

LITTLE MIAMI LOCAL SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING  
JULY 22, 2008  
6:58 P.M.

The Little Miami Board of Education of the Little Miami Local School District, Warren County, Ohio met in regular session on July 22, 2008 at 6:58 p.m. at the Little Miami High School Media Center, 3001 U.S. 22 & 3, Morrow, Ohio.

Call to Order and Roll Call

Mrs. Hamburg called the meeting to order at 6:58 p.m.

ROLL CALL:

Mrs. Grice	Present
Mr. Cremeans	Present
Mr. Stern	Present
Mrs. Dunbar	Present
Mrs. Hamburg	Present

Adopt the Agenda

Mr. Cremeans moved and Mrs. Grice seconded a motion to adopt the agenda.

ROLL CALL VOTE:

Mrs. Grice	Yes
Mr. Cremeans	Yes
Mr. Stern	Yes
Mrs. Dunbar	Yes
Mrs. Hamburg	Yes

MOTION CARRIED.

Reading of Minutes

Mrs. Dunbar moved and Mr. Cremeans seconded a motion to approve the minutes of the June 17, 2008 regular session and the July 1, 2008 special session.

ROLL CALL VOTE:

Mr. Cremeans	Yes
Mr. Stern	Yes
Mrs. Dunbar	Yes
Mrs. Hamburg	Yes
Mrs. Grice	Yes

MOTION CARRIED.

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Communications and/or Visitors to the Board

Mr. Justin Koenes updated the Board on the construction projects.

Resolution 08-83 Financial Reports

Mr. Cremeans moved and Mrs. Dunbar seconded a motion to approve the financial reports for June 2008.

ROLL CALL VOTE:

Mr. Stern	Yes
Mrs. Dunbar	Yes
Mrs. Hamburg	Yes
Mrs. Grice	Yes
Mr. Cremeans	Yes

MOTION CARRIED.

Resolution 08-84 Exempted Employee Salary Placements

Mrs. Grice moved and Mr. Cremeans seconded a motion to adopt the following exempted employee salary placement:

Employee	Schedule	Step
Bahr, Karen	Payroll Manager	9
Harper, Debbie	Assistant to Treasurer	10
Shank, Dawn	Treasurer Staff	9
Short, Laura	Administrative Associate	6
Payne, Helen	Executive Office Associate	10
Schuster, Rick	Computer Specialist	3
Caudill, Wes	Network Manager	2
Bullock, Kathy	Transportation Supervisor	10
Freson, Pam	Assistant Transportation Supervisor	9
Gilbert, Ron	Maintenance Supervisor	9
Ganim, Susan	EMIS Data Manager	10
Journey, Nancy	Administrative Associate	1
Knodel, Lisa	Community Relations Coordinator	4
Cole, Michele	Technology Coordinator	8
Bauman, Joan	Food Service Director	5
Oeder, Kelly	Administrative Associate	1
Bailey, Brian	Junior High Principal-Masters + 20	3
Blanton, Rob	Athletic Director-Masters + 20	9
Coates, Pam	Elementary Principal-Masters + 20	5
Collier, Laura	Director of Special Education-Masters	2
Contner, Debbi	Elementary Principal-Masters +20	3
Gates, Allison	High School Assistant Principal-Masters	2
Pritchard, Pam	Director of Instructional Technology-Masters +20	6
Reagan, Bob	Elementary Principal-Masters +20	8
Spieser, John	High School Principal-Masters +20	6
Turner, Tom	Junior High School Assistant Principal-Masters	4

ROLL CALL VOTE:

Mrs. Dunbar	Yes
Mrs. Hamburg	Yes
Mrs. Grice	Yes
Mr. Cremeans	Yes
Mr. Stern	Yes

MOTION CARRIED.

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Resolution 08-85 Aramark Uniform Services Contract

Mr. Cremeans moved and Mr. Stern seconded a motion to approve the contract with Aramark Uniform Services of a per unit charge for a period of 24 months for custodial supplies.

ROLL CALL VOTE:

Mrs. Hamburg	Yes
Mrs. Grice	Yes
Mr. Cremeans	Yes
Mr. Stern	Yes
Mrs. Dunbar	Yes

MOTION CARRIED.

Resolution 08-86 Crossing Guard Contract

Mrs. Dunbar moved and Mrs. Hamburg seconded a motion to table the crossing guard contract for Morrow Elementary for the 2008-2009 school year.

ROLL CALL VOTE:

Mrs. Grice	Yes
Mr. Cremeans	Yes
Mr. Stern	Yes
Mrs. Dunbar	Yes
Mrs. Hamburg	Yes

MOTION CARRIED.

Resolution 08-87 Talking Tots, LLC Contract

Mrs. Dunbar moved and Mr. Cremeans seconded a motion to approve the contract with Talking Tots, LLC at a cost of \$65 per hour for the 2008-2009 school year for speech and language services.

ROLL CALL VOTE:

Mr. Cremeans	Yes
Mr. Stern	Yes
Mrs. Dunbar	Yes
Mrs. Hamburg	Yes
Mrs. Grice	Yes

MOTION CARRIED.

Resolution 08-88 Xavier University Contract

Mrs. Grice moved and Mrs. Dunbar seconded a motion to approve the contract with Xavier University for rental of their facility for 2009 graduation at a cost of \$8,314.

ROLL CALL VOTE:

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Mr. Stern	Yes
Mrs. Dunbar	Yes
Mrs. Hamburg	Yes
Mrs. Grice	Yes
Mr. Cremeans	Yes

MOTION CARRIED.

Resolution 08-89 Warren County Educational Service Center Contract

Mr. Cremeans moved and Mrs. Hamburg seconded a motion to approve the contract with the Warren County Educational Service Center for educational services for the 2008 fiscal year in the amount of \$662,545.74 and for the 2009 fiscal year in the amount of \$664,541.42.

ROLL CALL VOTE:

Mrs. Dunbar	Yes
Mrs. Hamburg	Yes
Mrs. Grice	Abstain
Mr. Cremeans	Yes
Mr. Stern	Yes

MOTION CARRIED.

Resolution 08-90 Contract with NFL Properties, LLC

Mrs. Grice moved and Mr. Stern seconded a motion to approve the contract with NFL Properties, LLC in reference to the use of the Panther trademark:

NFL Properties LLC (“NFLP”) is the exclusive representative of the National Football League (“NFL”) and its thirty-two Member Clubs, including Panthers Football LLC (the “Carolina Panthers Club”), for the licensing and protection of their names, logos, symbols, and other identifying marks.

The Carolina Panthers Club has developed strong trademark rights in its PANTHERS and CAROLINA PANTHERS marks. The extensive use and promotion of goods and services offered by the Carolina Panthers Club in conjunction with these marks has made these marks famous and has engendered immense goodwill and strength.

It has come to our attention that Little Miami Local School District (by assignment from Little Miami Athletic Booster Club) (“LMLSD”), has filed an intent-to-use application (Serial No. 77/028,402) seeking to register the mark LITTLE MIAMI PANTHERS in the United States Patent and Trademark Office in International Class 25 for “Coats; Gloves; Hats; Scarves; Shorts; Sweat pants; Sweat shirts; T-shirts; Vests.” We are concerned that the similarities between the Carolina Panthers Club’s famous PANTHERS and CAROLINA PANTHERS marks and LMLSD’s LITTLE MIAMI PANTHERS mark may cause the public to mistakenly believe that LMLSD’s services are authorized or sponsored by, or are somehow affiliated with the Carolina Panthers Club.

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As we discussed, NFLP, has filed a request for an Extension of our Time to Oppose application Serial No. 77/028,402. We would like to resolve this matter in a mutually agreeable manner.

As such, NFLP will consent to LMLSD's use an registration of the LITTLE MIAMI PANTHERS mark for the goods covered by application Serial No. 77/028,402 and in the form covered by that application provided that LMLSD agrees that:

- 1) LMLSD will not use or employ, in any manner or form, on any product or in any promotions and/or advertisements or on any Internet web site, any designations and/or indicia, including, but not limited to LITTLE MIAMI PANTHERS, which, separately or in combination, create a commercial impression of sponsorship, affiliation, endorsement, association, licensing, approval or other connection to the NFL, the Carolina Panthers Club, and/or the other Member Clubs of the NFL, including without limitation: (a) use of the name, likenesses, or other identification of any past, present, or future NFL football player; (b) use of any identification of the Carolina Panthers Club, such as "Carolina," "Charlotte," or any of the Carolina Panthers Club logos; (c) promotions of any products or services in connection with the sport of professional American football or use of any of LMLSD's marks in connection with the sport of professional American football; (d) promotion of any products or services at any venue where the sport of professional American football is played or use of any LMLSD's marks at any venue where the sport of professional American football is played; (e) use of any professional American football indicia on any products or in connection with any services; (f) manufacturing, promotion, advertising, marketing, or sale of any products or services that are specifically targeted toward the sport of professional American football or to professional players of the sport of American football;
- 2) LMLSD will not use its LITTLE MIAMI PANTHERS mark in the colors blue or silver, or in any combination of any of these colors, including the color combinations of blue and silver, blue and black, silver and black, or blue, silver, and black;
- 3) LMLSD will cooperate in the Carolina Panthers Club's efforts to obtain registrations for its PANTHERS and CAROLINA PANTERS marks and variations thereof, including without limitation, the execution of consent agreements;
- 4) LMLSD will not object to, oppose, or challenge the Carolina Panthers Club's use, application to register, or registration of its PANTHERS and CAROLINA PANTHERS marks and variations thereof and will take no actions adverse to the Carolina Panthers Club's efforts to obtain registrations of its PANTHERS or CAROLINA PANTHERS marks and variations thereof, including without limitation, the commencement of an opposition proceeding; and

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- 5) LMLSD will always use its LITTLE MIAMI PANTHERS mark in the manner such that the words “Little Miami” or “Ohio” are prominently used in connection with the word “Panthers.”

If LMLSD agrees to the terms set forth in this letter, please ask a representative of LMLSD to sign and date the enclosed extra copy of this letter and return it to me at the address on the letterhead to acknowledge its agreement to these terms. I look forward to discussing this matter with you and to hopefully reaching an amicable resolution to this matter.

ROLL CALL VOTE:

Mrs. Hamburg	Yes
Mrs. Grice	Yes
Mr. Cremeans	Yes
Mr. Stern	Yes
Mrs. Dunbar	Yes

MOTION CARRIED.

Resolution 08-91 Recognizing the Superintendent for Generous Donation to the Little Miami School Foundation

Mr. Cremeans moved and Mrs. Dunbar seconded a motion to adopt the following resolution:

**WHEREAS**, the Little Miami School Foundation is a non-profit corporation that exists to promote and encourage education in the Little Miami Local School District; and

**WHEREAS**, the Superintendent of the Board of Education of the Little Miami Local School District (the “Board”) has informed the Board that he has voluntarily elected to donate 1% of his salary, via payroll deduction, to the Little Miami School Foundation.

**NOW, THEREFORE, BE IT RESOLVED**, by the Little Miami Local School District Board of Education, that:

SECTION I

The Board does now hereby recognize the generous donation of the Superintendent to the Little Miami School Foundation.

SECTION II

The Board does now hereby authorize the Treasurer, pursuant to R.C. 9.80, et seq., to make a payroll deduction of 1% from the Superintendent’s regular paychecks effective August 1, 2008 and until the Superintendent informs the Treasurer to no longer do so.

SECTION III

The Board of Education hereby finds and determines that all formal actions relative to the adoption of this Resolution were taken in an open meeting of this Board of Education; and that all deliberations of this Board of Education and its committees, if any, which resulted in formal action, were taken in meetings open to the public, in full compliance with applicable legal requirements, including Section 121.22 of the Ohio Revised Code.

ROLL CALL VOTE:

Mrs. Grice	Yes
Mr. Cremeans	Yes
Mr. Stern	Yes
Mrs. Dunbar	Yes
Mrs. Hamburg	Yes

MOTION CARRIED.

Resolution 08-92 Increase of School Fees

Mrs. Hamburg moved and Mrs. Grice seconded a motion to increase the following school fees for the 2008-2009 school year:

Kindergarten	increase from \$25 to \$27
Elementary (1 <sup>st</sup> -4 <sup>th</sup> )	increase from \$45 to \$47
Intermediate (5 <sup>th</sup> -6 <sup>th</sup> )	increase from \$35 to \$37

ROLL CALL VOTE:

Mr. Cremeans	Yes
Mr. Stern	Yes
Mrs. Dunbar	Yes
Mrs. Hamburg	Yes
Mrs. Grice	Yes

MOTION CARRIED.

Resolution 08-93 Personnel

Mrs. Grice moved and Mr. Cremeans seconded a motion to approve the following personnel issues as submitted for the 2008-2009 school year. Employment is contingent upon the school system receiving the results of the mandated criminal records background check as required by O.R.C. 3319.311 which indicates that no conviction or pleas of guilty were entered into by any persons being employed:

Supplemental Contracts—Resignations

Kevin Albertson - Boys Freshman Football Coach

Supplemental Contracts—Employment

All available supplemental contract positions have been offered and advertised and that no qualified licensed individual has accepted the position or that a person holding a license is not qualified to serve in the designated position and the position may be offered to a non-licensed person.

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Shelly Philbin – employ as 7<sup>th</sup> grade girls “A” Volleyball Coach  
Don Muchmore – 1/3 site manager  
Gary Wirsch – 1/3 site manager  
Mark Short – 1/3 site manager  
Mike Shafer – 2/3 weight lifting fitness trainer  
Mark Hiegl – 1/3 weight lifting fitness trainer  
Vicky Short – Varsity Cheerleading Coach—football  
Vicky Short – Varsity Cheerleading Coach—basketball  
Jeanette Perry - Junior Varsity Cheerleading Coach  
Denise Kemp – ½ freshman cheerleading coach  
Tara Perry – ½ freshman cheerleading coach  
Rick Lovins – Boys/Girls Varsity Cross Country Coach  
Stephanie Woodruff – Boys/Girls Assistant Varsity Cross Country Coach  
Mike Shafer – Varsity Football Coach  
Randy Gray – Assistant Varsity Football Coach  
Dan Koterba – Assistant Varsity Football Coach  
Mike Craig – Assistant Varsity Football Coach  
Robbie Begley – Assistant Varsity Football Coach  
Rob Taylor – Assistant Varsity Football Coach  
Scott Jordan – Assistant Varsity Football Coach  
Sean Derrig – Freshman Head Football Coach  
Chris Temar – Assistant Freshman Football Coach  
Randy Callahan – Boys Varsity Golf Coach  
Carl Goodrich – Boys Junior Varsity Golf Coach  
Rod Dillon – Girls Varsity Golf Coach  
Rick Lake – Girls Junior Varsity Golf Coach  
Marty Skidmore – Boys Varsity Soccer Coach  
Chris Thomsen – Boys Assistant Varsity Soccer Coach  
Colin Brueggeman – Boys Junior Varsity Soccer Coach  
Bruce Mills – Girls Varsity Soccer Coach  
Paulo Barreto – Girls Assistant Varsity Soccer Coach  
Azuka Okafor – Girls Junior Varsity Soccer Coach  
Stephanie Grieshop – Girl’s Freshman Soccer Coach  
Lorie Boulton – Girls Varsity Tennis Coach  
Malinda Carter – Girls Junior Varsity “A” Tennis Coach  
Stephanie Jauch – ½ Girls Junior Varsity “B” Tennis Coach  
Karin VonHolle – ½ Girls Junior Varsity “B” Tennis Coach  
Mason Boulton – Girls Varsity Volleyball Coach  
Stephanie Pennix – Girls Junior Varsity Volleyball Coach  
Melissa Wood – Girls Freshman Volleyball Coach  
Mark Hiegl – Boys Varsity Basketball Coach  
Mike Martin - Boys Assistant Varsity Basketball Coach  
Mike Craig – Boys Junior Varsity Basketball Coach  
Jennifer Taylor-Stueve – Boys/Girls Varsity Swimming Coach  
Tim Martin – Boys Varsity Wrestling Coach  
Jim Florio – Boys Assistant Varsity Wrestling Coach  
Jim Williams – Boys Junior Varsity Wrestling Coach

**Volunteers**

Greg Williamson – Boys Soccer Coach  
Bradley Bailey – Maineville Elementary

**ROLL CALL VOTE:**

Mr. Stern	Yes
Mrs. Dunbar	Yes
Mrs. Hamburg	Yes
Mrs. Grice	Yes
Mr. Cremeans	Yes

**MOTION CARRIED.**



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Resolution 08-94 Job Description

Mr. Cremeans moved and Mrs. Hamburg seconded a motion to adopt the Athletic Caretaker/Grounds/Facilities/Maintenance job description:

**ATHLETIC CARETAKER/GROUNDS/FACILITIES/MAINTENANCE  
Job Description**

Reports to: Director of Administrative Services  
Athletic Director

Position Status: Full Time/Flexible Schedule According to Event Needs

FLSA Status: Non-exempt

Evaluation: Performance of this job assignment will be evaluated annually in accordance with provisions of the Board's policy.

Qualifications:

- Must be proficient in painting, carpentry, plumbing, minor electrical work, power hand tool use, minor mechanical repairs, preventive maintenance, lawn and shrub care, housekeeping, athletic field maintenance, athletic field repair, athletic field markings, athletic game and practice set-up.
- Must be able to operate (use) and maintain job related vehicles, equipment and tools.
- Must be physically able for manual labor including lifting heavy objects and climbing tall ladders or work from lifts.
- Must be a conscientious and independent worker and be able to adapt to a flexible schedule.
- Be able to read and write, be of good moral character and demonstrate honesty in all situations.
- Must be organized and keep required records.
- Possess good people skills and ability to communicate.
- Have ability to assume responsibility and make decisions.

General Description:

- Will be responsible for the care and upkeep of all outdoor athletic facilities at the High School and Junior High School complex and the main gymnasium complex at the High School. Must consult with the Athletic Director on a daily basis. Additional maintenance and custodial duties may be assigned at other locations as needed.

Examples of Essential Functions:

- Set-up for events, care and upkeep of main gym complex including chairs, scoreboards, p.a. system, bleachers, restrooms, locker rooms, showers, offices, etc.
- Keep the grounds/gyms/premises neat and clean.

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- Adjust the work schedule in the winter to work the inside scheduled contest as the custodian on duty.
- Adjust the work schedule in the fall to help with the custodial clean-up duties.
- Grounds maintenance of all athletic fields (seeding, fertilizing, mowing, aerating, weed control, watering, grading, top dressing, etc.)
- Obtain and keep current license/certification for application of chemicals/fertilizers etc.
- Prepare (including final mowing, lining etc.) athletic fields (i.e. football, baseball, soccer, tennis practice etc.) for practice and play according to schedules.
- Care and upkeep of all district properties located on or near fields (visitors restrooms, bleachers, stands, seating, track, dugouts, press boxes, storage buildings, etc.)
- Care and maintenance of equipment and tools.
- Demonstrate regular and predictable attendance.
- Display a positive attitude and enthusiasm in the position to help foster good public relations.

Other Duties and Responsibilities:

- Care and upkeep of all athletic buildings and grounds as assigned.
- Work flexible hours and days as assigned, and as weather dictates (mow when it is dry, athletic field care, clean-up, security, as practice and games are scheduled or as assigned etc.)
- This is a floater type position. Must be willing to adjust the eight hour workday to meet the needs of the athletic seasons.
- Conduct periodic inspection of assigned facilities for safety and preventive maintenance.
- Maintain an inventory and control of stock for custodial and maintenance supplies.
- Serve as a role model in how to conduct themselves as citizens and as responsible intelligent human beings.
- Help instill the belief in and practice of ethical principles and democratic values.
- Conduct other duties related to grounds/floor maintenance as assigned by the superintendent, director of support services or the principals.

Knowledge, Skills and Abilities:

- Must be proficient in painting, carpentry, plumbing, minor electrical work, power and hand tool use, minor mechanical repairs, preventive maintenance, minor roof repairs, lawn and shrub care, athletic field care markings and housekeeping. Must be able to safely operate (use) and maintain vehicles, equipment and tools. Must be adept at small engine repair. Must be a conscientious and independent worker able to adapt to a flexible schedule.

Equipment Operated:

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- Maintenance vehicles, power and hand tools, tractors, fork lifts, floor care equipment, ladders and lifts, HVAC cleaning and maintenance tools, operate the computer athletic field watering system and lining equipment, scoreboard and public address system, and other equipment assigned or necessary to performing the assigned work.

Additional Working Conditions:

- Occasional exposure to blood, bodily fluids and tissue.
- Occasional operation of a truck or vehicle under inclement weather conditions.
- Occasional interaction among unruly children.
- Occasional extreme working conditions caused by extreme weather conditions.

ROLL CALL VOTE:

Mrs. Dunbar	Yes
Mrs. Hamburg	Yes
Mrs. Grice	Yes
Mr. Cremeans	Yes
Mr. Stern	Yes

MOTION CARRIED.

Executive Session

Mrs. Grice moved and Mr. Stern seconded a motion to enter executive session for the purpose of discussing employment of public employees.

ROLL CALL VOTE:

Mrs. Hamburg	Yes
Mrs. Grice	Yes
Mr. Cremeans	Yes
Mr. Stern	Yes
Mrs. Dunbar	Yes

MOTION CARRIED.

The Board entered executive session at 8:03 p.m.

Return to Regular Session

Mrs. Grice moved and Mr. Stern seconded a motion to return to regular session.

ROLL CALL VOTE:

Mrs. Grice	Yes
Mr. Cremeans	Yes
Mr. Stern	Yes
Mrs. Dunbar	Yes

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Mrs. Hamburg Yes

MOTION CARRIED.

The Board returned to regular session at 8:45 p.m.

Resolution 08-95 Amend Crossing Guard Contract

Mr. Stern moved and Mr. Cremeans seconded a motion to amend the contract for the crossing guard at Morrow Elementary. Bonnie Campbell will be the crossing guard for the 2008-2009 school year and will be paid \$81.08 per day for 178 days.

ROLL CALL VOTE:

Mr. Cremeans	Yes
Mr. Stern	Yes
Mrs. Dunbar	Yes
Mrs. Hamburg	Yes
Mrs. Grice	Yes

MOTION CARRIED.

Adjournment

Mrs. Grice moved and Mr. Cremeans seconded a motion to adjourn the meeting.

ROLL CALL VOTE:

Mr. Stern	Yes
Mrs. Dunbar	Yes
Mrs. Hamburg	Yes
Mrs. Grice	Yes
Mr. Cremeans	Yes

MOTION CARRIED.

The meeting ended at 8:47 p.m.

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Mary Beth Hamburg, President

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Shaun Bevan, Treasurer