

RECORD OF PROCEEDINGS
MINUTES OF THE GRANDVIEW HEIGHTS SCHOOLS BOARD OF EDUCATION
Regular Meeting – May 13, 2020

The Grandview Heights Schools Board of Education met in regular session via video conference due to the COVID-19 pandemic.

Call to Order: President Jesse Truett called the meeting to order at 7:00 p.m. and read the following statement:

Good evening, I'd like to call to order this meeting of the Grandview Heights Board of Education on Wednesday, May 13, 2020.

Just like last month, in light of the COVID-19 pandemic, we are holding this meeting using videoconferencing technology. We feel this is the safest way to hold a meeting in light of the state's stay-at-home order and guidance regarding social distancing. The Ohio General Assembly and Attorney General have approved the use of virtual meetings as a viable alternative to conducting public hearings during this time, and the district's alternative complies with the new statutory directives.

We will be broadcasting this meeting via our Grandview Heights YouTube channel. The link to the YouTube Channel is currently available on the district's website. The live-stream of this meeting is being recorded and will remain available on the district's website.

Please be advised that public participation at Board meetings is not required by the Open Meetings law but is instead governed by Board Policy BDDH. That policy provides that the Board *may* allow for public participation at its meetings. Given these extraordinary times, we are pleased that we are able to offer an alternative way for members of the public to provide their voice through emails. In lieu of the in-person public participation section this Board of Education meeting, the public has been instructed in the meeting notice and on our website to submit comments via email. The commenter's name and comments will be read into the public record and attached to the meeting minutes. All comments must be received a minimum of two hours prior to the start of the meeting and must, as always, contain the commenters name and address and cannot mention students or staff by name.

Please also be advised that Board of Education meetings are not hearings – they are meetings. We are in full compliance with House Bill 197 by having our meeting live-streamed so that members of the public can observe and hear the discussions and deliberations of the Board.

This meeting will include an executive session, which will not be streamed or broadcast. Following our executive session, the board will only act on the adjournment of the meeting.

Roll Call	Members Present:	Members Absent:
	Eric Bode	
	Emily Gephart	
	Kevin Gusé	
	Jesse Truett	
	Molly Wassmuth	

Presentation – Auditor of State Award Presentation

Ms. Torri Huebner from Auditor of State Keith Faber's Office presented the District with the Auditor of State Award for the 2018-2019 audit. The award is presented to school districts, upon completion of a financial audit, that meet the criteria of a "clean" audit report. This is the district's fifth consecutive Auditor of State Award.

Presentation – Construction Update

Mr. Jay Tadena, Corna-Kokosing/Elford (CKE) Project Manager, presented to the Board on the following:

- Mr. Tadena expressed his appreciation for the student picture collage created by the EILMS students thanking the construction workers for their hard work.
- Work completed within the last month: new concrete entrance to the EILMS parking lot, asphalt of the future parking lot, progress made on the concrete foundations of the new middle school.
- Masonry work will be starting soon.
- Steel work will be begin on approximately July 1st.
- Project is right on schedule.
- The impact of COVID-19 has been minimal. Masks are worn in the trailer field office.

Motion 20-097 (Minutes) Mr. Bode moved to approve the minutes of the following meeting:

- a. Regular Meeting, April 8, 2020

Mr. Gusé seconded the motion.

Roll Call: Mr. Bode, aye; Mrs. Gephart, aye; Mr. Gusé, aye; Mr. Truett, aye; Ms. Wassmuth, aye.

Motion carried 5-0.

Treasurer's Report

Treasurer Beth Collier reviewed the following:

- Highlights from the April, 2020 financial reports
- Update on state funding cuts and how they will impact Grandview Heights Schools:
 - With the COVID-19 pandemic, state revenues have fallen significantly short of projections over the last several months.
 - In order to balance the State budget for the current year (July 1, 2019 – June 30, 2020), Governor DeWine announced \$775 million in State cuts Tuesday, May 5th. \$300 million of those cuts were to K-12 education.
 - Reductions by District were released Wednesday, May 6th.
 - Reductions are based on a formula that takes into account the district's wealth;
 - Reductions to Franklin Co. school districts ranged from 1% to 54%.
 - Grandview Heights Schools state funding reduction is \$320,495 (21.6% of our 2019-20 funding.)
 - This reduction will occur between now and June 30th.
 - We expect further reductions next year to the 2020-2021 budget, but those have not yet been made. Even when those cuts are known next year, there will be a lot of uncertainty regarding what to expect in the next biennial budget (2021-2022 and 2022-2023).
 - Our facility project budget is not impacted by these state funding reductions. The project is continuing as planned.
- 5-Year Forecast
 - The 5-year forecast represents the district's financial position as a snapshot in time.
 - It is required to be updated twice annually – by May 31st and by November 30th.
 - It is based on information know at the time it is prepared along with reasonable assumptions of what will occur in the future.
 - Updates were made and reviewed with the Finance Committee on April 15, 2020. Additional updates were made following the announcement of state funding cuts and reviewed with the Finance Committee on May 6, 2020.
 - A one-time allocation of federal funding under the CARES Act is expected to help offset cuts in state funding; however, that federal funding is not included on the 5-year forecast. There are specific uses outlined in the CARES Act regarding how this funding may be used.
 - Overall, the forecast is stable, with a projected unreserved fund balance of approximately \$900,000 in year 5.
 - Changes from the October, 2019 forecast include the following:
 - A reduction in state funding of \$347,995 is expected for fiscal year 2020 and fiscal year 2021, representing a 22% reduction in per pupil funding and a 50% reduction in casino revenue.
 - Health insurance premium renewal for 2020-2021 will be 6.5% with a 1.5% rebate applied to the July premium payment. This is slightly less than previously budgeted.
 - Transfers-out increased due to an increased subsidy needed for the Food Service program.
 - Transfers-out to Debt Service and Fund Balance Earmarked for Debt Service were adjusted to reflect the final 2019 bond millage model.

Motion 20-098 (Treasurer's Reports) Mrs. Gephart moved to approve the April, 2020 Treasurer's reports and accept payment of the April, 2020 bills for all funds.

Ms. Wassmuth seconded the motion.

Roll Call: Mr. Bode, aye; Mrs. Gephart, aye; Mr. Gusé, aye; Mr. Truett, aye; Ms. Wassmuth, aye.

Motion carried 5-0.

Finance Committee Report

The Finance Committee met on April 15th and May 6th. Topics of discussion included:

- 5-Year Forecast;
- Proposed layoff of summer Kids Club staff members;
- Property Tax Appeals; and
- Franklin County Auditor's request to postpone the 2020 county-wide triennial update.

Presentation – Steve Dzuranin, Moody Nolan Architects

Mr. Steve Dzuranin presented to the Board on proposed enhancements at Stevenson Elementary to be completed during the summer of 2020:

- Main entrance will be made ADA accessible (wheelchair and ambulatory).
- Gradual inclined walk ways will lead to the front of the building and the steps at the main entrance will be eliminated.
- The north and south entrance doors will be replaced.
- Existing security controls will be maintained; however, there will be a new secure vestibule. Visitors will be buzzed first into the secure vestibule, then again from the vestibule into the office.
- The scope of the project does not include landscaping.
- Project budget was \$300,000; current cost estimate is about \$214,000.

Core Team Committee Report

In addition to the updates provided by Mr. Jay Tadena and Mr. Steve Dzuranin, Mr. Truett reported on the following:

- The construction team continues to meet every Thursday afternoon.
- Tours of the site are available to Board of Education members, if desired.
- The owner contingency is an allowance for unforeseen costs and is approximately \$800,000. We have not had to use any of that yet.
- The construction contingency represents the amount by which the project is “under budget” to date after bidding the scope of the work.
- Core Team is bringing additional change order requests to the Board of Education tonight and requests the Board approve these to be absorbed by the construction contingency. If approved, the construction contingency would remain at approximately \$131,000.
 - Redundant cooling system \$4,540
 - Stainless steel hand railing upgrade in high use areas \$35,000
 - Glass block windows in GHHS gym to match other windows \$7,000
 - Fairview parking lot relocation and restoration \$247,000

Mrs. Gephart asked whether the proposed handrail upgrade was for cost savings or for aesthetic purposes. Mr. Truett explained that upgrading to stainless steel in the high use areas would save the district an estimated \$18,000 in maintenance costs over a 30 year period. Normal maintenance would include sanding and repainting hand railings approximately every five years.

Ms. Wassmuth stated that after observing the handrail upgrade during a visit to another school, she was in favor of the stainless steel hand railings.

Mr. Bode explained that his goal is to guard the contingencies to the maximum extent possible to provide for unforeseen costs and to prioritize any excess funds for outdoor landscape work. He feels the design of the facilities reflects very good quality interior finishes and could go along with the hand railing upgrade, but doesn't want to open the flood gates with interior upgrades.

Library Liaison Report

Mr. Truett stated that in light of the COVID-19 pandemic and the cuts to state funding of schools and other local governments, he thinks it is very important moving forward that the school district, library, and city continue to collaborate to the maximum extent possible so as not to put undue tax burden on residents.

Grandview Heights Marble Cliff Education Foundation (GHMCEF)

Mr. Culp and Mr. Gusé attended the May 11th GHMCEF meeting. Mr. Culp reported the Foundation is currently evaluating options for next year as alternatives to the annual formal gala. He also expressed his appreciation for the Foundation picking up the cost of school supplies for all Grandview Heights Schools students for next school year. Mr. Gusé added that he is very impressed by the creativity of the Foundation in evaluating ways to support the schools.

Superintendent's Report

Teaching and Learning

- On May 4, Stevenson Elementary began highlighting 3rd graders in the morning announcements. Each 3rd grader was invited to create a video of their favorite Stevenson Elementary memory or activity. We call this segment #Lovestevenson and the student videos are heartwarming.
- During National Teacher Appreciation Week (May 4-8), Stevenson Elementary and EILMS teachers received yard signs of appreciation funded by the building PTOs.
- The EI 4th grade team will be working as two-person teams next year with the intention of easing the transition anxiety for the in-coming 4th graders.
- GHHS Counselor Bryan Stork recently collaborated with Abby Mally, EILMS Counselor, to help facilitate the GHHS YLP (Youth Led Prevention) group in hosting a virtual mentoring session with a few 6th graders. This was a very meaningful and rewarding experience for both the GHHS and EILMS students!
- Each week, the district releases a mental-health, topic-specific Wednesday Wellness video created by our District Mental Health Specialist Amber Nickels and Marc Alter. These valuable video messages are emailed to students, staff, and families, and posted on the district website at https://www.ghschools.org/apps/pages/index.jsp?uREC_ID=1693244&type=d&pREC_ID=1905357
- Senior Celebrations and Updates - Our GHHS Team is working incredibly hard to create as authentic a graduation experience as possible given these unprecedented times.
 - A virtual version of the High School Scholarship Awards was broadcast via YouTube on April 30. More than **\$140,000** in LOCAL scholarship dollars were awarded to seniors. Watch the ceremony here: <https://youtu.be/V7bLa1tEoCk>
 - Virtual Graduation will be held on Sunday, May 24, at 4:00 p.m. via YouTube.
 - A full listing of events can be found in the BOE Board Report.

District Wide

Beginning in the next week or two, we will be rolling out information regarding summer learning. A specific webpage is being created to include resources and information as well as information from our anticipated partners at WOSU and the Grandview Heights Public Library. Look for more information soon.

Community Engagement

Since the school closure, the district has primarily used technology to communicate with students, staff, families, and the community to provide information as well as keep spirits high including school messenger notifications and FB posts with news, a virtual spirit week, teacher spotlights, senior spotlights, local news articles, etc. Attached please find a detail of our social media (FB) metrics from March 12-May 6, 2020.

Grandview Heights Schools in the News...

Making Graduation Happen

<https://www.thisweeknews.com/news/20200511/grandview-heights-high-schools-modified-ceremony-allows-graduates-to-cross-stage-for-diploma>

Facing State Funding Cuts

<https://www.thisweeknews.com/news/20200511/grandview-heights-school-district-in-better-position-than-some-facing-cuts>

Introducing Incoming EILMS Principal Quint Gage

<https://www.thisweeknews.com/news/20200504/new-grandview-principal-quint-gage-sees-position-as-way-to-give-back>

Profiling Senior Luke Lachey

<https://www.cityscenecolumbus.com/communities/tri-village/grandview-heights-football-star-will-play-in-college/>

Fall 2020 and COVID-19 Update

Grandview Heights Schools and all school facilities throughout Ohio remain "closed" through June 30th. There is a committee in place consisting of Ohio's major education associations, school leaders, educators, school counselors, school nurses, union representatives, among others. Officials from the Ohio Department of Health also are at the table, in addition to parents, students, and business and philanthropic representatives. The committee is charged with creating a framework for what school could possibly look like this coming fall. But in the end, this will be a local Board of Education decision.

The committee is in the process of creating a framework for local districts and Boards of Education to consider. These include: 1) Health and Safety; 2) Educational Considerations; 3) Social and Emotional Considerations; and 4) Operational Considerations. No final decisions have been made and it is reported that more guidance and detail will be available in late May.

As a Leadership Team we have been discussing and planning for all possibilities and will be prepared to meet any/all expectations to continue to meet our mission to maximize and personalize every student's learning.

One of the things that we also have been discussing is the possibility of engaging our community and doing some type of survey to garner feedback. While I don't know what school is going to look like, what I do anticipate is that there will be three options: 1.) Return to a traditional school experience; 2.) Continuation of virtual learning similar and like to what we have been engaged in recently; or 3.) Hybrid model whereby there are components of traditional schooling coupled with virtual learning.

It will also be important to be flexible, as this is a very fluid situation, and not get ahead of the recommendations of the Governor and/or Board of Health. At the end of the day, what everyone is waiting on is the assessment of the spread of COVID-19 as a result of the Ohio gradually starting to reopen and that will dictate what school may or may not look like in the Fall.

Discussion – Planning for Fall, 2020:

Mr. Truett stated that he thought it would be good to have a discussion on where we stand with instruction for the Fall.

Ms. Wassmuth asked what the options were for discussing plans for the fall. The Board has a regularly scheduled June Board meeting, but not another meeting until mid-August.

Mr. Truett stated that he thinks it would be beneficial for the Board to schedule special board meetings throughout the summer to continue to meet and discuss the educational landscape.

Mr. Culp stated that even if we plan for going back to school in the Fall, that could all change based on what the Governor and/or Department of Health declare, and that we need to be fluid in planning for the Fall.

Ms. Wassmuth asked if there is planning being done currently for the Fall.

Mr. Culp stated that planning is currently being done for three different scenarios – traditional model, virtual model, and a hybrid model.

Ms. Wassmuth indicated it would be helpful to see an outline of the three models the next time the Board meets. She stated that the Governor will provide a framework but that the planning will be left to local Boards of Education to do.

Mrs. Gephart stated that everyone understands the situation is fluid and the state will give parameters, but ultimately it will be locally controlled. She also asked what changes could be made for improvement if a digital framework continues long term.

Mr. Bode stated that the district did a great job of pivoting in March to the virtual educational model, but that we need to get better in the Fall or it will be a missed opportunity. The State will be focused more on minimal and baseline standards for districts, but we need to strive for more than that. Virtual learning is difficult, but it can also be excellent. He stated that if money needs to be invested to get to an excellent level, that should be brought to the Board for consideration. He feels that our goal should not be to minimally meet standards, but to excel. He also thinks a survey would be useful to ask students and parents about their experiences with virtual learning over the last two months to garner valuable feedback.

Ms. Wassmuth agreed with surveying parents and suggested we look at how to effectively support parents in the virtual learning environment.

Mr. Culp stated that he thinks it is important to survey parents, students, and also staff to garner feedback on the virtual educational delivery during the end of the 2019-2020 school year. He has received a wide range of qualitative feedback from parents. He also stated that while most districts utilized a pass/fail or grading with a pass fail option, Grandview Heights Schools was one of very few to conduct straight grading.

Ms. Wassmuth commended Mrs. Lisa Colahan for her effectiveness in holding her virtual Google classroom with students.

Mr. Gusé agreed that staff did a great job of pivoting on short notice from a traditional educational delivery model to a virtual model and stated that curriculum and feedback from teachers was very impressive.

Mr. Truett asked how often synchronous Google classrooms occur.

Ms. Wassmuth indicated that her child's teacher holds synchronous Google classroom 1 hour per day and felt that doing so helped maintain a sense of normalcy for her child. She also indicated that there was also a time scheduled with parents each week.

Mr. Truett stated that everyone views this through a different lens. He felt like as a nation, we've treaded water at the end of this 2019-2020 school year and asked how Grandview Heights Schools will lead the way moving forward with some standards across the board. He feels that ½ to 1 hour per day of face time with teachers isn't enough but rather, there needs to be a standard of expectations and schedules. He also stated that his expectations for the Fall will be different and he feels that Grandview needs to lead the pack in terms of educational delivery to students. He does not think the state will tell us how to do that. He feels like a great deal of work needs to be done this Summer to prepare for the Fall and whatever that school environment may look like. He also indicated the Board of Education doesn't want to get into the weeds of that planning, but the Board does want to be involved and know what is going on, and he does feel that additional Board of Education meetings will need to be scheduled throughout the summer to monitor and plan for the instructional model for the Fall.

Mr. Culp stated that he agrees with Mr. Truett and that it is his hope that the Board's expectations will be exceeded.

Mrs. Gephart asked what the next steps would be and whether a Special Meeting work session should be planned or whether additional updates to the Board would be provided at the June meeting.

Mr. Culp stated that he would bring an outline of the 3 instructional models to share with the Board of Education and seek feedback. He plans to survey parents, students, and staff regarding their experiences with the online instructional delivery during the end of the 2019-2020 school year to garner valuable feedback and help construct the virtual and/or hybrid model of instructional delivery for the Fall to set the bar high.

Mr. Truett stated that he would like to hold a special meeting in early June to further discuss these plans but would prefer not to set a date at this time but rather wait until additional anticipated guidance is received from the State in late May.

Recommendations from Superintendent to the Board of Education:

Motion 20-099 (Curriculum and Instruction) Mr. Gusé moved to approve the following:

1. Roster of Candidates for Graduation (Tentative)
Recommend, in accordance with Section 3313.61 of the Ohio Revised Code, that the board approve the candidates for graduation, pending formal approval of the high school principal.

Ms. Wassmuth seconded the motion.

Roll Call: Mr. Bode, aye; Mrs. Gephart, aye; Mr. Gusé, aye; Mr. Truett, aye; Ms. Wassmuth, aye.

Motion carried 5-0.

Motion 20-100 (Board Policy and Procedure) Ms. Wassmuth moved to approve the following:

1. Board Policy (Final Reading)
Recommend the board approve on final reading the following policies:
 - a. BDC – Executive Sessions
 - b. IJA – Career Advising
 - c. IKF – Graduation Requirements
 - d. IKFC – Graduation Plans and Students at Risk of Not Qualifying for School Diploma
 - e. IND/INDA – School Ceremonies and Observances/Patriotic Exercises
 - f. JED – Student Absences and Excuses
 - g. JEE – Student Attendance Accounting
 - h. JFCF – Hazing and Bullying (Harassment, Intimidation and Dating Violence)
 - i. JFCF-R – Hazing and Bullying (Harassment, Intimidation and Dating Violence)
 - j. BDDG – Minutes
 - k. GBCB – Staff Conduct
 - l. GBH (Also JM) – Staff-Student Relations

- m. JM (Also GBH) – Staff-Student Relations
- n. EHB – Use of Electronic Signatures

Mrs. Gephart seconded the motion.

Discussion: Mr. Gusé noted that “student” had been removed from the description of purposes for Executive Session in policy BDC and asked if that meant student discipline is no longer handled by the Board. Mr. Culp reported that the wording change is a required legislative change. He stated that the change speaks to protecting students from challenging situations.

Mr. Gusé also inquired about the change to graduation requirements in the proposed policies. The proposed policy indicates a required 21 courses, including 6 electives, but it appears the previous policy had the same requirements. Mr. Culp stated that the law recently changed to meet what our district already required, so there is no overall change.

Mr. Gusé also noted a minor typo in one of the policies.

Mr. Gusé inquired about item #13 in policy GBH, in particular language stating staff “may not groom...” He felt like that language seemed vague and already covered in item #6. Ms. Wassmuth stated that she felt it was appropriate because it was a legislatively required change. Mr. Truett also stated that being somewhat vague may be beneficial and give the Board more autonomy if a situation arose.

Mr. Gusé also noted a parenthetical phrase in one of the policies that needed removed. The language was part of a template that gave instruction to outline specific language in the policy, which had been done, so the parenthetical reference should be removed.

Roll Call: Mr. Bode, aye; Mrs. Gephart, aye; Mr. Gusé, aye; Mr. Truett, aye; Ms. Wassmuth, aye.
Motion carried 5-0.

Motion 20-101 (Business and Finance) Mr. Gusé moved to approve the following:

1. Five-Year Forecast
Recommend the board approve the Five-Year Forecast.
2. Then and Now Certification
Recommend the board approve the following then and now certifications:
 - a. PO #35286 - Andy Culp, cell phone reimbursement
 - b. PO #35287 - Mark Vanhorn, videographer
 - c. PO #35288 - Tri-Village Rotary Club, membership dues
3. Aetna Health Insurance Renewal
Recommend the board approve a 6.5% premium increase for the group medical/prescription insurance renewal for 2020-2021, with a 1.5% annual premium credit toward the July 2020 monthly premium.
4. Budget Adjustments
Recommend the board approve the following adjustments to estimated revenue and appropriations in the following funds:

a.	Title VI-B (516-9020)	\$7,613.95
b.	Title I (572-9020)	\$4,291.42
c.	Title IV-A (599-9020)	\$260.60
d.	Title II-A (590-9020)	\$556.61
5. Student Accident Insurance
Recommend the board approve an agreement with the Guarantee Trust Life Insurance Company for the district’s student accident insurance for the 2020-2021 school year.

6. Resolution – Distance Learning

Recommend the board approve the following resolution:

WHEREAS, on March 14, 2020, Amy Acton, MD, MPH, Director of the Ohio Department of Health, ordered all school buildings that provide any kindergarten through grade twelve instruction in the State of Ohio be closed to students beginning on March 17, 2020 to prevent the spread of COVID-19 in the State of Ohio;

WHEREAS, Dr. Acton's order and/or school closings now have been extended for the remainder of the 2019-2020 school year;

WHEREAS, in Dr. Acton's orders she provided, for the purpose of clarity, this closure does not include administrators, teachers, staff, vendors or contractors of a school and that the administration of each school shall determine the appropriate level of access in the school during the closure;

WHEREAS, Am. Sub. H.B. 197 permits the Board to adopt or amend its plan pursuant to Ohio Revised Code Section 3313.482 to require students to access and complete lessons remotely in order to make up hours schools were closed in the 2019-2020 school year due to the Ohio Director of Health's order, local board of health order, or an extension of any order;

NOW THEREFORE, BE IT RESOLVED by the Grandview Heights City School District Board of Education that the Board will provide Distance Learning in response to the COVID-19 crisis from March 18, 2020 until the end of the 2019-2020 school year.

BE IT FURTHER RESOLVED that the Board ratifies and authorizes the Superintendent's development and implementation of a plan for Distance Learning that complies with Ohio Revised Code Section 3313.482 and meets or exceeds the minimum hours of instruction required by law for the 2019-2020 school year.

7. Resolution – Regular and Supplemental Pay

Recommend the board approve the following resolution:

WHEREAS, on March 14, 2020, Amy Acton, MD, MPH, Director of the Ohio Department of Health, ordered all school buildings that provide any kindergarten through grade twelve instruction in the State of Ohio be closed to students beginning on March 17, 2020 to prevent the spread of COVID-19 in the State of Ohio;

WHEREAS, Dr. Acton's order and/or school closings now have been extended for the remainder of the 2019-2020 school year;

WHEREAS, the Grandview Heights City School District Board of Education is subject to policies, individual contracts and collective bargaining agreement(s) and corresponding memoranda of understanding ("Agreement(s)") that provide for the payment of regular and/or supplemental contract duties, which typically are based on Board-adopted salary schedules;

WHEREAS, the policies, contracts and Agreement(s) do not contemplate a lengthy school closure or address the payment of regular and/or supplemental salaries during a lengthy closure;

WHEREAS, statutes, including without limitation R.C. Sections 3313.53, 3319.08 and 3319.081, also provide for the payment of regular and/or supplemental contracts, and these statutes also do not address payment during a lengthy school closure;

WHEREAS, the Grandview Heights City School District Board of Education declares it to be a proper public purpose to continue paying regular and supplemental salaries during the current school closure to facilitate continuity of services in future school years, and to resolve any ambiguity regarding the issue of payment for regular and supplemental salaries;

NOW, THEREFORE, BE IT RESOLVED by the Grandview Heights City School District Board of Education that the Board will continue paying regular and supplemental contracts during the 2019-2020 school year, consistent with its policies, contracts, Agreement(s) and R.C. Sections 3313.53, 3319.08 and 3319.081, et seq. during the current school closure.

BE IT FURTHER RESOVLED, this action is specifically limited to the 2019-2020 school year unless it is specifically extended by the Board, and it creates no binding practice or precedent for future school years.

BE IT FURTHER RESOLVED, the Board authorizes and directs the administration to take all actions necessary and consistent with this resolution.

8. Resolution – Order of Layoff as a Result of Lack of Work
Recommend the board approve the following resolution:

WHEREAS, on March 24, 2020, Amy Acton, MD, MPH, Director of the Ohio Department of Health, ordered all facilities providing childcare services in the State of Ohio be closed beginning on March 26, 2020 to prevent the spread of COVID-19 in the State of Ohio (“Order”);

WHEREAS, the Order has continued and will remain in full force and effect until the State of Emergency declared by the Governor no longer exists, or the Director of the Ohio Department of Health rescinds or modifies the Order;

WHEREAS, the Board operates childcare services at its school facilities through Kids’ Club;

WHEREAS, Kids’ Club has been closed consistent with the Order and will remain closed at least through the summer of 2020 and as such there is a lack of work for all non-teaching employees currently employed in the Kids’ Club program;

THEREFORE, BE IT RESOLVED by the Grandview Heights City School District Board of Education that due to the closure of Kids’ Club at least through the summer of 2020, there is a current and projected decrease in workload of all non-teaching employees currently employed in the Kids’ Club program such that the current staffing levels are excessive and a reduction in the staffing levels is required;

BE IT FURTHER RESOLVED by the Grandview Heights City School District Board of Education that all employees in the classification of non-teaching employees employed in the Kids Club program as identified in Exhibit A attached hereto are laid off effective at 11:59 p.m. on May 15, 2020 as a result of a lack of work;

BE IT FURTHER RESOLVED that the Treasurer is authorized and directed to send a copy of this Resolution and Order of Layoff via certified mail to the following employees:

- a. Mackenzie Bailey
- b. Anne Brown
- c. Juno Curtis-Odden
- d. Jacqueline Dunn
- e. Dominique Ferrer
- f. Jaelyn Filo
- g. Tiara Hodges
- h. Nathan Lombardo
- i. Sarah May
- j. Heather McCarty
- k. Kelly Miller
- l. Andre Norrils
- m. Damon Rothgeb
- n. Mason Sturm

9. Memorandum of Understanding – Teacher Evaluations and Spring Supplemental Contracts
Recommend the board approve the following Memorandum of Understanding as it pertains to teacher evaluations and spring supplemental contract payments:

This Memorandum of Agreement (“MOU”) is entered into this 13th day of May, 2020 by and between the Grandview Heights City School District Board of Education (the “Board”) and the Grandview Heights Education Association (“GHEA”).

Now, therefore, the parties agree as follows:

1. The Board will provide Distance Learning in response to the COVID-19 crisis from March 18, 2020 until the end of the 2019-2020 school year. This MOU is GHEA's written consent to that plan. The parties will have ongoing discussions about distance learning per mutual agreement.

2. Bargaining unit members identified on Attachment A have had or will have their evaluations completed during the 2019-20 school year. For evaluations conducted and completed during the 2019-2020 school year only, the district will have until May 22 to complete the teacher evaluation and must provide a written report of the results of the evaluation to the teacher by May 29. Any teacher identified on Attachment A will be afforded all rights, opportunities and benefits pursuant to the terms of the CBA and the Ohio Rev. Code in regard to evaluation or any employment decision made by the Board. The Board shall also retain its rights to make employment decisions using the summative evaluation ratings, pursuant to the terms of the CBA and the Ohio Rev. Code.

3. It is impossible or impracticable to complete the evaluations of bargaining unit members identified on Attachment B and so they will repeat the evaluation cycle during the 2020-2021 school year. These bargaining unit members shall retain their previous evaluation rating until they have completed a full evaluation cycle.

4. The Board and GHEA agree to extend implementation of OTES 2.0 until the 2021-2022 school year. The superintendent/designees will first seek input and suggestions from the Association regarding the impact of OTES 2.0 prior to implementing it.

5. All bargaining unit members including those who are on expiring contracts will move forward to their next contract cycle.

6. Due to the unusual circumstances of school closure because of the COVID-19 crisis, the parties agree that individuals who have been issued contracts for supplemental salaries/stipends to perform duties only during the spring of 2020 will receive a prorated payment of 50% of the supplemental payment as indicated in Article X of the CBA except Outdoor Education stipends will be paid in full because of the work that was completed before the school closure and Camp Chaperones will not receive any compensation because these trips were cancelled.

7. This MOU is based on the particular circumstances of this matter, sets no precedent, and does not establish a past practice. All other provisions of the parties' CBA shall remain unchanged.

8. GHEA agrees to waive any right to file a grievance or an unfair labor practice charge with the State Employment Relations Board complaining of the facts and events that gave rise to this Agreement or the action to be taken pursuant to this Agreement except to enforce the above provisions and terms.

9. The Parties, represent that they have completely read all terms, they fully understand the terms, and have authority to enter this Memorandum by their duly authorized representatives, and have caused this Memorandum of Agreement to be executed.

10. Donations

Recommend the board accept the following donations:

- a. \$239.89 from the Bobcat Boosters to the Athletic Department for foam plyometric boxes
- b. \$515.91 from the Bobcat Boosters to the GHHS Baseball Team for practice nets and T's
- c. \$2,026.56 from the Columbus Foundation for the Johannes-Tyler District Teacher of the Year Award
- d. \$3,664.00 from the Columbus Foundation for high school library book purchases
- e. \$25 from Jeri and William Cusack to the GHHS Wrestling Program in memory of Terry O'Keefe
- f. \$100 from Kenton Kuehnle to the GHHS Wrestling Program in memory of Terry O'Keefe
- g. \$75 from an anonymous donor to the GHHS Wrestling Program in memory of Terry O'Keefe
- h. Reusable organic cotton face masks from Elizabeth Leonatti for GHHS and EILMS staff

Mr. Bode seconded the motion.

Roll Call: Mr. Bode, aye; Mrs. Gephart, aye; Mr. Gusé, aye; Mr. Truett, aye; Ms. Wassmuth, aye.

Motion carried 5-0.

Motion 20-102 (Construction Change Orders) Mr. Bode moved to approve the following:

1. Change Orders

Recommend the board approve a change order to include the following items in the facility construction project budget:

- a. \$23,146.00 - re-routing fiber lines to EI/LMS to allow connectivity during the construction project;
- b. \$34,787.77 - relocate the AEP transformer and power lines;
- c. \$7,000.00 - GHHS glass block window replacement;
- d. \$4,540.00 - redundant cooling for MDF; and
- e. \$247,000.00 - Fairview parking lot relocation and restoration.

Ms. Wassmuth seconded the motion.

Roll Call: Mr. Bode, aye; Mrs. Gephart, aye; Mr. Gusé, aye; Mr. Truett, aye; Ms. Wassmuth, aye.

Motion carried 5-0.

Motion 20-103 (Construction Change Order) Mr. Gusé moved to approve the following:

1. Change Order

Recommend the board approve a change order to include the following item in the facility construction project budget:

- a. \$35,000.00 – Stainless steel railings in high visibility areas

Ms. Wassmuth seconded the motion.

Roll Call: Mr. Bode, aye; Mrs. Gephart, aye; Mr. Gusé, aye; Mr. Truett, aye; Ms. Wassmuth, aye.

Motion carried 5-0.

Motion 20-104 (Personnel) Ms. Wassmuth moved to approve the following:

1. Resignation

Recommend the board accept the following resignation:

- a. Colleen Adkinson, Director, Kid's Club, effective September 30, 2020

2. Certified Position Changes

Recommend the Board approve the following certified position changes for the 2020-2021 school year:

- a. Allison Kukura; Teacher, from .5 FTE Kindergarten/.5 FTE Orton-Gillingham to 1.0 Orton Gillingham
- b. Amie Goode; from .5 Instructional Coach to .5 Kindergarten Teacher
- c. Olivia Shull; Teacher, from Second Grade to Third Grade

3. Certified Contracts

Recommend the board approve the following certificated staff for reappointment:

One Year Limited Teacher Contracts

William Amurgis	2 nd year
Natalie Ashbrook	3 rd year
Jessica Fields	2 nd year
Christine France	retire/rehire
Julia Grawemeyer	3 rd year
Joan Grundey	retire/rehire
Amy Hamilton	3 rd year
Allison Kukura	2 nd year
Emily Long	2 nd year
Katie McIntyre	3 rd year
Jane O'Shaughnessy	retire/rehire
Olivia Shull	2 nd year

Two Year Limited Teacher Contracts

Katelyn Burkholder
Caleb Evans
Joe Liptrap
Amanda Parnell
Alix Scott
Scott Warburton

Three Year Limited Teacher Contracts

Robert Ballinger
Meredith Beam
Brad Gintert
Abby Mally
Mary Mauro
Maria Murphy
Trillion Richter
Liz Weaver

Continuing Teacher Contracts

Rebecca Lee
Allyson Sanders

4. Supplemental Contracts (GHEA, Article X, pg. 33-35)
Recommend the board approve the following supplemental contracts for licensed employees for the 2019-2020 school year:

a. Alison McKnight; Softball, 7th Grade Coach, Class V-1-1, \$2,520.54

5. Supplemental Contracts (GHEA, Article X, pg. 33-35)
WHEREAS, the Board of Education has offered the following position(s) to those employees of the District who are licensed individuals and no such employee(s) qualified to fill the position(s) have accepted them/(it); and

WHEREAS, the Board of Education advertised the following positions as available to any licensed individual who is qualified to fill the position and who is not an employee of the Board, and no such person has applied for and accepted the position(s);

THEREFORE, BE IT RESOLVED, the Board of Education of Grandview Heights Schools hereby employs the individuals to fill the following positions for the 2019-2020 school year:

a. Jason Diwik; Baseball, Middle School Coach, Class V-1-4, \$2,520.54

6. Administrator/Supervisor Contracts
Recommend the board approve the following administrator/supervisor contracts.

a. Robert Brown; Principal, effective 8/1/20 – 7/31/23
b. Chris Deis; Chief Technology Officer, effective 8/1/20 – 7/31/23
c. Jamie Lusher; Chief Academic Officer, effective 8/1/20 – 7/31/23
d. Kyle Mahan; Food Services Director, effective 8/1/20 – 7/31/22
e. Jamie McClary; EMIS Coordinator, effective 8/1/20 – 7/31/23
f. Matt Mowry; Systems Administrator, effective 8/1/20 – 7/31/23

7. Administrator/Supervisor Salary Increases
Recommend the board approve 2.2% base salary increase for the following administrators/supervisors, effective August 1, 2020:

a. Brad Bertani; Athletic Director
b. Brett Bradley; Director of District Services
c. Kirsten Carroll; Human Resources Manager

- d. Jennie Clifton; Assistant Treasurer
 - e. Shawn Hinkle; Assistant Principal
 - f. Madeline Partlow; Director of Student Services
 - g. Angela Ullum; Principal
8. Administrator/Supervisor Contract Addendums
Recommend the board approve contract addendums for the following administrator/supervisor, effective August 1, 2020:
- a. Shawn Hinkle; Assistant Principal
9. Executive Assistant to the Superintendent Contract
Recommend the board approve a one-year contract for Hayley Head; Executive Assistant to the Superintendent, effective July 1, 2020 - June 30, 2021
10. Child Care Assistant Director Contract
Recommend the board approve a two-year contract for Amy Gardner; Child Care Assistant Director, effective July 1, 2020 - June 30, 2022.

Mr. Gusé seconded the motion.

Discussion: Mrs. Gephart stated that it took her a long time to get to a point to support the administrator salary increases in light of the state funding reductions recently announced. She stressed that she thinks each of the administrators do an excellent job but it was difficult with the uncertainty of the budget along with the fact that many people are dealing with loss of work and loss of pay. She noted that there were specific reasons that she is going to support the recommendation: 1.) The raise was already budgeted in the 5 year forecast; 2.) Superintendent Culp did a lot of benchmarking work to determine what other school districts are doing and, in the end, she feels like we need to stay competitive in terms of salaries; and 3.) The expectations of the administrators are high, in particular for this summer, to get ready for school in the fall, whether it may be virtual, traditional, or a hybrid of the two models. She also reiterated that she thinks the administrators absolutely deserve raises for their great performance.

Mr. Bode stated that he too feels like the expectations of administrators are high in this time of uncertainty to get ready for instructional delivery in the fall. He also stated that while there are many unknowns at this time, he feels that in a year from now we will have answers to many of those items of uncertainty and there are more decision points between now and then to adjust our course of action, if necessary.

Ms. Wassmuth stated that she agrees with Mrs. Gephart in terms of needing to stay competitive with other school districts, so she is in favor of the administrator salary increases of 2.2%, which is the base salary increase contained in the GHEA and GHESSA negotiated agreements for 2020-2021.

Mrs. Gephart also asked whether the recommendations for new contracts in #6, #8, #9, and #10 also include 2.2% salary increases and Mr. Truett confirmed that they do.

Roll Call: Mr. Bode, aye; Mrs. Gephart, aye; Mr. Gusé, aye; Mr. Truett, aye; Ms. Wassmuth, aye.
Motion carried 5-0.

Motion 20-105 (Executive Session) Ms. Wassmuth moved to enter into Executive Session for the following purpose:

- a. To consider the employment of personnel.

Mr. Gusé seconded the motion.

Roll Call: Mr. Bode, aye; Mrs. Gephart, aye; Mr. Gusé, aye; Mr. Truett, aye; Ms. Wassmuth, aye.
Motion carried 5-0.

The Board of Education entered into Executive Session at 9:38 p.m.

The Board of Education returned to Regular Session at 10:43 p.m.

Motion 20-106 (Adjourn) Mr. Bode moved to adjourn the meeting. Ms. Wassmuth seconded the motion.
Roll Call: Mr. Bode, aye; Mrs. Gephart, aye; Mr. Gusé, aye; Mr. Truett, aye; Ms. Wassmuth, aye.
President Truett declared the meeting adjourned.

ATTEST:

President

Treasurer