<u>From</u>	<u>To</u>	<u>Reason</u>
FERGUSON, ELIZABETH Effective 08/16/2021	Bldg/Inst. Asst. Kilbourne MS Class 10 Step D Salary \$22.43 /hr 6hrs	Bldg/Inst. Asst. Perry MS Class 10 Step D Salary \$22.43 /hr 8hrs	New position"

C-2-e Stipends

Recommendation motion: "...to authorize stipends to staff members for participation in the following activities:

Advanced Placement Examination Proctors

To employ the following personnel for preparation and administering the Advanced Placement Exams from May 3 through May 31st at the rate of \$20.00 per hour. This activity is funded through testing fees paid by participants. Hours are approximate and will not exceed numbers below.

Kathleen Clement	225 hours
Evelyn Gandre	200 hours
Vickey Stewart	100 hours
Terry Sorum	100 hours
Dulce Condron	80 hours
Timothy Cave	80 hours
Carol Dodge	80 hours
Rebecca Kazmarek	80 hours
Frances Middaugh	80 hours
Nina Sheppard	80 hours
Michelle Harper	80 hours
Hannah Hower	80 hours
Erin McElroy	80 hours
Alyxandria Slusher	80 hours
Parker Williams	80 hours
Samantha Waller	80 hours
Jennifer Slezak	80 hours
Maggie Capel	20 hours
Casey Cook	20 hours
Mia Oberfield	20 hours
William McLoughlin	3 hours

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Professional Learning Course Development - Engaging English Learners in Content Classrooms

A stipend in the amount of \$35 per hour (not to exceed 30 hours per person) for the following staff members for development of professional learning resources to increase the capacity of secondary classroom teachers to make learning accessible for English Learners. This activity is funded through Title III under PD Services and will be complete prior to June 30, 2021.

Kim Thesing
Stephanie Matson”

C-2-f Performance Contracts

Recommended motion: "...to authorize performance contracts to staff members for participation in the following activities:

TWHS Spring Musical Accompanist

Performance contract to the following staff member in the amount listed to serve as TWHS Spring Musical Accompanist. The Accompanist agrees to reinforce the orchestration during rehearsals and performances of the spring musical, "Nunsense," at Thomas Worthington High School. This activity is funded through the TWHS Theatre Repertory Activity Fund.

Dean Marcellana - \$1,000.00”

Mrs. Hudson seconded the motion.

Roll Call:

Ayes

Mrs. Best, Mrs. Hudson, Mrs. Lloyd, Mr. Shim, Mr. Wilson

Nays

None

Motion passed.

ACTIONS RECOMMENDED BY THE SUPERINTENDENT - NEW BUSINESS

21-074 Mrs. Lloyd moved the adoption of a resolution to accept the donations from the individuals and organizations listed below and to extend the board of education’s and administration’s appreciation to the individuals and members of these groups for their generosity and support.

<u>Name</u>	<u>Donation Value</u>	<u>Beneficiary</u>	<u>Purpose/Gift</u>
Sylvester, William	\$100.00	Worthington City Schools	Scholarship Donation
GC Moog, Inc.	\$1,000.00	Worthington City Schools	Scholarship Donation

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Mrs. Hudson seconded the motion.

Roll Call:

Ayes

Mrs. Best, Mrs. Hudson, Mrs. Lloyd, Mr. Shim, Mr. Wilson

Nays

None

Motion passed.

ACTIONS RECOMMENDED BY THE BOARD OF EDUCATION

21-075 Mr. Shim moved the adoption of a resolution whereas, Worthington City Schools, has satisfied all of the requirements for membership in the Ohio High School Athletic Association, a voluntary unincorporated association not-for-profit; and

Whereas, the Board of Education/Governing Board ("Board") and its Administration desire for the schools with one or more grades at the 7-12 grade level under their jurisdiction to be voluntary members of the OHSAA;

Now therefore, be it resolved by the Board of Education/Governing Board that all schools listed on the reverse side of the card do hereby voluntarily renew membership in the OHSAA and that in doing so, the Constitution, Bylaws, Regulations and business Rules of the OHSAA are hereby adopted by the Board as and for its own minimum student-athlete eligibility requirements. Notwithstanding the foregoing, the Board reserves the right to raise student-athlete eligibility standards as it deems appropriate for the schools and students under its jurisdiction; and

Be it further resolved that the schools under the Board's jurisdiction agree to conduct their athletics programs in accordance with the Constitution, Bylaws, Regulation, Business Rules, Interpretations and decisions of the OHSAA and cooperate fully and timely with the Executive Director's office of the OHSAA in all matters related to the interscholastic athletic programs of the schools. Furthermore, the schools under the Board's jurisdiction shall be the primary enforcers of the OHSAA Constitution, Bylaws, Regulations, Business Rules and the interpretations and rulings rendered by the Executive Director's office. The administrative heads of the schools understand that failure to discharge the duty of primary enforcement may result in fines, removal from tournaments, suspension from membership and/or other such penalties as prescribed in Bylaw 11.

Mr. Wilson seconded the motion.

Roll Call:

Ayes

Mrs. Best, Mrs. Hudson, Mrs. Lloyd, Mr. Shim, Mr. Wilson

Nays

None

Motion passed.

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21-076 Mrs. Lloyd moved the adoption of a resolution to approve the changes to the 2021-2022 school year calendar as presented in Enclosure B-1-c.

Mrs. Hudson seconded the motion.

Roll Call:

Ayes

Mrs. Best, Mrs. Hudson, Mrs. Lloyd, Mr. Shim, Mr. Wilson

Nays

None

Motion passed.

REQUESTS / QUESTIONS / CONCERNS FROM THE BOARD

Mrs. Hudson said that the Policy Committee meeting was scheduled and published in advance. Mr. Shim and Mrs. Hudson could not reach agreement on the objective for the meeting and Mr. Shim opted not to attend. She feels that they should further discuss the committee structure to avoid the situation in the future so that the absence of a member does not derail the work being done.

Mr. Wilson suggested that we should have a mechanism for the Board President to select an alternate to a committee if a member cannot or does not attend. He is not certain how comparable districts deal with orchestra, but his son echoed the students' comments previously in the evening about the need for more than one instructor for the program to be successful and would like to readdress the situation at a later time.

Mrs. Lloyd echoed the need to understand the structure of the high school orchestra programs.

Mr. Shim said that there is a difference in perspective between some of the administrators and some of the Board members about how to proceed with diversity policy as some want a more inclusive approach and some want to focus on the anti-racist aspects. He said that informal or not, the discussion from the policy committee meeting earlier in the day sounded like it was productive. He believes the directive from the administration is to come up with a diversity, equity, and inclusion policy rather than an anti-racist one. He thinks the situation is resolving itself naturally as the work in the committee continues.

Mrs. Hudson said that it seems that both Mr. Shim and she want to see the marginalized communities within the district being supported and that a difference of opinion in how to achieve that is okay as the discussion around the disagreement leads to better policies.

Mr. Shim thinks the differences are more procedural and thinks a short pause to check in with the Board is appropriate.

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21-077 Mr. Shim moved for adjournment, there being no further business to come before the Board.

Mrs. Hudson seconded the motion.

Roll Call:

Ayes

Mrs. Best, Mrs. Hudson, Mrs. Lloyd, Mr. Shim, Mr. Wilson

Nays

None

Motion passed.

The meeting was adjourned at 9:11 p.m.

Portions of the meeting described in these minutes are recorded on a digital device, posted to the district's website, and available for inspection in the office of the Treasurer of the school district during regular business hours.

Approved: _____

President

Approved: _____

Treasurer