

**EASTERN LOCAL BOARD OF EDUCATION
REGULAR MEETING
SEPTEMBER 8, 2014**

Call to Order

Mr. Brad Bapst called the meeting to order at 6:30 p.m.

Pledge and Prayer

Mr. Bapst led the Pledge and Mrs. Atkins led the Prayer

Roll Call

Mr. Brad Bapst	Present
Mrs. Debra Hannah	Present
Mrs. Micki Atkins	Present
Mr. Frank Bevins	Present
Mr. Mike Rowe	Present

Consent Items

- A. Adoption of Agenda
- B. Adoption of the Minutes of the August 11th Regular Meeting and August 19th Special Board Meeting
- C. Acceptance of the August Financial Reports

Mrs. Hannah moved to bundle and approve the consent items and Mrs. Atkins seconded the motion.

Discussion: None

Vote:

Mrs. Hannah-Yes Mrs. Atkins-Yes Mr. Bevins-Yes Mr. Rowe-Yes Mr. Bapst-Yes

Public Participation

Bus Driver and School Support Personnel(SSP) President John Moore presented an Opinion Letter issued from an attorney from the Ohio Education Association (OEA). Mr. Moore explained that the letter supports why classified employees who work as a coach or a ticket taker would not be eligible to receive overtime compensation under the Fair Labor Standards Act (FLSA). Mr. Moore also stated that he would like to see that it go back to the way it was prior to 2004(at Eastern) when classified staff were given the opportunity to fill supplemental positions if the positions could not first be filled by licensed staff and before made available to others who are not employed by Eastern Local School District. OEA Labor Relations Consultant Mr. Don Dalton was also present at the meeting and made several comments on the opinion letter. Mr. Bevins commented that his concern has been the risk of a classified employee filling a supplemental position or ticket taking position and later coming back and asking from overtime pay for time work for up to three years and asked if the OEA opinion letter presented tonight would eliminate that risk.

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Public Participation (Continued)

Mr. Bapst responded that the Board's decision at the August 19th board meeting to hire a classified employee for a supplemental position at a nominal stipend was based on consultation with the Board's attorney office who gave a more strict interpretation of FLSA the second time when asked then the first time when asked. Mr. Bapst also explained that there are certain people just waiting for the Board to act on an issue that could directly violate FLSA, but at the same time he would like to see all employees treated equally. Mr. Dalton explained that until he received the OEA opinion letter he too did not believe that classified staff could be hired in supplemental positions without considering FLSA overtime compensation, but the letter explains that recent court case decisions have went against FLSA. Superintendent Neil Leist expressed that he understands the position taken on this issue of both the Board and OEA but his recommendation of hiring classified staff for supplemental positions has not changed because couches and ticket takers are sometimes hard to find. Mrs. Atkins stated she is trying hard to understand it, has researched it for many hours, and she called the Ohio Department of Labor who says overtime pay is required for any hours over 40 worked in one week. Mr. Moore stated that OEA and SSP both interpret it differently and eventually we will find out who is right. Mrs. Atkins stated that Western has stopped doing this.

Board Reports

Mrs. Atkins asked if Ohio has done away with common core. Mr. Leist said it was an ongoing issue at state level.

Old Business

Mrs. Atkins asked if the bus was back and High School Principal Matt Hines responded that it was back and working good.

New Business

The next regular meeting will be held October 13, 2014 at 6:30 p.m. in the platform room. Mr. Leist reported that Terry Allen wants to use the athletic storage building and grounds around it to serve food and use as a staging area for a rabbit hunting group on April 25th and 26th 2015. There will be no guns or campers. Mr. Allen would like to work with the athletic boosters to see if they would be interested in serving the food. The Board discussed that the use of the building and grounds was acceptable but would leave it up to Athletic Boosters as to interest in serving the food.

Mr. Leist reported that the Oktoberfest committee wants to know if school will dismiss 2 hours early and the Board responded that they would not have a problem with the early dismissal. Mr. Leist commented that it will be our first hours of school missed this school year and because of the State's requirement to be in session a minimum number of hours verses days, these hours will need to be tracked.

Mrs. Atkins commented that the National Honor Society students will be helping with a Blood Drive here at the school on October 30th.

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New Business (Continued)

Mr. Bevins commented that since we are going to minimum required hours in a school year rather than minimum days we no longer will have calamity days so when we miss school the SSP's will be required to work or they will not get paid. Mr. Bevins commented that with this new system all SSP's will be required to come in and work their regular hours if it is a level 1 or 2 which includes all cooks, janitors, secretaries, bus drivers, and aides; everybody if you are in the system to be treated equally. Mr. Leist responded that this sounds like a negotiating item. Mrs. Atkins asked how they can be paid if they don't work the hours. Mr. Bevins asked how can we pay the janitors to come in and work 8 hours and everybody else gets 8 hours free with pay. Mrs. Atkins commented that this is really going to raise a big issue and asked if there are days that people could come in if we would happen to miss 6 hours. Mr. Leist asked if she is talking about janitors. Mrs. Atkins responded that that might be an option. Mr. Leist responded yes they've got plenty of work to do. Mr. Rowe commented that he doesn't see a difference whether it's hours or days and Treasurer Rodney Schilling agreed. Mr. Bevins gave an example that if we miss nine days all of the employees would get nine days paid to stay home except for the janitors. Mr. Leist asked how it's different from what is negotiated in the union contract when going from days off to hours off. Mr. Bevins responded that everything changes since we are going to hours. Mrs. Atkins responded that we have always had janitors coming in unless it was a level 3 and what Mr. Bevins is saying now is that it could be so many hours how could we cut them a check. Mr. Schilling explained that it's not any different than paying the cooks, bus drivers, aides, and secretaries the five calamity days in the past. Mr. Bevins said that there are no longer calamity days. Programs Director Marcia Clark explained that we now have 126 hours that we will not have to make-up. Mrs. Atkins said hours we don't have to make-up such as teachers but what about the hourly workers. Mr. Leist commented that we can debate this all night and that he is going to call the lawyers. Mr. Bevins said that at one time we got paid double time because nobody else had to work, so you got paid 8 hours to stay at home or if you came in and worked you got paid and extra 8 hours. Mr. Leist commented that the Janitors get time and a half now if it's a Level 1 or 2. Mrs. Atkins said we'll just see if there's some problem with it. Mr. Leist said he will call the lawyer and see what needs to be changed. Mr. Bevins commented that there could be 60 people who get to stay home and get paid for it and 5 people have to come in and work and to get paid for it. If they stay home they get docked for it. Mr. Leist commented that we didn't force them to take that job and that's what comes with the contract; when they sign their contract they know that's what they have to do to get paid. Mr. Bevins said that's the way it was when we had the 5 snow days. Mr. Leist said he will call the lawyer. Mr. Rowe said hours or days isn't going to make any difference. Mrs. Atkins said the difference isn't the hours or days, the difference is hourly employees. Mr. Rowe asked Mrs. Atkins if her concern was about having snow days, somebody's going to have to come in and somebody else isn't and not hours vs. days. Whatever you call it, it's the same thing – snow day. How we handled it in the past. Mr. Rowe said last year was the first time that in his recent memory we had that many days off. Mrs. Atkins said we paid them time and half to come in. Ask the attorneys, because if you're a McDonald's worker or you're an hourly worker in any other business and you don't show-up you don't get paid. So how do schools do it? That's what I'm asking. Mr. Schilling said state legislature allowed teachers 5 days. Mrs. Atkins said that's teachers. Mr. Bevins said he's talking about SSP's. Mrs. Atkins said hourly employees. Mr. Schilling said that's part of being a teacher and part of being a janitor. Mr. Bapst said those are 2 different systems.

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New Business (Continued)

Mrs. Atkins agreed. Mr. Bapst said that's what was discussed earlier. Mrs. Atkins said we have salaried employees and hourly employees. Mr. Leist said he will call the lawyers.

Administrative Reports

Mr. Matt Hines, 6-12 Principal, reported that there is going to be a change in the graduation requirement from House Bill 487 effective for the class of 2018, that High School History Teacher Robbie Day is taking training in October to offer AP US History and will also be teaching AP Psychology, that the fall sports are off to a good start, that Cross Country didn't have enough for a full team, that Jr. High golf has their first ever meet and 6 players playing Jr. High golf this year, that the Vocational Agriculture Program is off to a good start and there is over 40 students in the high school classes, all seventh graders and 58 8th graders and the first advisory committee meeting will be Thursday, September 18th at 6:00 p.m., that he attended an ETPES/OTES training to get the evaluation process started this year and the fall OGT starts Monday, October 27, and there is one senior who did not graduate last year and came back to finish up and meet with Mr. Satterfield three days a week. Mr. Satterfield is also meeting with juniors and seniors who need to pass as well as starting to meet with the sophomores. Mr. Hines reported that the new scoreboard will be installed this week, that he would like to thank the Board for hiring Mr. Allen and for Mr. Allen himself who is doing a great job and is allowing him to complete the tasks with greater efficiency and timelines. Mr. Hines reported that the Athletic Boosters are looking for assistance and to contact Mr. Hines if anyone is interested in signing up/or volunteer to work the concession at the games, and that the Band Boosters 5k sign-up sheet is in each of the offices and Mr. Hines reported that he would like to do some activities to promote and build school spirit and school unity and is asking for an investment from the Chinese tuition to help pay the cost of these activities.

Mr. PJ Fitch, K-5 Principal, reported that the existing staff and new staff have done an excellent job and factoring in all of the new faces and placements this year in k-5, that his training has been completed and the Elementary has been selected to receive a grant from the Dollar General Literacy Foundation in the amount of \$4,000.00 for the purchase of Bright Link Projectors and should receive a check within the next few days. Mr. Fitch reported on some upcoming special days and events 1. Patriot Day, Thursday, September 11th, PTO Book Fair will be September 15-19, Grandparent Day is Wednesday, September 17th, 5th grade field trip to Pike Lake is set for October 1st, and the fund raiser kick-off with Jim Parker to begin the first week of October. Mr. Fitch reported on the K-5 Technology Program saying that the initial grade level teacher meetings are complete and the initial intervention teacher meetings are also finished. Mr. Fitch reported that 75% of Kindergartens students were unable to use a mouse, and 50% of the 1st and 2nd graders were unable to log onto a computer and 25% of 3rd, 4th, and 5th graders were unable to log onto a computer and 0% of students demonstrated required word processing skill (Highlight text, drag, and drop text etc. Mr. Fitch stated that students must be proficient in these areas prior to taking the next Generation of Assessments (PARCC), and that he will be attending eTPES training on September 10th and Administrators training September 15-16. Mr. Fitch reported the k-5 technology room finished, and reported that a staggered dismissal has been implemented for k-2 to help eliminate congestion in front of the building at the end of the school day and the feed back from the parents have been very positive.

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Administrative Reports (Continued)

Mr. Fitch stated that the K-2 drop off/pick up process is an area of concern due to the students potentially crossing in front of cars entering and leaving the lot and to solve the problem the drop off and pick up point has been moved further north and cones are now used to “funnel” the students to the sidewalk in a safe manner. Mr. Fitch reported that traffic flow are issues for both k-2 and 3-5 drop off/pick-up points.

Mrs. Marcia Clark, Programs Director, reported that 89 children filed for the summer feed program this past summer and now the back pack program is available for students.

Treasurer’s Item

Approve Budget Amendments

Mr. Schilling recommended that the Eastern Local Board of Education amend the estimated receipts and appropriations as presented.

<u>Fund</u>	<u>SCC</u>	<u>Description</u>	<u>Amount</u>
001	0000	General Fund	\$ 29,435.36
		Amended Total Estimated Receipts	<u>\$ 11,182,575.98</u>

• Supplemental Amendments/Appropriations –

<u>Fund</u>	<u>SCC</u>	<u>Description</u>	<u>Amount</u>
001	0000	General Fund	\$ 241,673.04
007	9003	Needy Children and Family Grant	\$ 290.08
034	0000	Classroom Facilities	<u>\$ 4,750.00</u>
		Total Amendments	<u>\$ 246,713.12</u>
		Amended Total Appropriations	<u>\$ 11,046,407.47</u>

Mr. Bevins moved to bundle and approve the Treasurer’s items and Mrs. Atkins seconded the motion.

Discussion: Mrs. Atkins asked which families were helped with the Neddy Children and Family grant and Mrs. Clark explained.

Vote:

Mrs. Atkins-Yes Mr. Bevins-Yes Mr. Rowe-Yes Mr. Bapst-Yes Mrs. Hannah-Yes

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Superintendent's Items

Personnel

1. Approve Supplemental Position

Mr. Leist recommended that the Eastern Local Board of Education approve Teresa Hickenbottom as Home Instruction Teacher for the 2014-15 school year.

2. Approve Non-Certificated Substitutes

Mr. Leist recommended that the Eastern Local Board of Education approve the following non-certificated substitutes for the 2014-15 school year to be used on an as needed basis:

Alecia Dixon Carrie Fox

3. Approve Licensed Substitutes

Mr. Leist recommended that the Eastern Local Board of Education approve the following as licensed substitutes for the 2014-15 school year:

Arthur Adams Teri Adkins Mary Althouse Kimberly Benner Alois Bernard

Briana Bethel Britany Bodkins Keith Boothe Melissa Bowles Donna Caudill

Kyndle Clark Traci Cochenour Thomas Collins Kevin Compston Shane Congrove

Phillip Cooke Barbara Dixon Sarah Doyle Miranda Dunn Cassandra Hannah

Susan Hollback Mary E. Houk Sara Hunt Ashley Johnson Lindsey King

Maggie Lambert Jennifer Lodewyck Luticia Minter Cassie Peters

Tiffany Richards-Jessie Cassie Robertson Megan Rodrique Rachel Stapleton-Pollard

James Thomas Scott Tomlison Thomas Whitten Jennifer Copas

4. Approve Partial Pay Professional Leave

Mr. Leist recommended that the Eastern Local Board of Education approve Teresa Southworth for partial pay professional leaver per ORC-3319.131

Mrs. Atkins moved and Mrs. Hannah seconded to bundle and approve the Superintendents personnel items.

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Superintendent's Items (Continued)

Personnel (Continued)

Discussion: Teresa Southworth stated that she has a lot of time invested in the program and said that the students will benefit also.

Vote:

Mr. Bevins-Yes Mr. Rowe-Yes Mr. Bapst-Yes Mrs. Hannah-Yes Mrs. Atkins-Yes

Non-Personnel

1. Approve Payment for Transportation

Mr. Leist recommended that the Eastern Local Board of Education contract with the following person(s) to receive payment of \$10.00 per diem to transport their children to and from school:

Cynthia Grubaugh Sarah Durham Crystal Green Peggy Cantrell

2. Accept Donation

Mr. Leist recommended that the Eastern Local Board of Education accept a donation from D.G.M. Inc. and Tow Path Ready Mix in the amount of \$1,715.50.

3. Approve the Student Run Branch of the Atomic Credit Union

Mr. Leist recommended that the Eastern Local Board of Education approve the Student Run Branch of the Atomic Credit Union for the High School students.

Mr. Rowe moved to bundle and approve the non-personnel items and Mr. Bevins seconded the motion.

Discussion: None

Vote:

Mr. Rowe-Yes Mr. Bapst-Yes Mrs. Hannah-Yes Mrs. Atkins-Yes Mr. Bevins-Yes

Executive Session

None

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Adjournment

Mr. Bevins moved and Mrs. Atkins seconded to adjourn the meeting at 8:08 p.m.

Discussion: None

Vote:

Mr. Bapst-Yes Mrs. Hannah-Yes Mrs. Atkins-Yes Mr. Bevins-Yes Mr. Rowe-Yes