

Regular Meeting 2/13/2025

Board President Brady Harrison called this regular meeting to order at 5:11 P.M.

Mr. Harrison led the reciting of the Pledge of Allegiance.

The following members answered roll call: Ms. Debbie Drummond, Ms. Becky Gannon, and Mr. Brady Harrison.

Ms. Jessica Bryant and Mr. Bryan Mulkey, Board Members, were not present.

No motion or second were given as the opening roll call is not commonly a resolution.

2025-022      RESOLUTION APPROVING THE BOARD MINUTES FROM THE MEETING HELD ON JANUARY 27, 2025, AS PREPARED BY THE TREASURER.

Mr. Harrison moved to adopt resolution 2025-022. Ms. Gannon seconded the motion. All members voted yes.

At this time, Mr. Jarrod Keaton, Middle School Athletic Director, discussed with the Board the pros and cons of transitioning from a sanctioned to unsanctioned middle school softball program. Specifically, Mr. Keaton addressed the following: coaching turnover, student participation, game scheduling, lack of umpires, limited sanctioned teams in the area, and finances. Mr. Keaton spoke and fielded questions from the Board from 5:14 – 5:29 P.M.

At this time, Ms. Ellen Adkins, Superintendent, updated the Board on special education model policies and procedures, membership in the Ohio High School Athletic Association (OHSAA) for the 2025-2026 school year, and calamity day usage.

2025-023      ON THE RECOMMENDATION OF THE SUPERINTENDENT, RESOLUTION TO ADOPT THE OHIO DEPARTMENT OF EDUCATION & WORKFORCE SPECIAL EDUCATION MODEL POLICIES AND PROCEDURES. A COPY OF SAID POLICIES AND PROCEDURES SHALL REMAIN ON FILE IN THE OFFICE OF THE SUPERINTENDENT.

Mr. Harrison moved to adopt resolution 2025-023. Ms. Gannon seconded the motion. All members voted yes.

2025-024      ON THE RECOMMENDATION OF THE SUPERINTENDENT, RESOLUTION AUTHORIZING CONTINUED MEMBERSHIP IN THE OHIO HIGH SCHOOL ATHLETIC ASSOCIATION (OHSAA) FOR THE 2025-2026 SCHOOL YEAR.

Ms. Gannon moved to adopt resolution 2025-024. Ms. Drummond seconded the motion. All members voted yes.

At this time, Mr. Bradley Miller, Treasurer, updated the Board on the following items:

- January 2025 month-end financial reports.

- Sealed bids recently received for the purchase of a new commercial dust collection system in the high school career technology classroom.
- Change order related to the high school career technology classroom expansion project.
- Property tax valuation complaints within school district territory.

2025-025 ON THE RECOMMENDATION OF THE TREASURER, RESOLUTION APPROVING THE FOLLOWING FINANCIAL STATEMENTS FROM THE TREASURER FOR JANUARY 2025: CASH RECONCILIATION AS OF 1/31/25, SUMMARY OF ALL FUND/SPECIAL COST CENTER BALANCES, ACCOUNTS PAYABLE CHECKS, RECEIPTS, BANK STATEMENTS, COMPARISONS OF GENERAL AND GRANT FUNDS BUDGET VERSUS ACTUAL, DETAILED LISTING OF ALL CURRENT INVESTMENTS, AND A REVENUE/EXPENDITURE ANALYSIS FOR THE GENERAL FUND. IT IS UNDERSTOOD THAT ADDITIONAL DETAILED FINANCIAL DOCUMENTS ARE ON FILE FOR PUBLIC INSPECTION IN THE OFFICE OF THE TREASURER.

Ms. Drummond moved to adopt resolution 2025-025. Ms. Gannon seconded the motion. All members voted yes.

2025-026 ON THE RECOMMENDATION OF THE TREASURER, RESOLUTION TO ACCEPT THE BID AND APPROVE THE PURCHASE OF A NEW COMMERCIAL DUST COLLECTION SYSTEM FROM HASTINGS AIR ENERGY CONTROL, INC. OF NEW BERLIN, WI, AT A TOTAL COST OF \$267,692.02. SAID EXPENSE SHALL BE PAID FROM THE CAREER TECHNICAL EDUCATION EQUIPMENT GRANT (499-9024).

HASTINGS AIR ENERGY CONTROL, INC. WAS NOT THE LOW BIDDER; HOWEVER, THE ADMINISTRATIVE TEAM EXPRESSED CONCERNS THAT THE LOW BID DID NOT MEET NATIONAL FIRE PROTECTION ASSOCIATION (NFPA) CODE STANDARDS AND WAS CONSEQUENTLY NON-COMPLIANT WITH THE BID THAT WAS SUBMITTED. THIS, ALONG WITH SEVERAL OTHER SIGNIFICANT DESIGN DIFFERENCES BETWEEN THE TWO, LED TO THE RECOMMENATION TO PROCEED WITH THE HIGHER BID. FURTHER DETAILED RATIONALE BEHIND THE RECOMMENDED/AWARDED BID, AND ALL ASSOCIATED BID DOCUMENTS, SHALL REMAIN ON FILE IN THE OFFICE OF THE TREASURER.

Mr. Harrison moved to adopt resolution 2025-026. Ms. Gannon seconded the motion. All members voted yes.

2025-027 ON THE RECOMMENDATION OF THE TREASURER, RESOLUTION APPROVING A CHANGE ORDER WITH MULLINS CONSTRUCTION CO., INC. OF WHEELERSBURG, OH RELATED TO THE ADDITION OF A 5' X 4' OBSERVATION WINDOW IN THE NEW PAINT ROOM RELATED TO THE HIGH SCHOOL CAREER TECHNOLOGY CLASSROOM EXPANSION PROJECT. SAID CHANGE ORDER IS IN THE AMOUNT OF \$1,850.00, WHICH SHALL BE PAID FROM THE CAREER TECHNICAL EDUCATION EQUIPMENT GRANT (499-9024). REFERENCE PRIOR BOARD RESOLUTION NUMBER 2024-196 DATED SEPTEMBER 9, 2024.

Ms. Gannon moved to adopt resolution 2025-027. Ms. Drummond seconded the motion. All members voted yes.

2025-028 RESOLUTION TO ENTER INTO AN EXECUTIVE SESSION TO CONSIDER THE EMPLOYMENT, COMPENSATION, AND COMPLAINTS AGAINST PUBLIC EMPLOYEES.

Ms. Drummond moved to adopt resolution 2025-028. Mr. Harrison seconded the motion. All members voted yes.

The time was 6:11 P.M.

Ms. Ellen Adkins, Superintendent, and Mr. Bradley Miller, Treasurer, were invited into executive session at 6:11 P.M.

Mr. Bill Murphy, Coal Grove Little League President, was invited into executive session via telephone conference call from 6:27 – 6:32 P.M.

The Board came out of executive session at 7:02 P.M. with all members present.

2025-029 RESOLUTION TO RE-EMPLOY BRADLEY MILLER IN THE POSITION OF TREASURER AT THE CONCLUSION OF THE CURRENT CONTRACT EXPIRING JULY 31, 2025. SAID RE-EMPLOYMENT WILL BE FOR A PERIOD OF FIVE YEARS FROM AUGUST 1, 2025, THROUGH JULY 31, 2030, AT AN ANNUAL SALARY OF \$93,039.47. A SIGNED/EXECUTED COPY OF THE TREASURER'S DETAILED CONTRACT SHALL REMAIN ON FILE IN THE OFFICE OF THE TREASURER.

Ms. Gannon moved to adopt resolution 2025-029. Ms. Drummond seconded the motion. All members voted yes.

2025-030 ON THE RECOMMENDATION OF THE TREASURER, RESOLUTION REGARDING CASH-IN-LIEU OF HEALTHCARE BENEFITS FOR ALL BOARD EMPLOYEES WHO ARE ELIGIBLE FOR DAWSON-BRYANT LOCAL SCHOOLS GROUP HEALTH PLAN HEALTH BENEFITS.

WHEREAS, THE DISTRICT'S INSURANCE COMMITTEE, THROUGH DISCUSSIONS WITH THE FIRM OF ENROLLMENT MANAGEMENT SERVICES ("EMS"), HAS RECOMMENDED A "CASH-IN-LIEU" OF HEALTH INSURANCE BENEFIT PROGRAM FOR THOSE EMPLOYEES WHO ARE ELIGIBLE FOR DAWSON BRYANT LOCAL SCHOOLS GROUP HEALTH PLAN HEALTH BENEFITS BUT WHO, ON A VOLUNTARY BASIS, DECIDE TO WAIVE SAID PROVIDED HEALTH BENEFITS.

WHEREAS, THE CASH-IN-LIEU PROGRAM IS A POTENTIAL WAY TO LOWER THE COST OF PREMIUMS, REDUCE LOSS EXPOSURE, AND TO PROMOTE EFFICIENCY AND ECONOMIES OF SCALE RELATED TO THE BOARD'S CURRENT HEALTH CARE PLAN.

WHEREAS, THE DAWSON-BRYANT EDUCATION ASSOCIATION "DBEA" AND THE OHIO ASSOCIATION OF PUBLIC SCHOOL EMPLOYEES "OAPSE" HAVE ENTERED INTO A MEMORANDUM OF UNDERSTANDING ("MOU") WITH THE BOARD AGREEING TO THE "CASH-IN-LIEU" PROGRAM FOR BARGAINING UNIT EMPLOYEES.

WHEREAS, THE BOARD WISHES TO OFFER THE SAME CASH-IN-LIEU PROGRAM TO NON-UNIONIZED EMPLOYEES OF THE BOARD.

NOW THEREFORE BE IT RESOLVED, AS FOLLOWS:

THE BOARD HEREBY APPROVES THE SAME "CASH-IN-LIEU" PROGRAM WITH EMS TO BE PROVIDED TO ALL EMPLOYEES OF THE BOARD UNDER THE SAME TERMS AS STATED IN THE MOU ENTERED INTO WITH THE OAPSE AND DBEA BARGAINING UNITS. (ATTACHED HERETO AS EX. A).

THE BOARD AUTHORIZES THE TREASURER TO TAKE ALL ACTION NECESSARY TO INSTITUTE THE "CASH-IN-LIEU" PROGRAM FOR ALL BOARD EMPLOYEES.

Mr. Harrison moved to adopt resolution 2025-030. Ms. Gannon seconded the motion. All members voted yes.

2025-031 ON THE RECOMMENDATION OF THE SUPERINTENDENT, RESOLUTION TO EMPLOY HANNAH MILLESON AS SUBSTITUTE/PART-TIME/AS-NEEDED AIDE, AT A RATE OF \$15.50/HOUR, RETROACTIVE TO JANUARY 27, 2025.

ON THE RECOMMENDATION OF THE SUPERINTENDENT, RESOLUTION ALSO EMPLOYS AARON FIELDS AS A SUBSTITUTE TEACHER, AT A RATE OF \$90.00/DAY, FOR THE REMAINDER OF THE 2024-2025 SCHOOL YEAR.

Ms. Gannon moved to adopt resolution 2025-031. Mr. Harrison seconded the motion. All members voted yes.

2025-032 ON THE RECOMMENDATION OF THE SUPERINTENDENT, RESOLUTION APPROVING THE RETIREMENT OF TAMMY SMITH FROM HER FULL-TIME POSITION OF ELEMENTARY SCHOOL TEACHER, EFFECTIVE FEBRUARY 28, 2025, FOR THE PURPOSE OF RETIRING THROUGH THE STATE TEACHERS RETIREMENT SYSTEM OF OHIO (STRS).

ON THE RECOMMENDATION OF THE SUPERINTENDENT, RESOLUTION ALSO APPROVES THE RETIREMENT OF LEIGH ANN WAGINGER FROM HER FULL-TIME POSITION OF MIDDLE SCHOOL TEACHER, EFFECTIVE JUNE 1, 2025, FOR THE PURPOSE OF RETIRING THROUGH THE STATE TEACHERS RETIREMENT SYSTEM OF OHIO (STRS).

Ms. Drummond moved to adopt resolution 2025-032. Mr. Harrison seconded the motion. All members voted yes.

2025-033      ON THE RECOMMENDATION OF THE SUPERINTENDENT, RESOLUTION TO APPROVE MOLLY GINGER AS MIDDLE SCHOOL ASSISTANT GOLF COACH, AT THE BOARD-ADOPTED SUPPLEMENTAL SALARY SCHEDULE RATE OF PAY, FOR THE 2024-2025 SCHOOL YEAR.

ON THE RECOMMENDATION OF THE SUPERINTENDENT, RESOLUTION ALSO APPROVES BENNETT WALLS AS MIDDLE SCHOOL BOYS ASSISTANT BASEBALL COACH, AT THE BOARD-ADOPTED SUPPLEMENTAL SALARY SCHEDULE RATE OF PAY, FOR THE 2024-2025 SCHOOL YEAR.

ON THE RECOMMENDATION OF THE SUPERINTENDENT, RESOLUTION ALSO ACCEPTS THE RESIGNATION OF KEILIE ADAMS FROM HER SUPPLEMENTAL POSITION OF MIDDLE SCHOOL GIRLS ASSISTANT SOFTBALL COACH FOR THE 2024-2025 SCHOOL YEAR, WITH IMMEDIATE EFFECT.

Ms. Drummond moved to adopt resolution 2025-033. Mr. Harrison seconded the motion. All members voted yes.

2025-034      ON THE RECOMMENDATION OF THE SUPERINTENDENT, RESOLUTION TO MOVE FROM A SANCTIONED TO UNSANCTIONED MIDDLE SCHOOL GIRLS SOFTBALL PROGRAM. THIS CHANGE WILL BE EFFECTIVE IMMEDIATELY FOR THE 2024-2025 APPLICABLE SPORTS SEASON.

Mr. Harrison moved to adopt resolution 2025-034. Ms. Gannon seconded the motion. All members voted yes.

Ms. Drummond moved to adjourn. Mr. Harrison seconded the motion. All members voted yes.

The time was 7:08 P.M.

The next meeting is scheduled for Monday, March 3, 2025, at 5:00 P.M., at the Dawson-Bryant Board of Education office.