

RECORD OF PROCEEDINGS

Virtual Meeting

November 23, 2020
7:30 p.m.

The Worthington Board of Education met for a virtual Regular Meeting on the 23rd day of November, 2020, at 7:30 p.m.

Mrs. Hudson called the meeting to order with introductions:

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

20-198 Mrs. Best 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

Mr. Bill Bryant of 810 Pipestone Drive wrote that he would like to see a change in the roles and responsibilities within the Board of Education and a change in BOE Presidential leadership.

Beth and Anthony Hahn of 399 Highgate Ave wrote that they appreciate the school administrators, teachers, and staff for all of their efforts to support in person schooling during this hybrid period. They wish the District would consider allowing K-5th graders to continue as hybrid. They also believe that sports should be suspended.

Ms. Sarah Neumeister wrote that she is incredibly disappointed with Worthington and the way that we are marginalizing the mental health and education of children right now. She wonders why special education students are being prioritized in their education. She believes closing schools should be a last resort, not a first response.

Ms. Kate McComb of 2137 Surrywood Drive wrote that our community needs a school board president that will lay her agendas aside and make decisions that will benefit the whole student population. She also hopes that there will be a return to in person learning in the hybrid model as soon as possible. Her daughter Quinn McComb also wrote that she was confused and disappointed with this decision to go fully remote.

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Mr. Zach Kromer of 2167 Scottingham Drive wrote that the recent decision to return to fully remote schooling— given to parents with less than a week’s notice – contradicts the guidance of local public health authorities as well as the District’s own internal Covid surveillance data. He would like to see the District problem-solve to address the shortage of substitute teachers.

Ms. Dana Randol of 1532 Oakbourne Drive would like to see updates on both getting kids back into the classrooms as well as construction updates in the middle schools. She believes these two things should be the Board’s only focus at this time. She would like to see Mrs. Best become BOE President next year.

Ms. Linh Rhea wrote that she does not understand how sports can responsibly continue during a Stay-At-Home Advisory. She believes that sports are contributing to the community spread that is keeping kids out of the classrooms.

B-1-b Title IX Policy Changes Update Second Reading

Assistant Superintendent Randy Banks updated the Board on changes to the Title IX policy. See Enclosure B-1-b.

B-1-c Covid-19 Response Update

Dr. Bowers led the Board of Education in a review COVID decision making framework and current conditions within Worthington Schools.

B-1-d Formation of Board Policy Committee

President Hudson led the board in a discussion regarding the formation of a Board Policy Committee, including the review of NEOLA recommended bylaws addressing board committees.

B-1-e Board/Committee Reports and Announcements

Mrs. Hudson mentioned that the OSBA Diversity, Equity, and Inclusion Board met and members shared the struggles they are having within their school districts. She also said they reiterated the resources that the OSBA has compiled and said she would send a link to Toya Spencer.

ACTIONS RECOMMENDED BY THE TREASURER

20-199 Mrs. Best moved the adoption of a resolution whereby the minutes of the November 11, 2020 regular board meeting be approved as indicated in Enclosure C-1-a.

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Mrs. Lloyd seconded the motion.

Roll Call:

Ayes

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

Nays

None

Motion passed.

20-200 Mrs. Best moved the adoption of a resolution to accept the application from and designate as public depository for the monies of the Worthington City School District for the period commencing January 1, 2021 through and including December 31, 2025 for the following banking institutions for the active/interim deposit shown:

| <u>Financial Institution</u> | <u>Active/Interim</u> |
|------------------------------|-----------------------|
| Huntington National Bank | \$200,000,000 |
| FC Bank | \$ 50,000,000 |
| TriState Capital Bank | \$ 50,000,000 |
| Park National Bank | \$ 60,000,000 |
| Premier Bank | \$ 15,000,000 |
| First Financial Bank | \$100,000,000 |

Mrs. Hudson seconded the motion.

Roll Call:

Ayes

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

Nays

None

Abstain

Mr. Shim

Motion passed.

ACTIONS RECOMMENDED BY THE SUPERINTENDENT – ROUTINE BUSINESS

20-201 Mrs. Hudson 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:

CERTIFIED PERSONNEL

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| <u>Name</u> | <u>Assignment</u> | <u>Reason</u> |
|--|---|---------------|
| ANDRYC, MONICA P. Effective 09/14/2021 | Family Consumer Science Thomas Worthington HS | Retirement |
| BRENGARTNER, CHRIS ELLEN Effective 05/28/2021 | Kindergarten Teacher Worthington Park Elem | Retirement |
| HAZLETT, CARMIE A. Effective 05/28/2021 | Grade 4 Teacher Slate Hill Elementary | Retirement |
| MOFFATT, ANDREW Effective 05/28/2021 | Art Teacher Evening Street Elementary | Retirement |
| MOWERY, MARY ANN Effective 09/30/2021 | Kindergarten Teacher Slate Hill Elementary | Retirement |
| SCHMITTAUER, JACQUELINE Effective 05/28/2021 | Grade 2 Teacher Bluffview Elementary | Retirement |
| STROCK, SHARON R. Effective 08/15/2021 | Library Media Specialist Evening Street Elementary | Retirement |
| WEDELL, BEVERLY Effective 05/28/2021 | Music 7-12 Teacher Worthingway Middle School | Retirement |

CLASSIFIED PERSONNEL

| <u>Name</u> | <u>Assignment</u> | <u>Reason</u> |
|---|---|---------------|
| JOHNSON, TAMLYN Effective 12/31/2020 | Administrative Secretary Thomas Worthington HS | Retirement |
| LITTERAL, ROCH Effective 12/31/2020 | Building Maintenance Maintenance/Plant Operations | Retirement |
| MECHENBIER, MARY Effective 12/31/2020 | Administrative Secretary Thomas Worthington HS | Retirement |
| MURRAY, MICHAEL Effective 12/31/2020 | Tech Trades Worker Maintenance/Plant Operations | Retirement |
| RUMBERGER, DAVID Effective 12/31/2020 <u>C-2-b Leave of Absence</u> | Delivery/Warehouse Worker Maintenance/Plant Operations | Retirement" |

Recommended motion: "...to approve the following leave of absence:

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CERTIFIED PERSONNEL

| <u>Name</u> | <u>Assignment</u> | <u>Reason</u> |
|---|--|-------------------------|
| LAWLESS, KAYCEE Effective 11/30/2020 05/27/2021 | Reading (K-12) Wilson Hill Elementary | Unpaid childcare leave" |

C-2-c Employment

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

CLASSIFIED PERSONNEL

| <u>Name</u> | <u>Assignment</u> | <u>Reason</u> |
|---|---|---------------|
| BRICKERSON, DESIREE Effective 11/11/2020 | Student Mon/Attd Asst. Kilbourne Middle School Class 10 Step 0 Salary \$20.44 /hr Part-time | Fill vacancy |
| COWGILL, MARA Effective 11/16/2020 | Food Service Associate Worthington Kilbourne HS Class 1 Step 0 Salary \$16.34 /hr Part-time | Fill vacancy |
| GUIDRY, CLARENCE Effective 11/30/2020 | Special Ed Assistant District Class 10 Step C Salary \$21.90 /hr Full-time | Fill vacancy |
| SALIM, SALAH Effective 11/20/2020 | Special Ed Assistant Worthington Kilbourne HS Class 10 Step A Salary \$20.91 /hr Full-time | Fill vacancy |
| SILVA, AMBER Effective 11/23/2020 | Computer Assistant Worthington Kilbourne HS Class 10 Step A Salary \$20.91 /hr Full-time | Fill vacancy |

CLASSIFIED SUBSTITUTES

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| <u>Name/Pay Rate</u> | <u>Effective Date</u> | <u>Position</u> |
|--------------------------------|-----------------------|-----------------|
| BOWERS, REBECCA \$20.04 /hr | 11/09/2020 | Sub Bus Driver |
| PACKER, CYNTHIA \$20.04 /hr | 11/09/2020 | Sub Bus Driver |

CLASSIFIED PERSONNEL – GAME WORKER

The following will be paid from the athletic fund \$10 per hour for athletic event work and \$12 per hour for athletic event management:

| <u>Name</u> | <u>Effective Date</u> |
|-------------|-----------------------|
| SMITH, SEAN | 11/01/2020 |

CLASSIFIED PERSONNEL - PROVISIONAL

| <u>Name</u> | <u>Assignment</u> | <u>Reason</u> |
|--------------------------------------|--------------------------------------|---|
| CONWAY, JOHN Effective 11/16/2020 | 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 Stipends

Recommended motion: "...to authorize stipends to staff members for participation in the following activity:

After School Intervention

A Stipend of \$24 per hour to the following certified staff members for providing after school intervention at Worthingway Middle School, which is a Title I School Wide program.. This activity is funded through Title I funds.

Rachel Beasley - 7.5 hours
Jenny Adesso - 7.5 hours
Andy Cly - 7.5 hours
Gina Morgan - 7.5 hours
Caitlyn Anderson - 7.5 hours

Subs (as needed to fill in for hours listed above)
Matt Zingery
James Canterbury

Total hours: 37.5

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C-2-e Performance Contracts

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

District Crisis Team Leader

Performance contract in the amount of \$1500.00 to the following certified staff member to serve as the District Crisis Team Leader. Crisis Team Leader will be responsible for reviewing and updating the District Crisis Plan, act as a team member during a district crisis, and follow-up and reflect after crisis. This activity is funded through the General Fund.

Brianna Abbott

FIRST Robotics Coach – District

Performance contract in the amount of \$1,050.00 to the following certified staff member to serve as the FIRST ("For Inspiration and Recognition of Science and Technology") Robotics coach at the High School Level. Coach will recruit high school students to research, build, and participate in regional, state, and national robotics competitions; advise and coach students who participate; register for competitions; recruit and coordinate volunteers; and secure needed funding/resources. This activity is funded through the General Fund.

Thomas Karns

Sutter Park Bus Liaison

Performance contract in the amount of \$400.00 to the following certified staff member to serve as Sutter Park Bus Liaison. The Liaison agrees to organize bus duty for arrival and dismissal, coordinate details with all staff including teachers and bus personnel, and maintain safety procedures throughout the school year. This activity is funded through the General Fund.

Alyson McIntyre

Safety Patrol Advisor

Performance contract in the amount of \$225.00 to the following certified staff member to serve as Safety Patrol Advisor at Wilson Hill Elementary. The Advisor agrees to recruit students to participate on the Safety Patrol, hold meetings to train students on safety procedures, and supervise students' performance at road crossings. This activity is funded through the General Fund.

Jennifer Hegerty

Accompanist for Choir - TWHS

Performance contract in the amount of \$5,625.00 to the following employee to serve as Accompanist for the Thomas Worthington High School Choir. The Accompanist agrees to provide piano accompaniment for the four TWHS Choirs; lead sectional work at rehearsals and dress rehearsals. This will include two (2) days per week and the Choir performances. This activity is funded through the General Fund.

Dean Marcelanna

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Accompanist for Choir - WKHS

Performance contract in the amount of \$5,625.00 to the following employee to serve as Accompanist for the Worthington Kilbourne High School choir. The Accompanist agrees to provide piano accompaniment for the five WKHS Choirs including rehearsals and performances of the 7th/8th Grade Honors Choir; lead sectional work at rehearsals, individual student instruction, and dress rehearsals. This will include two (2) days per week and the Choir performances. This activity is funded through the General Fund.

Tyler Domer

Communications Specialist - TWHS

Performance contract in the amount of \$1500.00 to the following certified staff member to serve as Communications Specialist at Thomas Worthington High School. The Specialist will update and communicate with students, staff, and parents information regarding the school; meet with the administrative team to review/update relevant information; and attend appropriate training in-services. This activity is funded through the General Fund.

Jake Guthrie

Communications Specialists - WKHS

Performance contract in the amount of \$750.00 each to the following certified staff members to serve as Communications Specialists for Worthington Kilbourne High School. The Specialists will update and communicate with students, staff, and parents information regarding the school; meet with the administrative team to review/update relevant information; and attend appropriate training in-services. This activity is funded through the General Fund.

Todd Deisher

Susan Kucharek

Dean of Students - TWHS

Performance contract in the amount of \$1,875.00 each to the following certified staff members to serve as a Dean of Students for Thomas Worthington High School. Deans will assist assigned administrator with discipline improvement recommendations, general supervision (AM and PM), assist with special need student emergency evacuation, lunch room and hallway supervision, co-curricular supervision, attend policy and procedure update meetings with assigned administrator, student investigate work, student/staff/parent communication, paperwork associated with discipline up to suspensions, in-service staff and students with Cardinal Pride, conduct intent to suspend meetings at the completion of discipline investigations, visit homes of students with special needs, participate in court proceedings that extend beyond the school day, participate in Intervention Assistance Team, IEP and parent meetings that occur after school, supervise events before and after school. This activity is funded through the General Fund.

Scott Gordon

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Dean of Students – WKHS

Performance contract in the amount of \$1,875.00 each to the following certified staff members to serve as a Dean of Students for Worthington Kilbourne High School. Deans will perform duties which are outside of the regular school year or school day including: visit homes of students with special needs; participate in court proceedings that extend beyond the school day; supervise events before or after school such as extended registrations, book distribution, hall duty, bus duty, parking lot assistance, dance set-ups, and post-athletic/pre-supervision of visitors. This activity is funded through the General Fund.

Thomas Souder

Digital News Advisor - TWHS

Performance contract in the amount of \$900.00 to the following certified staff member to serve as Digital News Advisor at Thomas Worthington High School. The Advisor agrees to teach the following skills – writing, broadcast journalism scripts, storyboarding for broadcast journalism stories, editing stories for broadcast purposes, writing journalism stories for the web, taking video shots for the purpose of the news, incorporating lighting, angles, and working knowledge of media literacy to direct students to produce video and web news stories. This activity is funded through the General Fund.

Emma Ruiz

Digital News Advisor - WKHS

Performance contract in the amount of \$900.00 to the following certified staff member to serve as Digital News Advisor at Worthington Kilbourne High School. The Advisor agrees to teach the following skills – writing, broadcast journalism scripts, editing stories for broadcast purposes, writing journalism stories for the web, taking video shots for the purpose of the news, incorporating lighting, angles, and media literacy to direct students to produce video and web news stories. This activity is funded through the General Fund.

Jessica Hemmelgarn

Diploma of Distinction – TWHS

Performance contract in the amount of \$450.00 to the following certified staff member to serve as Diploma of Distinction (DD) Advisor at Thomas Worthington High School. The Advisor will review the specific department requirements and provide feedback and recommendations. Once department expectations are established and revised, the advisor will create an application explaining the process for students. The advisor is responsible for distribution of the DD Applications, identifying the departments that are participating on a cover letter. The advisor will cross reference evidence from each student's application with the outline from each department. In addition, the DD Advisor will work closely with advisors from National Honor Society because of overlap between recognition programs. An Advisory Committee will be formed to help with this process. The activity is funded through the General Fund.

David Quart

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Diversity Club Advisors – TWHS

Performance contract in the amount of \$450.00 to the following employees to serve as Diversity Club Advisors at Thomas Worthington High School. The Advisor will attend all meetings of the Cultural Diversity Committee; coordinate and advise activities that recognize and celebrate cultural diversity including attending all meetings; reporting regularly to the faculty; and supervising diversity projects within the school. The activity is funded through the General Fund.

Angelica Morris

Kathleen Starks

Diversity Club Advisors – WKHS

Performance contract in the amount of \$450.00 to the following certified staff members to serve as Diversity Club Advisors at Worthington Kilbourne High School. The Advisor will attend all meetings of the Cultural Diversity Committee; coordinate and advise activities that recognize and celebrate cultural diversity including attending all meetings; reporting regularly to the faculty; and supervising diversity projects within the school. This activity is funded through the General Fund.

Christiane Baker

Lauren Glaros

Freshman Mentor Program Co-Advisors – TWHS

Performance contract in the amount of \$900.00 each to the following certified staff members to serve as Freshman Mentor Program Co-Advisors at Thomas Worthington High School. Program Advisors will design and implement the transition program from middle school to high school; work with junior and senior students to become mentors to the freshmen; and work with the freshmen to become a part of TWHS and develop ownership, success, and leadership, during their high school experience. This activity is funded through the General Fund.

Alyssa Cardinal

Mallory Tecklenburg

Freshman Mentor Program Co-Advisors – WKHS

Performance contract in the amount of \$900.00 each to the following certified staff members to serve as Freshman Mentor Program Advisors at Worthington Kilbourne High School. Program Advisors will design and implement the transition program from middle school to high school; work with junior and senior students to become mentors to the freshmen; work with the freshmen to become a part of WKHS and develop ownership, success, and leadership during their high school experience. This activity is funded through the General Fund.

Courtney Bode

Mackenzie Johnson

Global Language National Honor Society Advisor – TWHS

Performance contract in the amount of \$450.00 to the following certified staff member to serve as Global Language National Honor Society (GLNHS) Advisor at Thomas Worthington High School. The Advisor agrees to increase student membership; organize fundraisers; advise the student-led group on how to run meetings; lead community service activities; plan activities to explore the culture of Spanish-speaking countries; plan and organize the initiation ceremony; notify parents; help with officer elections; and communicate with the TWHS World Language department about all aspects of GLNHS. This activity is funded through the General Fund.

Amanda Miller

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Interact Club Advisor – WKHS

Performance contract in the amount of \$450.00 to the following certified staff member to serve as Interact Club Advisor at Worthington Kilbourne High School. The Interact Club Advisor will coordinate and advise the activities of the Interact Club including attending all meetings of the club; attending Rotary Club meetings as necessary; keeping principal and faculty regularly informed of the club's initiatives and progress; supervise service projects within the school, community, and internationally. This activity is funded through the General Fund.

Heather Koch

Junior State of America Advisor – WKHS

Performance contract in the amount of \$450.00 to the following certified staff member to serve as Junior State of America (JSA) Advisor at Worthington Kilbourne High School. The Advisor agrees to: coordinate and advise the activities of the JSA including bi-weekly meetings of the JSA Club members and overnight conferences (both in-state [2] and out-of-state [1]); serve as the liaison between JSA and members, school, and district administration including handling of money, purchase orders, and facility usage. This activity is funded through the General Fund.

Steven Buck

National Honor Society Advisor – TWHS

Performance contract in the amount of \$900.00 to the following certified staff member to serve as National Honor Society (NHS) Advisor at Thomas Worthington High School. The Advisor agrees to coordinate the nomination process for NHS; gather data, serve on committees, conduct meetings, field trips, notify parents, and all other details regarding NHS as well as increase student membership and provide staff in-service; develop selection in accordance with NHS by-laws by helping to choose the 5 member selection committee; plan and organize gatherings; and communicate with school community about all aspects of the NHS and its by-laws. This activity is funded through the General Fund.

Mallory Tecklenburg

National Honor Society Advisors – WKHS

Performance contract in the amount of \$300.00 each to the following certified staff members to serve as National Honor Society (NHS) Advisors at Worthington Kilbourne High School. The Advisors agree to coordinate and advise the activities of the WKHS Chapter including coordinating the nominating process for NHS by gathering information and distributing information to faculty; ordering scantrons; collecting data; serving on committees; and follow-up with individual teachers. Advisor will also organize the tapping process and reception; notify parents; as well as advise current NHS members; conduct meetings, possible field trips, and participation with other schools; attend to all details regarding NHS. This activity is funded through the General Fund.

Lauren Glaros

Daniel Sparks

Jeffrey Vincent"

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C-2-f Approval of Supplemental Volunteers

Recommended motion: "...to approve the following individuals as volunteers of the Worthington School District, and to extend the appreciation of the board and administration for their service to students and staff:

Ethan Davis

Thomas Pischel

Mitchel Slyman"

Mr. Shim 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

20-202 Mrs. Hudson moved the adoption of a resolution whereby items C-3-a through C-3-b be approved, as presented by the Superintendent.

C-3-a Acceptance of Donations

Recommended motion: "...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> |
|------------------|-----------------------|--|------------------------------------|
| Pepsico | \$199.00 | Worthington Kilbourne Special Education | Metal Rack, Chip Bags, Crackers |
| Sheikh, Farris | \$150.00 | Worthington Hills Elementary School | Cash Donation |
| Coats 4 Children | \$350.00 | Slate Hill Elementary School | 18 Coats |
| Graeters | \$20.00 | Worthington Academy | Gift Card |

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C-3-b Auction of Excess Equipment

Recommended motion: "...to authorize the Sale of Public Auction for personal property owned by the Board, whose value does not exceed \$10,000 and is no longer needed for any school district purpose." The Public Surplus website address is www.publicsurplus.com and its link can be found on the district's Treasurer Homepage.

Auction Item

1 School Bus

Mr. Shim 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

20-203 Mrs. Lloyd moved the adoption of a resolution to approve the Title IX updates as presented for first reading at the November 11, 2020 Board of Education meeting indicated in Enclosure B-1-b.

Mr. Shim seconded the motion.

Roll Call:

Ayes

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

Nays

None

Motion passed.

20-204 Mrs. Best moved the adoption of a resolution to appoint Abigail Poklar to serve on the Worthington Public Library Board of Trustees. Ms. Poklar will fill the vacancy created when Rochelle Wilkerson's term expires on December 31, 2020.

Mr. Shim seconded the motion.

Roll Call:

Ayes

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

Nays

None

Motion passed.

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20-205 Mrs. Hudson moved the adoption of a resolution to approve a transition from the hybrid learning model to the remote learning model beginning November 23, 2020 through December 18, 2020.

Mrs. Lloyd 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. Best said she hopes that future meeting go as well as this one in terms of everyone being attentive and not distracted by other things during the meeting.

20-206 Mrs. Lloyd moved for adjournment, there being no further business to come before the Board.

Mr. Shim 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 9:18 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