

Special Meeting 5/17/21

Board Vice President Jessica Bryant called this special meeting to order at 5:00 P.M.

Ms. Bryant led the reciting of the Pledge of Allegiance.

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

Ms. Jamie Murphy, Board President, was not present.

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

2021-075 RESOLUTION APPROVING THE BOARD MINUTES FROM THE REGULAR MEETING HELD ON MAY 3, 2021.

Ms. Bryant moved to adopt resolution 2021-075. Ms. Gannon seconded the motion. All members voted yes.

At this time, under public participation, the Board heard from the following individuals regarding their concerns with the high school girls' softball team, particularly with the current coaching staff:

- Khylee Keaton (5:02 – 5:06 P.M.)
- Emily Carpenter (5:06 – 5:10 P.M.) (statement read aloud by Ms. Jessica Bryant)
- Amber Schwartz (5:10 – 5:13 P.M.) (statement read aloud by Ms. Jessica Bryant)
- Kaleigh Murphy (5:13 – 5:14 P.M.)
- Katie Deeds (5:14 – 5:19 P.M.)
- Shanna Murphy (5:19 – 5:26 P.M.)

At this time, Ms. Ellen Adkins, Director of Instructional Programs, updated the Board on three responses received from the Request for Proposals (RFP) that the district recently released regarding the replacement of elementary playground equipment. Ms. Adkins also discussed with the Board auctioning off the current playground equipment. Ms. Adkins spoke and fielded questions from the Board from 5:27 – 5:39 P.M.

2021-076 RESOLUTION TO ACCEPT THE PROPOSAL OF SNIDER RECREATION, INC. OF NORTH ROYALTON, OHIO FOR THE ELEMENTARY PLAYGROUND REPLACEMENT PROJECT. SAID PROPOSAL IS IN THE AMOUNT OF \$195,915.00 WHICH WILL BE PAID BY THE TREASURER FROM THE PERMANENT IMPROVEMENT FUND (003-9003). THE WORK IS BEING PROCURED THROUGH A COMPETITIVE PROPOSAL PROCESS OUTSIDE THE SCOPE OF THE STATUTORY BIDDING REQUIREMENTS FOR PUBLIC SCHOOL DISTRICTS, AS OHIO REVISED CODE SECTION 3313.46 ONLY REQUIRES COMPETITIVE BIDDING FOR "SCHOOL BUILDINGS," AND THE RELEVANT WORK SET FORTH IN THIS REQUEST FOR PROPOSALS IS NOT TO BUILD, REPAIR, ENLARGE, IMPROVE, OR DEMOLISH A SCHOOL BUILDING. ANY REFERENCES IN THE CONTRACT DOCUMENTS TO "BID" OR "BIDDING" ARE TO BE

READ CONSISTENT WITH THE PROPOSAL PROCESS BEING IMPLEMENTED. ALL RELATED DOCUMENTS SHALL REMAIN ON FILE IN THE OFFICE OF THE TREASURER.

Ms. Drummond moved to adopt resolution 2021-076. Ms. Gannon seconded the motion. All members voted yes.

At this time, Mr. Steve Easterling, Superintendent, updated the Board on school handbooks, graduation activities, and a staff survey.

At this time, Mr. Bradley Miller, Treasurer, updated the Board on the following items: April 2021 month-end financial reports; May 2021 update to the five-year financial forecast; lowest responsible bidder for competitive retail electric service (Direct Energy, \$0.03221 per kWh, reference prior board resolution 2021-019 dated 2/22/21); and ongoing efforts to recover, or receive financial restitution for, a school-owned iPad that was not returned by a former student/family upon withdrawal from the school district.

2021-077 RESOLUTION APPROVING THE FOLLOWING FINANCIAL STATEMENTS FROM THE TREASURER FOR APRIL 2021: CASH RECONCILIATION AS OF 4/30/21, SUMMARY OF ALL FUND/SPECIAL COST CENTER BALANCES, ACCOUNTS PAYABLE CHECKS, RECEIPTS, BANK STATEMENTS, DETAILED LISTING OF ALL CURRENT INVESTMENTS, COMPARISONS OF GENERAL AND GRANT FUNDS BUDGET VERSUS ACTUAL, 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.

Mr. Harrison moved to adopt resolution 2021-077. Ms. Bryant seconded the motion. All members voted yes.

2021-078 RESOLUTION APPROVING THE MAY 2021 FIVE-YEAR FORECAST AND ASSOCIATED SUBMISSION AS REQUIRED BY THE OHIO DEPARTMENT OF EDUCATION. APPROVED DOCUMENT SHALL REMAIN ON FILE IN THE OFFICE OF THE TREASURER AND BE TEMPORARILY AVAILABLE ON THE SCHOOL DISTRICT'S WEBSITE.

Ms. Drummond moved to adopt resolution 2021-078. Ms. Gannon seconded the motion. All members voted yes.

2021-079 RESOLUTION TO ENTER INTO AN EXECUTIVE SESSION TO CONSIDER BOTH THE EMPLOYMENT AND COMPENSATION OF PUBLIC EMPLOYEES.

Ms. Drummond moved to adopt resolution 2021-079. Ms. Gannon seconded the motion. All members voted yes.

The time was 5:57 P.M.

Mr. Steve Easterling, Superintendent, and Mr. Bradley Miller, Treasurer, were invited into executive session at 5:57 P.M.

The Board came out of executive session at 7:04 P.M. with all members present.

2021-080 RESOLUTION EMPLOYING JAMES “JB” JUSTICE AS A FULL-TIME SCHOOL PSYCHOLOGIST FOR THE 2021-2022 SCHOOL YEAR. THE ANNUAL SALARY FOR SAID POSITION WILL BE \$55,148.61. THIS IS IN ACCORDANCE WITH PLACEMENT ON STEP 7, COLUMN 4, OF THE BOARD-ADOPTED NEGOTIATED SALARY SCHEDULES FOR A CERTIFIED EMPLOYEE WITH A MASTER’S DEGREE, PLUS AT LEAST THIRTY ADDITIONAL GRADUATE HOURS NOT USED IN FULFILLING THE REQUIREMENTS FOR THE MASTER’S DEGREE, AND SEVEN YEARS OF FULL-TIME TEACHING EXPERIENCE IN A RECOGNIZED SCHOOL SYSTEM. THIS RESOLUTION IS IN ACCORDANCE WITH ARTICLE 28 OF THE CERTIFIED UNION CONTRACT REGARDING SALARY SCHEDULE PLACEMENT, AS WELL AS OHIO REVISED CODE 3317.13 AND 3317.14.

Mr. Harrison moved to adopt resolution 2021-080. Ms. Gannon seconded the motion. All members voted yes.

2021-081 RESOLUTION TO EMPLOY AND APPROVE THE FOLLOWING FOR THE 2021 SUMMER SCHOOL EXTENDED LEARNING PROGRAM:

PART-TIME/AS-NEEDED TEACHER (\$30.00/HOUR – UP TO 5 ½ HOURS/DAY):

MELINDA MAYS, ASHLEY FULLER, JILL GIBSON, ALLIE BOSCHERT, JB JUSTICE, AND EMILY WILCOX.

PART-TIME/AS-NEEDED AIDE (\$16.50/HOUR):

MELINDA MAYS, ALLIE BOSCHERT, CANDI HOLMES, AUDRA CAMERON, MEGHAN CHRISTIAN, KIM DEMENT, MISTY SCHULTZ, AND AMY HICKS.

PART-TIME/AS-NEEDED/SUBSTITUTE COOK (14.50/HOUR):

DANIELLE CARPENTER, RHONDA DILLON, PAUL CARPENTER, AND DONNA WALLS.

STIPENDS FOR ADMINISTRATIVE EXTENDED SERVICE:

ANGIE LAFON \$2,500.00, MONICA MAHLMEISTER \$500.00, RICK ROACH \$1,500.00, DEAN MADER \$1,500.00, AND SHARON BRAMMER \$1,200.00.

Ms. Gannon moved to adopt resolution 2021-081. Ms. Bryant seconded the motion. All members voted yes.

2021-082 RESOLUTION TO APPROVE A MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN THE DAWSON-BRYANT BOARD OF EDUCATION AND THE OHIO ASSOCIATION OF PUBLIC SCHOOL EMPLOYEES AND ITS LOCAL #029 (“OAPSE”).

SAID MOU IS TO ADDRESS THE RATE OF PAY FOR CLASSIFIED STAFF PERFORMING VARIOUS DUTIES AS PART OF THE EXTENDED LEARNING PROGRAM BEING OFFERED IN JUNE/JULY 2021 TO REMEDIATE THE EFFECTS OF THE PANDEMIC ON STUDENT LEARNING. AN EXECUTED COPY OF THE MOU SHALL REMAIN ON FILE IN THE OFFICE OF THE TREASURER.

Mr. Harrison moved to adopt resolution 2021-082. Ms. Drummond seconded the motion. All members voted yes.

2021-083 RESOLUTION APPROVING A 2% BASE WAGE INCREASE FOR THE 2021-2022 APPLICABLE CONTRACT YEAR FOR THE FOLLOWING ADMINISTRATIVE/NON-UNION FULL-TIME STAFF:

ELLEN ADKINS, SHARON BRAMMER, JASON DICKESS, SHERRI GILLETTE, ANGIE LAFON, DEAN MADER, RODNEY MCFARLAND, BRADLEY MILLER, RICK ROACH, JOLYNDA ROUSH, JIM TORDIFF, MONICA MAHLMEISTER, CHAD SCOTT, AND STEVE EASTERLING.

RESOLUTION ALSO RENEWS/APPROVES PRIOR BOARD RESOLUTION 2009-113 EXTENDING AT LEAST THE SAME LEVEL OF ASSOCIATED BENEFITS PACKAGE TO THE AFOREMENTIONED ADMINSTRATORS AS THE CERTIFIED NEGOTIATED AGREEMENT UNLESS OTHERWISE NOTED IN THEIR INDIVIDUAL EMPLOYMENT CONTRACTS.

Ms. Bryant moved to adopt resolution 2021-083. Ms. Gannon seconded the motion. All members voted yes.

2021-084 RESOLUTION APPROVING THE FOLLOWING INDIVIDUALS TO PROVIDE EXTENDED SCHOOL YEAR (ESY) SERVICES TO STUDENTS WITH AN EVALUATION TEAM REPORT (ETR) / INDIVIDUALIZED EDUCATION PLAN (IEP) REQUIRING SUMMER (2021) INSTRUCTION:

KIM DEMENT	\$12.00/HOUR
CODEY ERWIN	\$15.00/HOUR
ASHLEY FULLER	\$16.26/HOUR

Ms. Gannon moved to adopt resolution 2021-084. Ms. Drummond seconded the motion. All members voted yes.

2021-085 RESOLUTION AWARDDING THE FOLLOWING SUPPLEMENTAL CONTRACTS FOR THE MIDDLE SCHOOL AT THE BOARD-ADOPTED SUPPLEMENTAL SALARY SCHEDULE RATE OF PAY FOR THE 2021-2022 SCHOOL YEAR:

ATHLETIC DIRECTOR	RICK BARRETT
MIDDLE SCHOOL YEARBOOK ADVISOR	MICHELLE DILLOW
QUIZ BOWL ADVISOR	LEIGH ANN WAGINGER

CHEERLEADER ADVISOR	AUDREY MALONE-BROWN
WEIGHTLIFTING COACH	JARROD KEATON
SUMMER CONDITIONING COACH	SHAUN SMITH
BOYS ASSISTANT FOOTBALL COACH	RICK BARRETT
BOYS ASSISTANT FOOTBALL COACH	SHAWN DOYLE
BOYS ASSISTANT FOOTBALL COACH	SHAUN SMITH
GIRLS 7 TH GRADE VOLLEYBALL COACH	ASHLEY BRAMMER
GIRLS 8 TH GRADE VOLLEYBALL COACH	MISTY WOOD
BOYS 7 TH GRADE BASKETBALL COACH	SHAUN SMITH
BOYS 8 TH GRADE BASKETBALL COACH	JORDAN LUCAS
GIRLS 7 TH GRADE BASKETBALL COACH	JANET JONES
GIRLS 8 TH GRADE BASKETBALL COACH	JACY JONES
BOYS HEAD TRACK COACH	NICK MILLER
BOYS ASSISTANT TRACK COACH	RICK BARRETT
GIRLS HEAD TRACK COACH	CARRIE HOLLAND
GIRLS ASSISTANT TRACK COACH	ASHLEY FULLER
BOYS HEAD BASEBALL COACH	CHUCK PRICE
BOYS ASSISTANT BASEBALL COACH	BRANDON DOYLE
GIRLS HEAD SOFTBALL COACH	KEVIN VANDERHOOF
GIRLS ASSISTANT SOFTBALL COACH	JOHN SHOPE
HEAD GOLF COACH	SHAWN WATSON
ASSISTANT GOLF COACH	TORI HOLMES

RESOLUTION ALSO AWARDS THE FOLLOWING SUPPLEMENTAL CONTRACTS FOR THE HIGH SCHOOL AT THE BOARD-ADOPTED SUPPLEMENTAL SALARY SCHEDULE RATE OF PAY FOR THE 2021-2022 SCHOOL YEAR:

CO-ATHLETIC DIRECTOR (1/2 SALARY)	BRYAN MULKEY
CO-ATHLETIC DIRECTOR (1/2 SALARY)	HALEY SHIPLEY
YEARBOOK SPONSOR	HALEY SHIPLEY
QUIZ BOWL ADVISOR	KAREN WHITLEY
CHEERLEADER SPONSOR	AMY LUCAS
AUDIO-VISUAL DIRECTOR	TYLER WALLER
BAND DIRECTOR	TOM ZERKLE
PERCUSSION INSTRUCTOR (FALL)	AARON STATLER
PERCUSSION INSTRUCTOR (SPRING)	AARON STATLER
COLOR GUARD ADVISOR	KAREN WHITLEY
WEIGHTLIFTING COACH	JASON LUCAS
JUNIOR CLASS ADVISOR	KAITLIN DONNALLY
STUDENT COUNCIL ADVISOR	ADAM JENKINS
BOYS HEAD FOOTBALL COACH	JASON LUCAS
BOYS ASSISTANT FOOTBALL COACH	ALEX BARE
BOYS ASSISTANT FOOTBALL COACH	JARROD KEATON
BOYS ASSISTANT FOOTBALL COACH	CHUCK PRICE

BOYS ASSISTANT FOOTBALL COACH	JAMES GIFFORD
BOYS ASSISTANT FOOTBALL COACH	JORDAN LUCAS
HEAD CROSS COUNTRY COACH	AARON HANKINS
ASSISTANT CROSS-COUNTRY COACH	HALEY SHIPLEY
HEAD VOLLEYBALL COACH	TRICIA DAMRON
ASSISTANT VOLLEYBALL COACH	MICHELLE DILLOW
HEAD GOLF COACH	SHAWN WATSON
ASSISTANT GOLF COACH	TORI HOLMES
BOYS HEAD BASKETBALL COACH	KEVIN VANDERHOOF
BOYS ASSISTANT BASKETBALL COACH	ALEX BARE
BOYS ASSISTANT BASKETBALL COACH	DAVID SCHUG
GIRLS HEAD BASKETBALL COACH	NICK MILLER
GIRLS ASSISTANT BASKETBALL COACH	BRYAN MULKEY
BOYS HEAD TRACK COACH	JASON LUCAS
BOYS ASSISTANT TRACK COACH	ALEX BARE
GIRLS HEAD TRACK COACH	AARON HANKINS
GIRLS ASSISTANT TRACK COACH	HALEY SHIPLEY
BOYS HEAD BASEBALL COACH	BLAIR DEMETROULES

RESOLUTION ALSO EMPLOYS JASON DICKESS AS THE ELEMENTARY YEARBOOK ADVISOR AT THE BOARD-ADOPTED SUPPLEMENTAL SALARY SCHEDULE RATE OF PAY FOR THE 2021-2022 SCHOOL YEAR.

Ms. Bryant moved to adopt resolution 2021-085. Ms. Gannon seconded the motion. All members voted yes.

- 2021-086 WHEREAS THE SUPERINTENDENT RECOMMENDS THAT BRENT WIRZFELD’S EMPLOYMENT WITH THE BOARD BE TERMINATED FOR JUST CAUSE, PURSUANT TO O.R.C. 3319.081, ON THE GROUNDS OF VIOLATIONS OF POLICIES, RULES AND REGULATIONS OF THE BOARD (INCLUDING, BUT NOT LIMITED TO POLICIES 4170 AND 4210), IMMORAL CONDUCT, NEGLIGENCE OF DUTY, INABILITY TO PERFORM THE REQUIRED JOB DUTIES, AND OTHER ACTS OF MISFEASANCE, MALFEASANCE, AND NONFEASANCE UNDER ORC 3319.081, SPECIFICALLY:
1. ON MAY 7, 2021, MR. WIRZFELD WAS ARRESTED AND INCARCERATED BY THE KENTUCKY STATE POLICE IN ASHLAND, KENTUCKY AND CHARGED WITH THE FOLLOWING: (1) PROHIBITED USE OF ELECTRONIC COMMUNICATION SYSTEM TO PROCURE MINOR FOR SEX OFFENSES; (2) POSSESSION OF MARIJUANA; (3) POSSESSION OF DRUG PARAPHERNALIA; (4) UNLAWFUL TRANSACTION WITH A MINOR.
 2. AS A RESULT OF MR. WIRZFELD’S ARREST, ON MAY 7, 2021, AND DURING THE PENDENCY OF THE CRIMINAL ACTION AGAINST HIM, MR. WIRZFELD IS REQUIRED TO BE SUSPENDED FROM ALL DUTIES THAT REQUIRE THE CARE,

CUSTODY, OR CONTROL OF A CHILD, PURSUANT TO OHIO REVISED CODE SECTION 3319.40.

3. MR. WIRZFELD HAS BREACHED HIS CONTRACT OF EMPLOYMENT BY HIS FAILURE TO BE ABLE TO PERFORM ALL OF HIS WORK DUTIES.

WHEREAS MR. WIRZFELD HAS BEEN GIVEN THE OPPORTUNITY TO APPEAR BEFORE THIS BOARD TO SHOW CAUSE WHY HIS EMPLOYMENT NOT BE TERMINATED.

BE IT HEREBY RESOLVED THAT THIS BOARD ACCEPTS THE SUPERINTENDENT'S RECOMMENDATION TO TERMINATE MR. WIRZFELD'S EMPLOYMENT, EFFECTIVE IMMEDIATELY, PURSUANT TO O.R.C. 3319.081, AND FOR THE REASONS SET FORTH ABOVE; AND

BE IT FURTHER RESOLVED THAT THE TREASURER IS DIRECTED TO PROVIDE NOTICE TO MR. WIRZFELD OF THIS ACTION, BY CERTIFIED AND REGULAR MAIL.

BE IT FURTHER RESOLVED THAT THE TREASURER IS DIRECTED TO NOT PAY MR. WIRZFELD ANY FURTHER WAGES, EFFECTIVE IMMEDIATELY, DUE TO THE AFOREMENTIONED BREACH OF HIS EMPLOYMENT CONTRACT.

Ms. Gannon moved to adopt resolution 2021-086. Mr. Harrison seconded the motion. All members voted yes.

2021-087 RESOLUTION TO APPROVE A MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN THE DAWSON-BRYANT BOARD OF EDUCATION AND THE OHIO ASSOCIATION OF PUBLIC SCHOOL EMPLOYEES AND ITS LOCAL #029 ("OAPSE"). SAID MOU IS TO ADDRESS A ONE-TIME \$500.00 BONUS, WHICH WILL BE ADDED TO THE REGULAR PAYCHECK DATED MAY 28, 2021, PAID TO ALL FULL-TIME OAPSE STAFF MEMBERS IN RECOGNITION THAT THE BARGAINING UNIT MEMBERS HAVE RISEN TO THE CHALLENGE OF WORKING DURING THE GLOBAL PANDEMIC. AN EXECUTED COPY OF THE MOU SHALL REMAIN ON FILE IN THE OFFICE OF THE TREASURER.

RESOLUTION ALSO APPROVES A MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN THE DAWSON-BRYANT BOARD OF EDUCATION AND THE DAWSON-BRYANT EDUCATION ASSOCIATION ("DBEA"). SAID MOU IS TO ADDRESS A ONE-TIME \$500.00 BONUS, WHICH WILL BE ADDED TO THE REGULAR PAYCHECK DATED MAY 28, 2021, PAID TO ALL FULL-TIME DBEA STAFF MEMBERS IN RECOGNITION THAT THE BARGAINING UNIT MEMBERS HAVE RISEN TO THE CHALLENGE OF WORKING DURING THE GLOBAL PANDEMIC. AN EXECUTED COPY OF THE MOU SHALL REMAIN ON FILE IN THE OFFICE OF THE TREASURER.

THEREFORE, THE DAWSON-BRYANT EDUCATION ASSOCIATION AND THE OHIO ASSOCIATION OF PUBLIC SCHOOL EMPLOYEES AND ITS LOCAL #029 HAVE BOTH

ENTERED INTO MEMORANDUMS OF UNDERSTANDING REGARDING A ONE-TIME BONUS AT THE END OF THE CURRENT SCHOOL YEAR; AND

WHEREAS, THE BOARD WISHES TO EXTEND THE SAME BONUS TO NON-UNIONIZED EMPLOYEES.

NOW THEREFORE BE IT RESOLVED, AS FOLLOWS:

1. FOR FULL-TIME STAFF MEMBERS, THERE SHALL BE A ONE-TIME BONUS AMOUNT OF FIVE HUNDRED DOLLARS (\$500.00) ADDED TO THE REGULAR PAYCHECK DATED MAY 28, 2021, IN RECOGNITION THAT EMPLOYEES HAVE RISEN TO THE CHALLENGE OF WORKING DURING THE GLOBAL PANDEMIC.
2. FOR PART-TIME STAFF MEMBERS WHO WORKED MORE THAN ONE-HALF OF THE AVAILABLE HOURS DURING THE 2020-2021 SCHOOL YEAR, THERE SHALL BE A ONE-TIME BONUS AMOUNT OF TWO HUNDRED FIFTY DOLLARS (\$250.00) ADDED TO THE REGULAR PAYCHECK DATED MAY 28, 2021, IN RECOGNITION THAT EMPLOYEES HAVE RISEN TO THE CHALLENGE OF WORKING DURING THE GLOBAL PANDEMIC.
3. THESE BONUSES WILL HAVE APPLICABLE WITHHOLDINGS TAKEN OUT. THIS BONUS IS A ONE-TIME-ONLY ARRANGEMENT FOR THE 2020-2021 SCHOOL YEAR ONLY.
4. THE BOARD AUTHORIZES THE TREASURER TO MAKE THESE BONUS PAYMENTS.

IT SHOULD BE NOTED THAT MR. BRADLEY MILLER, TREASURER, ELECTED TO PERSONALLY NOT BE PAID THE ABOVEMENTIONED \$500.00 BONUS, TO AVOID ANY APPEARANCE OF A CONFLICT OF INTEREST.

IT SHOULD ALSO BE NOTED THAT ALL BONUSES SHALL BE CHARGED BY THE TREASURER TO THE GENERAL FUND (001-0000).

Ms. Drummond moved to adopt resolution 2021-087. Ms. Gannon seconded the motion. All members voted yes.

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

The time was 7:11 P.M.

The next meeting is scheduled for Sunday, May 30, 2021 at 1:00 P.M. at the Dawson-Bryant High School.