

LITTLE MIAMI LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING
Oct. 18, 2016
7:00 P.M.

The Board of Education of the Little Miami Local School District, Warren County, Ohio met in regular session on Oct. 18, 2016 at 7 p.m. at Little Miami High School, 3001 East US 22 & 3, Morrow, OH, 45152.

Call to Order and Roll Call

Mr. Haas called the meeting to order at 7:04 p.m.

ROLL CALL:

Mrs. Grice	Present
Mr. Cremeans	Present
Mr. Niemesh	Present
Mrs. Journeyay	Present
Mr. Haas	Present

Others in attendance were: Greg Power, Terry Gonda, Pam Coates, Regina Morgan, Marla Timmerman, Gene Blake, Stephen Collins, Melinda Briggs, Cathy Trevathan, John Bailey, Ryan Cherry, Tracey Williams, Dan Distel, Travis Showers, Lisa Smith, Jamie Miles, Cory Taylor, Maryann Duffy, Teresa Reynolds, Erin Losey, Wayne Lyke, Susan Ganim, Troy Glover, Christie Boron, Rusty Holman, Cindy Marshall, Jon and Joey Hansted, Mark Sousa and other community members.

Adopt the Agenda

Mr. Cremeans made a motion to adopt the agenda and addendum. Mrs. Journeyay seconded the motion.

ROLL CALL:

Mrs. Journeyay	Yes
Mr. Cremeans	Yes
Mr. Niemesh	Yes
Mr. Haas	Yes
Mrs. Grice	Yes

MOTION CARRIED

Reading of Minutes

Mrs. Journeyay made a motion to approve the minutes from the Sept. 20, 2016 regular meeting. Mr. Niemesh seconded the motion.

ROLL CALL VOTE:

Mr. Cremeans	Yes
Mr. Niemesh	Yes
Mr. Haas	Yes
Mrs. Grice	Yes
Mrs. Journeyay	Yes

MOTION CARRIED

Communications and/or Visitors to the Board

LM Food Service Director Rachel Tilford made a presentation on the district's new Styrogenie, a thermal densification machine that allows the district to recycle its foam cafeteria trays. Along with Tilford were the students who first proposed the Styrogenie as part of their FIRST Lego League project.

Warren County Career Center Maggie Hess made a presentation about the career center and all it offers to students and to the community. The Board then recognized Hess, who is retiring, for all of her hard work on behalf of the students of the county. Hess thanked the board for its help and cooperation.

Jon Hansted and Mark Sousa of the Business Advisory Council then addressed the Board. They presented information about the district's finances and requested that the Board consider limiting expenditure growth to no more than 3 or 4 percent. Mr. Power said that a preliminary look at such a model would indicate that the district would have difficulty staying within that number with its current growth in enrollment. Board members asked Mr. Power and Mr. Gonda to take a look at the numbers.

Troy Glover and Christie Boron of Emersion Design/Fanning Howey then addressed the Board. They share information about the upcoming public meetings regarding the district's master planning process, including the Oct. 20 meeting regarding Morrow Elementary.

Gene Blake then gave an update on transportation. He said that at this point, two-thirds of the district's buses have more than 150,000 miles on them. He said his department is challenged with deciding at what point it makes sense to stop putting money into repairs on buses that are past their useful life.

Financial Reports

Mrs. Grice made a motion to approve the financial reports for September 2016. Mrs. Journeay seconded the motion. No questions or comments.

ROLL CALL VOTE:

Mr. Niemesh	Yes
Mr. Haas	Yes
Mrs. Grice	Yes
Mrs. Journeay	Yes
Mr. Cremeans	Yes

MOTION CARRIED

Contracts

Mr. Cremeans made a motion to approve the following contracts. Mrs. Grice seconded.

COMPANY	AMOUNT	PERIOD	TYPE	PURPOSE
Countryside YMCA	Varies	Nov. 4, 2016- Feb. 16, 2017	Rental	Pool rental for swim team

ROLL CALL VOTE:

Mr. Haas	Yes
Mrs. Grice	Yes
Mrs. Journeay	Yes
Mr. Cremeans	Yes
Mr. Niemesh	Yes

MOTION CARRIED

Five-Year Forecast

Mrs. Grice made a motion to approve the five-year forecast as presented by Mr. Gonda. Mr. Cremeans seconded.

ASSUMPTIONS

The attached General Fund forecast is based upon years of historical data and a list of assumptions for revenues and expenditures for the five-year period July 1, 2016 through June 30, 2021. This forecast is adopted with the knowledge that it is a work-in progress and with the understanding that it has been adjusted for all relevant factors that the Board is aware of as of 10/17/16. The following revenue and expenditure assumptions are critical to the reader's understanding and use of this five-year forecast.

A series of assumptions were developed in order to arrive at the individual income and expense amounts presented. **These assumptions are based upon information known at the time the projections were developed and will lose some of their validity as we project further into the future.** Extra caution is urged when analyzing the out years of these fiscal projections. Because we are attempting to look four years into the future, several significant assumptions were made that have a significant impact on the bottom line. For example, we assumed a 0% base salary raise for all staff for years 2018 through 2021 in the forecast. There were also revenue assumptions made regarding state funding. Little Miami received approximately 28% of its total revenues from the state's basic aid formula in FY2016 and are projecting approximately 29% for FY2017.

The state biennial budget (HB64) was adopted for the period July 1, 2015 and will carry through June 30, 2017 (FY'16 and FY'17). For detailed information on HB64 please visit the Ohio Legislative Service Commission at <http://www.lsc.ohio.gov/budget/mainbudget.htm> State funding will be discussed in more detail below.

In addition, assumptions are made with regard to changes in assessed property value (both real and personal tangible). The assumptions made with regard to state funding and property values significantly affect this forecast, and are made based on information known to the best of the district's knowledge as of 10/17/16.

As we look into the future and try to successfully manage the district's budget, we try to do so while knowing that some items in a school district's budget are controllable, while others are not. For example:

Non-Controllable Budget Variables:

- Inflation
- Student Enrollment
- Judicial Actions
- Legislative Actions
- Other (Natural Disaster, etc.)

Controllable Budget Variables:

- Staffing Levels (Some Legislative Restrictions)
- Salaries (Some Legislative Restrictions)
- Program Offerings (Some Legislative Restrictions)
- Transportation Services (Some Legislative Restrictions)
- Discretionary Spending (Approximately 5% of Budget)

REVENUE ASSUMPTIONS:

REAL ESTATE VALUE ASSUMPTIONS:

Property values are established each year by the County Auditor based on new construction and property value reappraisals or updates. Due to the Triennial Update/Reappraisal, property values are reappraised every 6 years, with a valuation update being performed in the third year between each reappraisal. The triennial update was performed this past year 2015. The Little Miami Local School District encompasses parts of two counties; Warren and Clermont, with the lion share of value coming from Warren County. Of the total property valuation of the district, Warren County property values account for approximately 99%.

The property valuation for the district is \$848 million for calendar year 2016. 94% of that coming from residential/agricultural property value, and the remaining 6% coming from commercial/industrial property.

Here are the historical changes in property values due to reappraisals and updates:

- 2003 Update – 13.70% increase
- 2006 Reappraisal – 21.16% increase
- 2009 Update – 8.37% decrease
- 2012 Reappraisal – 4.05% decrease
- 2015 Update – 13% increase

It appears that the economy has stabilized and actually increased as it relates to current real estate valuations. In addition, new construction is anticipated to add only approximately 1% per year into the future. These expected valuation changes have been factored into the projection for district property values and the related property tax revenues and thus is expected to remain consistent with slight increases.

For Public Utility Personal Property Tax, due to the way the tax is calculated with the district's millage it is being presented separate from the General Property Tax (Real Estate) category.

For tax year 2015 (collection year 2016), Little Miami Local SD has full voted operating revenue millage of 44.44 mills (includes the November 2015 emergency levy passage renewal and 1.6 inside mills) on residential/agricultural and commercial/industrial property. However, due to the rollback effects of H.B. 920, the district is collecting property taxes for operating revenue at an effective rate of 34.61 mills.

INCOME OR EARNINGS TAX:

Little Miami Local School District does not collect any income or earnings taxes.

STATE REVENUE ESTIMATES:

State Foundation Revenue:

On June 30, 2015 Ohio Governor John Kasich signed H.B. 64 which is the budget for the 2016-2017 biennium and provides the funding formula to Ohio schools.

Under the formula (using existing framework enacted under HB59) , the State Department of Education will compute and pay to each school district education aid based on the per pupil funding which is calculated to be \$5,900 in Fiscal Year 2016 and \$6,000 in Fiscal Year 2017) multiplied by each school district's "state share index" which uses a Valuation Index (three year average of adjusted property valuation per pupil), Income Index (median income of that school district) and a Wealth Index (comparison of income index to valuation index) to calculate the percentage of the per-pupil amount that is to be paid by the State and the amount assumed to be contributed by the school district through local sources. Additional funds are provided for students with exceptional needs, including those with special

needs and the disabled, and limited English proficiency, and for economically disadvantaged and gifted students. Funding is also provided based on the number of K-3 students at each school district to be used to help school districts comply with Ohio's 3rd grade reading guarantee.

For more detailed information on HB64 and the budget please visit the Ohio Department of Education website at <http://education.ohio.gov/Topics/Finance-and-Funding/Finance-Related-Data/Budgetary-Information/FY16-FY17-Budget-Information>

Up until the 2009-2010 school year, the district's Student Enrollment had been growing at a varied rate between 4.68% and 8.42% per year over the previous 6 years. With the loss of services and a couple neighboring districts moving to Open Enrollment, the district's enrollment growth slowed to 10 new students for FY'10. For FY'11 and FY'12, enrollment decreased by 250 and 279 kids respectively as of October count week. FY'13 the district's enrollment was 3,976 which is an increase of 153 students over the prior year. FY'14 the district's enrollment was 4,137 which was an increase of 161 students over the prior year. FY'15 there were 4,309 students which was an increase of 172 students over the prior year. This trend of an increased enrollment has continued into FY'16 as the student enrollment ended at 4,498 students. With the beginning of FY'17 the district is at an all-time high with an enrollment of 4,620. An increase of 122 students over the prior year. The district is then projecting continued growth per year in enrollment for future years beyond FY'17 due to residential developments which have begun construction.

Under the current budget bill HB64 the district is on the "formula" for FY'17 for state funding. As enrollment continues to increase or decrease the district will receive funding based on the calculated amount with regards to ADM up to a set cap amount (which is 7.5% above the previous fiscal year for both FY'16 and FY'17). Starting in FY'18 through FY'21 the state funding received will be projected to remain flat at this point. This has been factored this way due to historical trends in state funding and a new biennium budget will be effect for that period.

Beginning in FY'13 the district received some additional unrestricted grants-in-aid revenue due to the new casinos in the state of Ohio. There are four operating casinos. Of the revenue collected by the State, 34% is distributed to school districts based upon student population. For FY'16 the district received their two payments in the total amount of approximately \$209K. Based upon that amount the district is projecting casino revenue to be approximately \$213K for FY'17 and thereafter.

Again, it is very important to note that the projections in this 5 year forecast are based on **estimates and assumptions** that are made to the best of the district's knowledge as of 10/17/16. It is impossible to predict with certainty what the district's financial picture will look like 3-5 years out.

All of these factors will influence Little Miami's State Foundation revenue in the future. The district's State Foundation formulas and information can be found on the ODE website.

RESTRICTED GRANTS IN AID:

The current main pieces that are in this category are the career technologies funds, catastrophic aid for special education students and Medicaid. Catastrophic aid is a supplemental payment to the district for special education students in certain categories that their educational and related expenses exceed established amounts. Medicaid is a supplemental payment for services provided to students who qualify for the program. FY'17 is expected to return to lower levels and FY'18 through FY'21 is projected to remain flat throughout the forecast.

PROPERTY TAX ALLOCATION:

This line represents funding that comes from the Ohio General Assembly. The General Assembly gives a credit to property taxpayers. They give 10% for owners, and an additional 2.5% for those who live in

their homes. Furthermore, they also give a credit to senior citizens up to a certain dollar threshold. The property owners receive the credit, and then the General Assembly pays that tax in their place and gives it to local schools. This bulk of line represents that payment from the General Assembly. The reimbursement for property tax exemptions and rollbacks includes the Homestead exemption and the 10% rollback and 2.5% rollback that local taxpayers receive as a “discount” on their property taxes that the state then picks up the tab and reimburses local school districts for this loss. This amount increased in FY’13 due to the emergency levy passage. For FY’17 the projected amount to be received is approximately \$3.9M. FY’18 through FY’21 the homestead and rollback amounts are projected to remain flat and run parallel with the property tax revenue.

The second part of this line item was the Tangible Personal Property tax loss reimbursements. HB153 phased out this tax more quickly for many districts. As such, the district has lost the entire amount of this reimbursement in FY’12 and does not expect these funds to be received in the future.

OTHER REVENUES:

The district anticipates multiple sources of other revenue in this forecast including interest, tuition, tax increment financing revenue, extracurricular fees and other receipts.

Investment earnings the district anticipates receiving are based upon the amount of cash the district has on hand over the next 5 years. Interest income will increase and decrease as the cash position of the General Fund fluctuates over the forecast period and as market interest rates change. Funds are invested in low-risk investments. Predominately, the district’s investments can consist of government agency bonds, commercial paper that receives the highest rating possible, and certificates of deposit and interest bearing sweep accounts. Security of the public funds collected by the district is the top priority of the treasurer’s office.

Tuition includes preschool, summer school, on-line courses and special education from the state foundation.

Open enrollment tuition revenue is expected to remain consistent throughout the forecast. For FY’17 the projected revenue is approximately \$155K.

The district received tax increment financing revenues from Hamilton Township and the City of Loveland. In fiscal year 2015 the district received \$221K from the City of Loveland and \$466K (FY’16) from Hamilton Township. During this past fiscal year the City of Loveland and Hamilton Township had dissolved their TIF plans. This revenue will be received as general property tax going forward in the forecast.

Pay to participate fees (extracurricular fees) were reduced for the first time in FY’13 and then again for FY’16 school year for both the high school and junior high. This has resulted in a direct decrease in revenue, however, it has been offset by additional students participating in extra-curricular activities. The district projects this revenue to remain the same through the forecast and will be evaluated each year.

EXPENDITURE ASSUMPTIONS

WAGES:

The district employs 3 groups of employees; certified, classified, and exempted employees. The certified staff is represented by LMTA, the classified staff is represented by OASPE Local 516, and the exempted staff do not work with a labor union.

The labor employment contracts for both the classified staff (OAPSE) and certified staff (LMTA) have recently been negotiated and are effective from July 1, 2014 through June 30, 2017.

Annual base salary increases for FY'15 through FY'17 is 2% for certified and exempted staff. Annual base salary increases for classified staff is 2% for FY'15 and FY'16 and 1.75% for FY'17. Commitments for FY'18 and beyond will be negotiated between the Board and labor unions. A 0% base salary increase is assumed for FY'18 through FY'21 for LMTA, OAPSE, and Exempted staff.

In addition to base salary increases, the district also pays step increases. For FY'17 – FY'21 a step increase has also been factored into the forecast which have been calculated at approximately 2.43%.

As noted above, the district has been growing at a relatively rapid pace up until FY'10, increasing enrollment by between 4.68% and 8.42% between FY2002 and FY2009. Total enrollment grew by more than 50% between FY2002 and FY2009. Along with this growth has come a need for additional teaching, classroom, and administrative staff. For FY'12, enrollment was down by 250 students for October count week. However, FY'13 data showed an increase of 153 students. FY'14 enrollment grew by an additional 161 students. FY'15 has had an increase in enrollment of 172 students and FY'16 saw another 189 students. Currently for FY'17 the enrollment is 4,620 students which is an increase of an additional 122 students which is the highest enrollment of all time. With this increase in enrollment the district has increased staffing for FY'17 15 certified, 5 classified and 4 exempted staff are included. FY'18 projects 10 certified and 3 classified positions. In FY'19 10 certified and 2 classified staff are projected. FY'20 projects 7 certified and 2 classified positions. Please note, staffing needs will continue to be evaluated each year with regards to enrollment numbers and will change accordingly.

All of the above factors play into the anticipated wage increases in this 5 year forecast.

FRINGE BENEFITS:

The two primary components of fringe benefits are medical insurance and retirement costs. The district provides full or partial coverage for medical, dental, vision, and life insurance.

STRS/SERS and Medicare costs are calculated as a flat percentage of wages. Medical insurance costs and increases vary year to year as a result of various factors (claims, changes in coverage, etc.).

Effective January 1, 2007, the certified staff changed insurance plans from a traditional fully insured plan to a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA). This change has made a positive impact on lowering the district's health insurance premiums not only for 2007 but also for years to come. The Certified, Administrative, and Exempted staff plan have a \$4,000 deductible for the family plan and a \$2,600 deductible for the single plan.

Effective March 1, 2009, the OAPSE Local 516 also changed insurance plans from a fully insured plan to a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA). This change also is anticipated to make a positive impact on lowering premiums for years to come. The Classified/OAPSE staff plan has a \$3,000 deductible for the family plan and a \$1,500 deductible for the single plan.

In January 2013, the district joined the Southwest Ohio Educational Purchasing Council (EPC) insurance consortium. Below are the historical increases/decreases for medical insurance which renews on January 1st each year.

- 2013 – 26%
- 2014 – 6.5%

- 2015 – 5.5%
- 2016 – (1%)
- 2017 – 0%

For FY'17 the medical insurance rates will remain at the current 2016 level with a 0% increase. The remaining years of the forecast (FY'18 through FY'21) an increase of 12% has been used based upon recent historical data. Projections for healthcare are hard to predict as legislation affecting these premiums are being made or changed and claims ratios vary from year to year. Please note they are subject to change.

Effective in FY'12 all certified, classified and exempted employees were required to pay 10% of their medical insurance premiums. This will continue and is accounted for in FY'17-FY'21

The LMTA contract includes Board contributions to the certified staff's Health Savings Accounts. These contributions are as follows:

Type	2015
Family	\$1,000
Single	\$1,000

The OAPSE contract includes Board contributions to the classified staff's Health Savings Accounts. These contributions are as follows:

Type	2015
Family	\$2,000
Single	\$1,100

These contributions have been factored into the total cost of health insurances in this forecast as well.

Per STRS/SERS guidelines, Little Miami pays 14% of each employee's wages into the applicable retirement system (STRS or SERS), and pays the employee share (14% as of July 1, 2016 for STRS only) for some exempted employees as well. This percentage has been projected to remain the same for the upcoming years for purposes of this forecast. Medicare is calculated at 1.45% of wages and has been projected to continue at that rate. In addition, worker's compensation premiums have been estimated at 1% of wages.

PURCHASED SERVICES:

Purchased services include services such as utilities, repairs, tuition and many others. The district estimates spending \$7 million in FY'17 and \$7.7 million in FY'18. These estimates also include projected digital curriculum in addition to an annual inflationary increase of 5%.

Tuition is paid to other districts for LM students that desire to attend elsewhere through open enrollment or to Community Schools. Starting in FY'12 Little Miami allowed students to attend the district via open enrollment. For FY'17 this accounts for approximately \$155K in revenue (which is forecasted in FY'17 and beyond). However the loses, as noted below far exceed the revenue from open enrollment. Historical and projected costs for open enrollment and community schools are as follows:

	FY2015	FY2016	FY2017 (Projected)
Open Enrollment	1,324,016	1,300,129	1,341,322
Community Schools	834,101	846,910	862,248

This population of students decreased for the first time in several years in FY'13. Since that time as noted in the above numbers the amount of open enrollment and community school funds leaving the district have remained fairly flat and are projected to remain flat in FY'17 through FY'21. If the data in upcoming years is shown that this trend has changed or otherwise the increase in open enrollment will again be factored in the forecast.

SUPPLIES & MATERIALS:

Supplies and materials include teacher resources, student supplies, maintenance supplies, fuel and many other items. Little Miami expects to spend approximately \$1.1M in FY'17 and \$1.2M in FY'18. This includes an increase for both fuel and also supplies for an aging bus fleet. Also an inflationary increase in expenses of 5% per year has also been added for FY'17 through FY'21.

CAPITAL OUTLAY:

Capital outlay expenses include expenses for any item that has a useful life of 5 years or greater, including equipment, technology, school buses, etc. Due to the aging bus fleet of the district and the 98 square miles (nearly 5,000 miles driven daily) to cover, bus replacement accounts for a significant portion of the expense. FY'17 through FY'20 has the projected annual purchase of four, five, six and six, respectively, new 77 passenger buses. FY'17 through FY'19 also includes projected technology purchases for a digital curriculum structure. An inflationary increase in expenses of 5% per year has also been added for FY'17 through FY'21.

DEBT SERVICE:

Due to fiscal emergency, in FY'11 and FY'12 the district received state solvency assistance fund loans in the amounts of \$5,071,000 and \$5,952,000 respectively. These loans were paid back over a two year period following the year in which the loan was received. In FY'13, the two loan payments equaled \$5,511,500. In FY'14 there were payments of \$2,976,000 repaid to the state solvency assistance fund loan. As of June 30, 2014 the district has repaid all the state solvency assistance funds.

INTEREST AND FISCAL CHARGES:

In prior years Little Miami anticipated paying interest on borrowings for short term cash needs. Those borrowings took place at current market interest rates at the time of the borrowing. At this time, the district does not anticipate such borrowings and have not included any in this forecast.

OTHER OBJECTS:

Other object expenditures consist of dues and fees, insurance and awards. FY'13 other objects expenditures increased due to the property tax collection fees increasing due to the first full year of the new emergency levy being collected. FY'17 through FY'21 has marginal increases forecasted for each year.

TRANSFERS/ADVANCES:

Transfers and advances are needed from time to time to cover any other funds that may have a cash need. These transfers and advances can vary from year to year and each one is approved by the Board of Education. Currently, the district does not anticipate on having any advances of monies in the forecast period.

ENCUMBRANCES:

These are outstanding purchase orders that have not been approved for payment as goods or services were not received in the fiscal year in which they were ordered. These items are expected to be paid in the next fiscal year. Encumbrances for purchased services, supplies and materials, capital outlay and other objects are forecasted at \$500K for each year of the forecast.

RESERVATION OF FUND BALANCE:

Beginning in FY'12 HB30 repealed the requirement for districts to set aside funds for the acquisition of textbooks and instructional materials. Additionally, HB153 allows school district's board of education to transfer any unencumbered money remaining as of July 1, 2011, in the textbook and instructional materials fund to the districts' general fund to be used for any purpose authorized for the general fund. The forecast reflects no amount in this reservation of fund balance for FY'17 and beyond.

FUTURE OUTLOOK:

Due to the multiple factors over recent years, including state funding formulas, reductions in local property values, and growth in student population, the district continues to be in need of revenues to fund safe and quality educational programs.

The November 2011 emergency operating levy that passed was effective for 5 years. Since the operating levy passed, careful planning with the community, Board of Education, and the prior State Commission was required to determine which services were called back and at what time. This passage of the levy has had a significant effect on the district with regards to finances and school offerings as it encompasses approximately 24% of the current operating budget. The 5 year emergency operating levy renewal that was on the ballot for the November 3, 2015 election was renewed. This was extremely vital to maintain the current offerings by the district.

The current forecast assumptions reflect our best estimate of how key factors will "most likely" turn out, but there is also the possibility the financial situation could turn out better or worse than this forecast shows.

Please visit the Ohio Department of Education website at <ftp://ftp.ode.state.oh.us/geodoc/5-yrForecast/>

ROLL CALL VOTE:

Mrs. Grice	Yes
Mrs. Journey	Yes
Mr. Cremeans	Yes
Mr. Niemesh	Yes
Mr. Haas	Yes

MOTION CARRIED

Donation

Mr. Niemesh made a motion to approve a donation of \$500 from the Griggs family to the Little Miami Tennis Program. Mrs. Grice seconded.

ROLL CALL VOTE:

Mrs. Journey	Yes
Mr. Cremeans	Yes
Mr. Niemesh	Yes
Mr. Haas	Yes
Mrs. Grice	Yes

MOTION CARRIED

Personnel

Mr. Cremeans made a motion to approve the following personnel items as submitted for the 2016-2017 school year. Mrs. Grice seconded the motion.

EXEMPT PERSONNEL – RETIREMENT

Roxie Burdine – effect. 6/30/17

CERTIFIED PERSONNEL – RETIREMENT

Jody Metz – effect. 5/31/17

CERTIFIED PERSONNEL - MATERNITY/PATERNITY LEAVE

Megan Salzl – approx. 10/12/16 – 1/3/17

CERTIFIED PERSONNEL – EMPLOYMENT, LONG-TERM SUBSTITUTE

James Swiecki, covering maternity leave, eff. approx. 9/29/16-12/16/16

CLASSIFIED PERSONNEL – EMPLOYMENT

Rick Tudor – JH 3.5 hr cook, eff. 10/12/16

Andrea Prather – LMIS teacher aide, Step 0, eff. 10/31/16

CLASSIFIED PERSONNEL – RESIGNATIONS

Jessica Henry, effect. 9/23/16

CLASSIFIED PERSONNEL – EMPLOYMENT, SUBSTITUTE

Judith Ramey – Building Aide, Sp. Ed. Aide

Jacquelin Miller - Cook

SUPPLEMENTAL PERSONNEL – EMPLOYMENT

Erin Dipzinski – Power of the Pen

Allison Wolfe - HB Yoga Cub

Shelli Belillti – HB Homework Club

Stephanie Ison – SE 0.5 Yearbook

Sara Harris – SE 0.5 Yearbook

Jamie Jackson – SE 0.5 Student Council

Heather Hebrank – SE 0.5 Student Council

Tarra Kraft – HS Freshman Basketball Cheer Advisor, Class 11, Step 4

PUPIL ACTIVITY PERSONNEL - EMPLOYMENT

Cara Nolte – 7th gr. Basketball Cheer Coach, Class 12, Step 1

Tony Fuller – 7th gr. Boys Basketball A Coach, Step 2

Matt Tolliver – HS Women’s Varsity Basketball Coach, Class 1, Step 5

Felicia Hartman – HS JV Women’s Basketball Coach, Class 6, Step 1

Bryan Hall – HS Freshman Women’s Basketball Coach, Class 7, Step 2

Chad Craft – HS Varsity Wrestling Coach, Class 6, Step 2

David Huber – HS Volunteer Varsity Asst. Wrestling Coach

Terry Meinking – HS Asst. Varsity Wrestling Coach, Class 8, Step 0

Joe Schneider – HS JV Head Wrestling Coach, Class 7, Step 0

Drew Davies – Varsity Swim Coach, Class 6, Step 2

Jim German – Varsity Asst. Swim Coach, Class 8, Step 3

Mike Earach – HS Men’s Bowling Coach, Class 10, Step 5

Joni Earach – HS Women’s Bowling Coach, Class 10, Step 1

Andrea Flora – HS Varsity Basketball Cheer Advisor, Class 10, Step 3

Amy Moore – HS JV Basketball Cheer Advisor, Class 11, Step 4

VOLUNTEERS

Aimee Lawrance

Alyssa Minson

Angela Moore

Kerry Armentano

Karrie Gentry

REGULAR SESSION
10/18/16

ROLL CALL VOTE:

Mr. Cremeans	Yes
Mr. Niemesh	Yes
Mr. Haas	Yes
Mrs. Grice	Yes
Mrs. Journey	Yes

MOTION CARRIED

Approval of Board Policies

Mrs. Grice made a motion to approve updated board policies EHA, IGBA, IGBA-R, IGCH-R (LEC-R), JHCB, GBE, GBE-R, GBP, IGBM, IGEE, JEA, JEG, KBA as presented. Mrs. Journey seconded.

ROLL CALL VOTE:

Mr. Niemesh	Yes
Mr. Haas	Yes
Mrs. Grice	Yes
Mrs. Journey	Yes
Mr. Cremeans	Yes

MOTION CARRIED

Memorandum of Understanding – Wright State University

Mr. Cremeans made a motion to approve the memorandum of understanding Wright State University regarding the teacher candidate affiliation agreement. Mrs. Grice seconded.

ROLL CALL VOTE:

Mr. Haas	Yes
Mrs. Grice	Yes
Mrs. Journey	Yes
Mr. Cremeans	Yes
Mr. Niemesh	Yes

MOTION CARRIED

Memorandum of Understanding – AFJROTC

Mr. Cremeans made a motion to approve the memorandum of understanding to establish an Air Force Junior Reserve Officer Training Corps program at Little Miami High School. Mrs. Journey seconded.

Mr. Haas asked what the cost would be to the district to establish this program. Mr. Power said two instructors would be employed and the district would split the cost of those salaries with the Air Force. The Air Force would provide supplies, uniforms, curriculum, etc., and that the goal is to have 100 students involved within three years.

ROLL CALL VOTE:

Mrs. Grice	Yes
Mrs. Journey	Yes
Mr. Cremeans	Yes
Mr. Niemesh	Yes
Mr. Haas	Yes

MOTION CARRIED

New Business

Mrs. Grice said there was no Warren County Career Center update because the board had not yet held its meeting.

The Board then set its next three listening sessions: Nov. 3 at Starbucks inside the River's Bend Kroger, Dec. 3 at 9 a.m. at Winans and Jan. 12 at 7 p.m. at a location to be determined.

Next Little Miami board meeting will take place Nov. 22 at 7 p.m. in the Little Miami High School media center.

Community Comments – Non-Agenda Items

Lien Nguyen, student representative to the board, commented on the BAC's proposal for a 3-4 percent expenditure growth. She said that she understood this would limit the hiring of teachers and would increase class sizes, which she said made learning difficult. She said was in a Spanish class of 37 students and that it was a "nightmare."

Executive Session

Mrs. Grice made a motion to enter into executive session to prepare for negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment. Mr. Niemesh seconded.

ROLL CALL VOTE:

Mrs. Journey	Yes
Mr. Cremeans	Yes
Mr. Niemesh	Yes
Mr. Haas	Yes
Mrs. Grice	Yes

MOTION CARRIED

The Board entered executive session at 8:45 p.m.

Mrs. Grice made a motion to re-enter regular session. Mrs. Journey seconded. The Board re-entered regular session at 9:59 p.m.

Motion to Adjourn

Mrs. Grice made a motion to adjourn. Mr. Cremeans seconded the motion.

ROLL CALL VOTE:

Mrs. Journey	Yes
Mr. Cremeans	Yes
Mr. Niemesh	Yes
Mr. Haas	Yes
Mrs. Grice	Yes

MOTION CARRIED

The Board adjourned at 10 p.m.

REGULAR SESSION
10/18/16

Respectfully submitted,
Melinda Briggs
Community Relations Coordinator

Randy Haas, President

Terry Gonda, Treasurer