

Wednesday, May 15, 2024
Black River Board of Education Meeting
Regular Agenda

Honoring our tradition | Supporting our community | Educating our future

Black River High School Cafeteria
7:00 PM

A. Opening Items

1. Roll Call/Call to Order

The Black River Board of Education is meeting in regular session. The meeting is called to order by President Chuck Stiver with the following members answering roll:

Blake Morlock Powers-Neeld Sexton Stiver

2. Pledge of Allegiance

3. Agenda

Motion by _____, seconded by _____ that the agenda for tonight's meeting be accepted.

Blake Morlock Powers-Neeld Sexton Stiver

4. Board Recognition

- BRHS Medina County Student of the Month**
- BRHS Student of the Month**
- BRMS Student of the Month**
- BREC Student of the Month**

5. Student Activities Reports

6. Public Communication

The Board of Education welcomes public comments. Please state your name and address for the record. Please limit your comments to 3 minutes.

B. Board Work Session

- Medina County Career Center (MCCC) – Report**
- Legislative Report**
- Student Achievement Liaison Report**

- 1.
- 2.

C. Approval of Board Minutes

Minutes of April 18, 2024 regular meeting, the April 29, 2024, May 6, 2024, May 7, 2024, and the May 10, 2024 special meetings.

Motion by _____, seconded by _____ that the minutes of the April 18, 2024 regular meeting, the April 29, 2024, May 6, 2024, May 7, 2024, and the May 10, 2024 special meetings be approved as written.

Blake Morlock Powers-Neeld Sexton Stiver

D. Board Policy Change

1. New Policies - First Reading

Motion by _____, seconded by _____ that upon the recommendation of the Superintendent, the Board approve the new policies:

EHA - District Records Commission, Records Retention and Disposal.
GCB-1 - Professional Staff Contracts and Compensation Plans (Teachers)

Blake Morlock Powers-Neeld Sexton Stiver

2. Policy Changes - Update

Motion by _____, seconded by _____ that upon the recommendation of the Superintendent, the Board approve the following Board Policy updates:

BBFA	Board Member Conflict of Interest
BDDG	Minutes
DH	Bonded Employees and Officers
DJB	Petty Cash Accounts
DM	Deposit of Public Funds
EBCD	Emergency Closings
EBCD-R	Emergency Closings
EF / EFB	Food Service Management/Free and Reduced-Price Food Services
GBCC	Staff Dress and Grooming
GBG	Staff Participation in Political Activities
GBI	Staff Gifts and Solicitations
GCE	Part-Time and Substitute Professional Staff Employment
GCL	Professional Staff Development Opportunities
GCPD	Suspension and Termination of Professional Staff Members
IGBEA	Reading Skills Assessments and Intervention
IGBEA-R	Reading Skills Assessments and Intervention
IGCH	College Credit Plus
JED	Student Absences and Excuses
JHCD	Administering Medicines to Students
JN	Student Fees, Fines and Charges
LEC	College Credit Plus

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FIDUCIARY FUNDS

007	EXPENDABLE TRUSTS	\$	6,931.25
008	NON-EXPENDABLE TRUSTS	\$	900.00
200	STUDENT ACTIVITY	\$	200,675.00

TOTAL FISCAL YEAR 2024 APPROPRIATIONS **\$ 43,471,416.18**

Blake Morlock Powers-Neeld Sexton Stiver

3. Certificate of Available Resources

Motion by _____, seconded by _____ that upon recommendation of the Treasurer, the Board approve the Certificate of Available Resources as presented.

Blake Morlock Powers-Neeld Sexton Stiver

4. Approval of 5-Year Forecast

Motion by _____, seconded by _____ that upon recommendation of the Treasurer, the Five-Year Forecast be approved as presented and submitted to the Ohio Department of Education and Workforce.

Blake Morlock Powers-Neeld Sexton Stiver

F. Financial - Action Items

1. Employment

Motion by _____, seconded by _____ that upon the recommendation of the Treasurer, the Board approve the following contract:

 Jason Lawrence Account Payable/Receivable Two-Year contract

Blake Morlock Powers-Neeld Sexton Stiver

2. Donations

Motion by _____, seconded by _____ that upon the recommendation of the Treasurer, the Board accept the following donations:

Wellington American Legion	High School Flag	\$ 45.00 estimated
West Roofing Systems	Donation	\$ 500.00
Janet Lowe	Nancy Clark Devoe Scholarship	\$1,000.00
Wellington Implement	FFA Banquet	\$ 250.00
Branchline Farms	FFA Banquet	\$ 100.00
C&L Shoes	FFA Banquet-Gift Basket	\$ 150.00 value
Amanda Swanson	FFA Banquet-Gift Basket	\$ 75.00 value
Tri County Animal Clinic	FFA Banquet	\$ 100.00
Flegel Farms LLC	FFA Banquet	\$ 100.00
Johnson Brothers	FFA Banquet	\$ 100.00
Holmes Tire	FFA Banquet	\$ 250.00
Sassy Scissor’s Hairworks	FFA Banquet	\$ 100.00

NDK Scrapers	FFA Banquet	\$ 250.00
Countryview Realty LLC	FFA Banquet	\$ 100.00
Crazy Monkey Baking	FFA Banquet-Gift Basket	\$ 50.00 value
IGeneration Seeds LLC	FFA Banquet	\$ 250.00
T&W Farms LLC	FFA Banquet	\$ 250.00
Home Appliance Sales & Service	FFA Banquet-Grill Package	\$ 200.00 value
Mr. & Mrs. Kelling	FFA Banquet	\$ 100.00
Burnett's Septic Service	FFA Banquet	\$ 250.00
Burnett's Septic Service	FFA Banquet-Gift Certificate	\$ 360.00
Sigel Cattle Company	FFA Banquet	\$ 100.00
Meatheads Union Tavern	FFA Banquet	\$1,000.00
Paul & Alecia Dria Farms	FFA Banquet	\$ 150.00
Norm Dria Farms LLC	FFA Banquet	\$ 500.00
Russell Hendricks	FFA Banquet	\$ 100.00
TL Keller Meats LLC	FFA Banquet	\$ 500.00
Caroline Maat	FFA Banquet-Basket	\$ 100.00
Farm and Dairy	FFA Banquet-Gift Basket	\$ 40.00
Mennell Acres LLC	FFA Banquet	\$ 500.00
Lodi Lumber	FFA Banquet	\$ 150.00
Shawnee Lake Park	FFA Banquet	\$ 100.00
Sandridge Food Corporation	FFA Banquet	\$ 500.00
AMVETS Post 149	FSD - School Meal Debt	\$2,500.00
Farmers Savings Bank	JB Firestone Scholarship	\$ 325.90
Black River Pirate Parents	BREC Family Fun Night	\$ 175.00

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3. Grant

Motion by _____, seconded by _____ that upon the recommendation of the Treasurer, the Board accept the following grant:

Fun At Bat Elementary School

 Blake Morlock Powers-Neeld Sexton Stiver

G. Superintendent's Report

- 1.
- 2.
- 3.
- 4.
- 5.

H. Unfinished Business

I. New Business

1. Employment

Motion by _____, seconded by _____ that upon the recommendation of the Superintendent, the Board approve the following summer help:

Megan Artrip Trent Boggs Nicholas Beiser
Sam Meredith Lisa Palmer

Blake Morlock Powers-Neeld Sexton Stiver

2. Employment

Motion by _____, seconded by _____ that upon the recommendation of the Superintendent, the Board employ the following athletic coaches for the 2024-2025 school year:

Kyle Jenkin Assistant Varsity Football Coach
Aaron Munyan Assistant Varsity Football Coach
Justin Baker Junior Varsity Football Coach
Blake Owen Head Varsity Wrestling Coach
Kyle Jenkin Assistant Varsity Wrestling Coach
Dennis English Head Varsity Boys' Basketball Coach

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3. Employment

Motion by _____, seconded by _____ that upon the recommendation of the Superintendent, the Board employ the following athletic volunteer for the 2023-2024 school year:

Dennis English Volunteer Baseball Coach

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4. Employment

Motion by _____, seconded by _____ that upon the recommendation of the Superintendent, the Board employ Terry Forbes, Bus Mechanic, Step 9, as of May 13, 2024, on a 120 day "probationary" contract.

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5. Employment

Motion by _____, seconded by _____ that upon the recommendation of the Superintendent, the Board approve the following transfer continuing contracts effective for the 2024-2025 school year:

Christina Brown - transferred from Garfield Heights City Schools
Cassandra Grieve - transferred from Washington Local Schools
Jennifer O'Dell - transferred from Maple Heights City Schools

Blake Morlock Powers-Neeld Sexton Stiver

6. Employment

Motion by _____, seconded by _____ that upon the recommendation of the Superintendent, the Board approve the following academic supplementals for the 2024-2025 school year:

Sonya Infantino	Middle School LPDP Committee
Angelique Kuba	Middle School Academic Challenge Co-Advisor
Jennifer Sheldon	Middle School Academic Challenge Co-Advisor
Liam Sleggs	Head Marching Band Director
Jordan Mitchell	Assistant Marching Band Director
Liam Sleggs	Concert Band Director
Rachael Strader	National Honor Society Advisor
Deb Carver	Graduation Coordinator
Victoria Pintos	High School Student Council Advisor
Clayton Van Doren	High School Academic Challenge Advisor
Phil Fechuch	Medina County Student of the Month Advisor

Blake Morlock Powers-Neeld Sexton Stiver

7. Reduction In Force

Motion by _____, seconded by _____ that upon the recommendation of the Superintendent, the Board approve the following resolution:

A RESOLUTION IMPLEMENTING A REDUCTION IN FORCE, ABOLISHMENT OF POSITIONS, AND SUSPENSION OF EMPLOYMENT CONTRACTS FOR CERTAIN TEACHING POSITIONS

WHEREAS, the Board has authority to abolish certain positions and implement a reduction in force (“RIF”) for its teaching employees pursuant to Ohio Revised Code Section 3319.17 as well as Article VIII of the Collective Bargaining Agreement (“CBA”) between the Board and the Black River Teachers’ Association (the “Association”);

WHEREAS, the reason for the RIF is due to financial reasons;

WHEREAS, representatives of the Board and the Association met and discussed the potential RIF and the suspension of employment contracts;

WHEREAS, the Association and bargaining unit members potentially affected by the RIF have been notified accordingly;

WHEREAS, the identified bargaining unit members who are subject to the RIF were determined by procedures set forth in Article VIII of the CBA; and

WHEREAS, the Superintendent has recommended to the Board that it – consistent with the terms and conditions of the CBA and Ohio law – effectuate a RIF, including the abolishment of positions and suspension of employment contracts due to financial reasons for the following positions of the Black River Local School District (“District”): a Career Exploration teaching position; a Fourth Grade teaching position; a High School English teaching position; a Third Grade teaching position; a Preschool Intervention Specialist teaching position; an Eighth Grade Science teaching position.

NOW, THEREFORE, BE IT RESOLVED THAT:

Section 1. On the recommendation of the Superintendent, and because such action is in the best interests of the District, this Board hereby determines it is necessary due to financial reasons to implement a RIF and abolish the following positions: a Career Exploration teaching position; a Fourth Grade teaching position; a High School English teaching position; a Third Grade teaching position; a Preschool Intervention Specialist teaching position; an Eighth Grade Science teaching position.

Section 2. On the recommendation of the Superintendent, and due to financial reasons, the Board hereby implements a RIF and suspends the employment contracts of the following individuals holding the indicated abolished positions in their entirety:

Grace Brewer (Career Exploration)
Christine Brown (Fourth Grade Teacher, Black River Elementary School)
Allison Fisher (English Teacher, Black River High School)
Cassandra Grieve (Third Grade Teacher, Black River Elementary School)
Jillian Mlinarik (Preschool Intervention Specialist)
Jennifer O'Dell (Eighth Grade Science Teacher, Black River Middle School)

Section 3. The effective date of the abolishment of the aforementioned positions and the resulting RIF and suspension of employment contracts shall be June 30, 2024. The aforementioned teachers impacted by the RIF shall continue to receive pay and benefits in accordance with Article III, Section 3.032(b) of the CBA.

Section 4. The Superintendent and Treasurer or their designees are hereby authorized and directed to provide notice of this action to the appropriate Association official and to take any and all additional actions necessary to implement the abolishment of positions as well as the resulting RIF and suspension of contracts, including notifying the affected employees of this action.

Section 5. The Board hereby directs that any displacement/bumping and recall rights and obligations shall be governed by the CBA, Board policy, and/or applicable law.

Section 6. It is hereby found and determined that all formal actions of this Board concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Board and that all deliberations of this Board and any of its committees that resulted in such formal action were in meetings open to the public or in executive session as permitted by Ohio law.

Section 7. This Resolution shall take effect and be in force from and after the earliest period allowed by law.

Blake

Morlock

Powers-Neeld

Sexton

Stiver

8. Involuntary Transfer

Motion by _____, seconded by _____ that upon the recommendation of the Superintendent and the Treasurer, the Black River Board of Education deem it necessary to activate a Reduction In Force due to financial reasons.

Due to the effect of a Reduction in Force, the following employees are hereby Involuntarily Transferred to the following positions commencing with the 2024-2025 school year:

Elizabeth Bowens	Fourth Grade Teacher
Katie Kidd	Preschool Intervention Specialist
Courtney Klingshirn	Third Grade Teacher
Tammy Obarski	High School Math Teacher
Michael Valentine	High School English Teacher

Blake Morlock Powers-Neeld Sexton Stiver

9. Reduction In Force

Motion by _____, seconded by _____ that upon the recommendation of the Superintendent, the Board approve the following resolution:

RESOLUTION IMPLEMENTING A REDUCTION IN FORCE OF NON-TEACHING POSITIONS BY THE ABOLISHMENT OF POSITIONS AND THE SUSPENSION OF EMPLOYMENT CONTRACTS

WHEREAS, the Board has authority to abolish positions and implement a reduction in force (“RIF”) of non-teaching employees pursuant to Ohio Revised Code Sections 3319.17 and 3319.172, as well as Article VI of the collective bargaining agreement (“CBA”) entered between the Board and the Black River Support Staff Association, OEA/NEA (the “Association”).

WHEREAS, the reason for the RIF is due to financial reasons;

WHEREAS, representatives of the Board and the Association met and discussed the potential RIF and the suspension of employment contracts;

WHEREAS, the Association and bargaining unit members potentially affected by the RIF have been notified accordingly;

WHEREAS, the identified bargaining unit members who are subject to the RIF were determined by procedures set forth in Article VI of the CBA; and

WHEREAS, the Superintendent has recommended to the Board that it – consistent with the terms and conditions of the CBA and Ohio law – effectuate a RIF, including the abolishment of positions and suspension of employment contracts due to financial reasons for the following positions of the Black River Local School District (“District”): Four (4) Paraprofessional positions; a Custodian position; a Four and One Half (4.5) hour Food Service Assistant position; a Seven and One Half (7.5) hour Food Service Assistant position.

NOW, THEREFORE, BE IT RESOLVED by the Board that:

Section 1. On the recommendation of the Superintendent, and because such action is in the best interests of the District, this Board hereby determines it is necessary due to financial reasons to implement a RIF and abolish the following positions: Four (4) Paraprofessional positions; a Custodian position; a Four and One Half (4.5) hour Food Service Assistant position; a Seven and One Half (7.5) hour Food Service Assistant position.

Section 2. On the recommendation of the Superintendent, and due to financial reasons, the Board hereby implements a RIF and suspends the employment contracts of the following individuals holding the indicated abolished positions in their entirety:

Erica Benson (Paraprofessional)
Tiffany Coen (Paraprofessional)
Crystal Pamer (Paraprofessional)
Kelly Prim (Paraprofessional)
George Brown (Custodian)
Jillian Miller (4.5 Hour Food Service Assistant)
Lisa Wittmer (7.5 Hour Food Service Assistant)

Section 3. The effective date of the abolishment of the aforementioned positions and the resulting RIF and suspension of employment contracts shall be June 30, 2024.

Section 4. The Superintendent and Treasurer or their designees are hereby authorized and directed to provide notice of this action to the appropriate Association official and to take any and all additional actions necessary to implement the abolishment of positions as well as the resulting RIF and suspension of contracts, including notifying the affected employees of this action.

Section 5. The Board hereby directs that any displacement/bumping and recall rights and obligations shall be governed by the CBA, Board policy, and/or applicable law.

Section 6. It is hereby found and determined that all formal actions of this Board concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Board and that all deliberations of this Board and any of its committees that resulted in such formal action were in meetings open to the public or in executive session as permitted by Ohio law.

Section 7. This Resolution shall take effect and be in force from and after the earliest period allowed by law.

Blake Morlock Powers-Neeld Sexton Stiver

10. Involuntary Transfer-Administrative

Motion by _____, seconded by _____ that upon the recommendation of the Superintendent and Treasurer, the Black River Board of Education deems it necessary to activate a Reduction In Force due to financial reasons.

Due to the effect of a Reduction In Force, the following employees is hereby Involuntarily transferred to the following positions commencing with the 2024-2025 school year:

Cathy Aviles High School/Middle School Principal -
Step 17 - High School Principal Schedule
Amy Doty High School/Middle School Principal -
Step 12 - High School Principal Schedule

Blake Morlock Powers-Neeld Sexton Stiver

11. Voluntary Transfer

Motion by _____, seconded by _____ that upon the recommendation of the Superintendent, the Board approve the voluntary transfer of Julie Goble from 1st Grade to Elementary Art for the 2024-2025 school year.

Blake Morlock Powers-Neeld Sexton Stiver

12. Resignation

Motion by _____, seconded by _____ that upon the recommendation of the Superintendent, the Board accept the resignation of Lisa Bateson, High School Teacher, at the end of the 2023-2024 school year. Mrs. Bateson has served the district for 12 years.

Blake Morlock Powers-Neeld Sexton Stiver

13. Resignation

Motion by _____, seconded by _____ that upon the recommendation of the Superintendent, the Board accept the resignation of Patrick Brean, High School Intervention Specialist and High School Cross Country Coach, at the end of the 2023-2024 school year. Mr. Brean has served the district for 2 years.

Blake Morlock Powers-Neeld Sexton Stiver

14. Resignation

Motion by _____, seconded by _____ that upon the recommendation of the Superintendent, the Board accept the resignation of Hannah Schnaterbeck, Middle School Teacher, at the end of the 2023-2024 school year. Ms. Schnaterbeck has served the district for 2 years.

Blake Morlock Powers-Neeld Sexton Stiver

15. Resignation

Motion by _____, seconded by _____ that upon the recommendation of the Superintendent, the Board accept the resignation of Bridget Coyle, CDL Driver, at the end of the 2023-2024 school year. Mrs. Coyle has served the district for 14 years.

Blake Morlock Powers-Neeld Sexton Stiver

16. Payment In Lieu

Motion by _____, seconded by _____ that upon the recommendation of the Superintendent, the Board approve a payment in lieu of \$596.43 to Amanda Booth for 1 student that attends Ashland Christian Schools for the 2023-2024 school year.

Blake Morlock Powers-Neeld Sexton Stiver

17. Overnight Trip

Motion by _____, seconded by _____ that upon the recommendation of the Superintendent, the Board approve the Black River FFA’s trip to Ohio FFA Camp in Carrollton, OH, either June 3, 2024 through June 7, 2024 or July 8, 2024 through July 12, 2024. Trip is self-pay, costing approximately \$300.00 per student. (Transportation via school transportation).

Blake Morlock Powers-Neeld Sexton Stiver

18. Medical Dispersion

Motion by _____, seconded by _____ that upon the recommendation of the Superintendent, the Board approve the following staff members trained in medical dispersion for the 2023-2024 school year:

Lisa Bruno Jennifer Ferrell Georgina Geiser
Joanne Maslanka Jennifer Sheldon Amelia Perry

Blake Morlock Powers-Neeld Sexton Stiver

19. 2024-2025 Black River Athletic Handbook

Motion by _____, seconded by _____ that upon the recommendation of the Superintendent, the Board approve the 2024-2025 Black River Athletic Handbook.

Blake Morlock Powers-Neeld Sexton Stiver

20. 2024-2025 Black River Coaches Handbook

Motion by _____, seconded by _____ that upon the recommendation of the Superintendent, the Board approve the 2024-2025 Black River Coaches Handbook.

Blake Morlock Powers-Neeld Sexton Stiver

21. Service Contract

Motion by _____, seconded by _____ that upon the recommendation of the Superintendent, the Board approve the service contract with Spectrum Growth for special education services for the 2024-2025 school year. Contract not to exceed \$53,550.00 per year.

Blake Morlock Powers-Neeld Sexton Stiver

22. Investigative Agreement

Motion by _____, seconded by _____ that upon the recommendation of the Superintendent, the Board approve a motion to authorize the appointment of a third-party investigator to carry out investigations in regard to Board Policy JFCF-R and authorize the Superintendent and/or Treasurer to take action to contract with a third-party investigator to carry out the investigations for the 2023-2024 and 2024-2025 school years.

Blake Morlock Powers-Neeld Sexton Stiver

23. Contract with Works International

Motion by _____, seconded by _____ that upon the recommendation of the Superintendent, the board approve the (three-year contract) with Works International, Inc. dba Public School works, not to exceed an annual cost of \$5,521.00

Blake Morlock Powers-Neeld Sexton Stiver

J. Board Motions (4/5 vote)

K. Addendum Items

L. Executive Session

Motion by _____, seconded by _____ to enter into Executive Session at _____ p.m. for the purpose of one or more of the following under Ohio Revised Code 121.22G

___ Section 1: To consider the appointment, employment, dismissal, discipline, promotion, demotion or compensation of a public employee or official, or the investigation of charges or complaints against a public employee, official, licensee, or regulated individual.

___ Section 2: To consider the purchase of property for public purposes or for the sale of property at competitive bidding.

___ Section 3: Conferences with an attorney.

___ Section 4: Preparing for, conducting, or reviewing negotiations or bargaining session with public employees.

___ Section 5: Matters required to be kept confidential by federal law or rules or state statutes.

___ Section 6: Specialized details of security arrangements.

Blake Morlock Powers-Neeld Sexton Stiver

Executive Session ended at _____ p.m.

M. Closing Items

- 1. Item(s) for consideration for next meeting
- 2. Next Meeting Date: Regular Meeting: Thursday, June 20, 2024 - 6PM BRHS Commons
- 3. Adjournment

Motion by _____, seconded by _____ that the Board adjourn at _____ p.m.

Blake Morlock Powers-Neeld Sexton Stiver