NEW LEBANON BOARD OF EDUCATION REGULAR MEETING
December 20, 2021 at 6:00 p.m.

The New Lebanon Local School Board of Education met for a regular meeting on December 20, 2021 at 6:00 pm. at the New Lebanon High School Multi-Purpose Room, New Lebanon, Ohio. The meeting was called to order at 6:00 p.m. by Mrs. Lankheit–President

Roll Call

Answering aye on the Roll Call: (5) Mr. Moore, Mrs. Leonard, Mrs. Crawford Mr. Roberts, Mrs. Lankheit

Also present were Dr. Williams and Ms. Huck

Board Discussion

Dr. Williams recognized Mr. Roberts and his twelve years of service on the Board of Education. He also noted that this would be Mr. Roberts' final Board meeting. Mr. Roberts thanked his fellow Board members, administration, staff, and community members for their hard work during his tenure.

Recognition of Visitors/Public Participation

Ms. Rebecca Cirisan and her daughter addressed the Board regarding issues her daughter has faced since beginning school at New Lebanon. She expressed that while walking home from school she often hears racial slurs directed at her. She also stated that she often feels uncomfortable at school and many times from fellow students' social media accounts. She stated she has joined a student group at the high school to address diversity issues. She shared that she would like to help find a solution to feel safe and included.

Mr. Donald Domineck addressed the Board as a member of the Dayton Black Panthers. He gave some historical information on the Dayton area group. He stated that the group was contacted by local families about recent events at the high school. He also asked to meet with Dr. Williams to be a part of the collaboration to create a solution for racial tensions.

Ms. Eternity Jones addressed the Board regarding racial issues at the high school. She stated her daughter has been jumped at school due to her race. She feels communication is needed to parents and students regarding racial issues at the schools. She also requested a meeting with Dr. Williams to discuss the issues her daughter has faced at school.

Ms. Shannon Bemis stated that she feels bad for the students going through the hardships discussed tonight. She hopes that we can find solutions.

Ms. Allyson Youngblood from the Dayton Black Panther Party addressed the Board about racial issues at the high school. She stated she saw disturbing images and texts that students/families of color have received. She feels that

the students are owed apologies form other students, staff, and administration for things that have occurred. She called for change.

Ms. Mellisa Sexton asked for a meeting with Dr. Williams.

Mrs. Lankheit addressed the room that she is also disturbed by what has occurred. She said she agreed that things need fixed, but called for help from parents and community members to teach better at home. She stated we are doing our best to correct issues at school, but it all starts at home. She also hopes others don't feel like these actions are a representation of the New Lebanon community.

Mr. Groff addressed the Board that the school has a bullying problem. He stated he would like to speak with the Board and not with Dr. Williams. Mrs. Lankheit said he must go through the proper procedures first before requesting a meeting with the Board.

328-021 Executive Session

To discuss complaints regarding an employee and complaints regarding a student.

Motion by Mrs. Crawford, seconded by Mrs. Leonard to convene executive session.

Voting aye on the roll call: Mrs. Crawford, Mrs. Leonard, Mr. Moore, Mr. Roberts, Mrs. Lankheit– motion passes.

President convenes the executive session at 6:27 p.m.

President resumes regular session at 7:27 p.m.

329-021 Adopt the Agenda

Motion by Mrs. Crawford, seconded by Mrs. Leonard to adopt agenda.

Voting aye on the roll call: Mrs. Crawford, Mrs. Leonard, Mr. Moore, Mr. Roberts, Mrs. Lankheit– motion passes.

330-021 Treasurer's Report - Kaitlin Huck

A. Approve minutes of prior meeting(s):
   1. Special Meeting - November 8, 2021
   2. Regular Meeting - November 22, 2021

B. Submission and approval of paid bills for November 2021.

C. Submission and approval of November 2021 Financial Reports.

D. Pay-to-Participate balance is $90,530.94 for the month of November 2021.

E. Disposal or Sell (Item 1.01 A, B)

F. Purchase of unattached bleachers for the baseball field at $26,280.

G. Approval of services by Lawn Plus in October for baseball outfield renovation for $18,100.

H. Approval to accept the EPC bus bid for $91,727 to purchase a 77 passenger school bus. (Item 1.02) LINK

Motion by Mrs. Crawford, seconded by Mr. Roberts to approve Resolution 330-021 items A-H.

Voting aye on the roll call: Mrs. Crawford, Mr. Roberts, Mrs. Leonard, Mr. Moore Mrs. Lankheit– motion passes.

Superintendent's Report - Dr. Greg Williams- Business Advisory Council

Dr. Williams gave a Business Council Advisory (BAC) update on developing more opportunities to students in career activities and providing staff professional development opportunities.

Dr. Williams stated all three schools participated in canned food drives. Kindergarten collected the most cans, totaling more than 300.

Dr. Williams also welcomed the new Board member, Mr. Jeff Miller.

Finally, Dr. Williams recognized and thanked all students and staff for their resiliency through this trying year. He wished all a happy holiday.

Administrators' Report - Brad Wolgast, Thomas Maxwell, Holly Keadle, Ryan Leach, Dena Shepard, Tyler Rhodus

Mrs. Keadle recognized her students for their hard work collecting canned goods for the food drive. She introduced Mrs. Amberly Smith. Mrs. Smith spoke about the new student groups she started this year. She highlighted the "Super Heroes" group. Students meeting every Thursday at lunch to learn new social skills.

Mr. Leach updated the Board on the special education/psychologist's office role in BLT and DLT meetings. He stated that the special education department continues to facilitate meetings with individual students and families to help create special education supports and services.

331-021 Resignations

The Administration recommends accepting the following resignations:

A. Krystyna Becker, Teacher, for the purpose of retirement; effective July 31, 2022.
B. Jordan North, Counselor, resignation effective January 1, 2022.

332-021 Unpaid Leave of Absence

The Administration recommends the acceptance of the following request for an unpaid leave of absence.

A. Daniel Toohey, 47 days of unpaid leave of absence from Nov. 8, 2021-Jan. 31, 2022.
B. Emily Berlo, .19 days of unpaid leave of absence from Dec. 2-3, 2021.

333-021 Employment - Supplemental-Certificated-Contracts for Professional Development

The Administration recommends the following supplemental contracts:

A. For ACT Boot Camp - to prepare students for the spring administration; at a rate of $25.00 per hour, not to exceed 10 hours per teacher.

1. Erin Griffith
2. Austin Johns
3. Tabitha Justice
4. Jamie Lansdale
5. Kim Razics

334-021 Approval of Volunteers for Out-of-State Field Trip

The Administration recommends the use of the following volunteers to help chaperone for the band, choir, and drama students to travel to Disney World in Orlando, Florida under the supervision of Anthony Sollenberger and staff; December 28 - 31, 2021; contingent upon completion of all state and local requirements including background checks if necessary.

A. Brandy Bicknell
B. Ron Fohl
C. Angie Fugate
D. Svetlana Harbaugh
E. Lisa Krauss
F. Martena Vencill

335-021 Employment - Certificated - Substitute Teacher/Tutors

The Administration recommends employment of the following substitute teacher/tutors on a one (1) year limited contract for the 2021-22 school year; contingent upon certification, current criminal background checks, and all applicable state and local requirements. Salaries and duties per Board Policy and Administrative Rules and Regulations with no fringe benefits.

A. Ben Jones

336-021 Employment - Non-Certificated Staff - Substitute Employees

The Administration recommends employment of the following substitutes for the 2021-22 school year; contingent upon certification, current criminal background checks, and all applicable state and local requirements. Salaries and duties per Board Policy and Administrative Rules and Regulations with no fringe benefits.

A. Food Service
   1. Katie Barnes
   2. Faith Vaughn

B. Educational Aide
   1. Katie Barnes
   2. Faith Vaughn

C. Bus Driver
   1. Faith Vaughn

337-021 Approve 2021-22 School Calendar

The Administration recommends the approval of the 2022-23 school calendar as presented. (Item1.03) LINK

338-021 Agreement with Ennis Britton Co., L.P.A. formerly Ennis Fischer Co., L.P.A.

The Administration recommends the approval of a continuation of the agreement for legal services with Ennis Britton Co., L.P.A. beginning January 1, 2021, under the same terms and conditions that were board approved on December 17, 2012. A retainer fee of $300.00 per month and $270.00 per hour for services excluded from the scope of the agreement.

339-021 Approve the Four Season, Inc. Proposal

The Administration recommends approving the proposal from Four Seasons Environmental, Inc., to install an HVAC system in the multi-purpose building; not to exceed $48,000. (item 1.04) LINK

340-021 Approve the Agreement with Hayslett Construction LLC

The Administration recommends the agreement between the New Lebanon Board of Education and Hayslett Construction LLC to construct the baseball facility. (Item 1.05) LINK

341-021 Adoption of Board Policies/Bylaws

The Administration recommends the adoption of the Board of Education new/revised/replacement policies and regulations. (Item 1.06) LINK

A. Public Participation at Board Meetings, 0169.1 Bylaws
B. Evaluation of Principals and Other Administrators, 1530 Administration
C. Weapons, 1617 Administration
D. College Credit Plus Program, 2271 Program
E. Blended Learning, 2370.01 Program
F. Weapons, 3217 Professional Staff
G. Weapons, 4217 Classified Staff
H. Eligibility of Resident/NonResident Students, 5111 Students
I. Educational Opportunity for Military Children, 5111.02 Students
J. Attendance, 5200 Students
K. Student Mental Health and Suicide Prevention, 5350 Students
L. Early High School Graduation, 5464 Students
M. Student Hazing, 5516 Students
N. Positive Behavior Intervention and Supports and Limited Use of Restraint and Seclusion, 5630.01 Students
O. Cost Principles-Spending Federal Funds, 6114 Finances
P. Disposition of Real Property/Personal Property, 7300 Property
Q. Property Inventory, 7450 Property
R. Student Records, 8330 Operations
S. School Safety, 8400 Operations
T. Student Abuse and Neglect, 8462 Operations
U. Transportation, 8600 Operations
V. Non-routine Use of School Buses, 8651 Operations
W. Bonding, 8740 Operations

Motion by Mrs. Leonard, seconded by Mr. Moore to approve Resolutions 331-021 - 341-021.

Voting aye on the roll call: Mrs. Leonard, Mr. Moore, Mrs. Crawford, Mr. Roberts, Mrs. Lankheit– motion passes.

342-021 Resolution to Expand Employment of Substitute Teachers

WHEREAS, Substitute Senate Bill 1, Section 4, authorizes the employment of

substitute teachers for a limited period of time under new training/experience requirements; and

WHEREAS, Substitute Senate Bill 1, Section 4, authorized the employment of a substitute teacher who does not hold a postsecondary degree as a substitute teacher for the 2021-2022 school year only, if the individual employed as a substitute teacher is determined to meet the following requirements:

(1) The individual is considered qualified under the district's educational requirements which include completion of 60 units of college credit and written recommendations from at least three references.
(2) The individual is deemed to be of good moral character; and
(3) The individual successfully completes a criminal records check as prescribed in Section 3319.39 of the Revised Code.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Education of the New Lebanon Local School District, County of Montgomery, State of Ohio, that:

SECTION 1: In accordance with the limitations set forth in Substitute Senate Bill 1, Section 4, the Superintendent is authorized to recommend the employment of substitute teachers who meet the above referenced requirements, for the 2021-2022 school year only.

SECTION 2: It is found and determined that all formal actions of this Board concerning and relating to the adoption of this resolution were adopted in open meetings of this Board, and that all deliberations of this Board were in compliance with all legal requirements including R.C. §121.22.

Motion by Mr. Roberts, seconded by Mr. Moore to approve Resolutions 342-021.

Voting aye on the roll call: Mr. Roberts, Mr. Moore, Mrs. Crawford, Mrs. Leonard, Mrs. Lankheit– motion passes.

343-021 Annual Organizational Meeting

The annual Organizational Meeting of the Board of Education shall be held on January 10, 2022, at 6:00 p.m. in the Dixie High School multi-purpose room.

Motion by Mr. Roberts, seconded by Mrs. Leonard to approve Resolutions 343-021

Voting aye on the roll call: Mr. Roberts, Mrs. Leonard, Mrs. Crawford, Mr. Moore, Mrs. Lankheit– motion passes.

344-021 Appointment of President Pro-Tempore

Motion by Mr. Roberts to appoint Mrs. Lankheit as President Pro-Tempore (January 1, 2022 - January 10, 2022).

Voting aye on the roll call: Mr. Roberts, Mrs. Crawford, Mrs. Leonard, Mr. Moore
Abstaining on the roll call: Mrs. Lankheit– motion passes.

345-021 Adjournment

Motion by Mr. Roberts, seconded by Mrs. Crawford to adjourn the meeting.

Voting aye on the roll call: Mr. Roberts, Mrs. Crawford, Mrs. Leonard, Mr. Moore, Mrs. Lankheit– motion passes

President adjourns the meeting at 8:08 p.m.

PRESIDENT

TREASURER DATE