

LITTLE MIAMI LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING
FEBRUARY 17, 2009
7:00 P.M.

The Little Miami Board of Education of the Little Miami Local School District, Warren County, Ohio met in regular session on February 17, 2009 at 7:00 p.m. at the Little Miami High School Media Center, 3001 U.S. 22 & 3, Morrow, Ohio.

Call to Order and Roll Call

Mr. Cremeans called the meeting to order at 7:00 p.m.

ROLL CALL:

| | |
|--------------|---------|
| Mrs. Grice | Present |
| Mr. Cremeans | Present |
| Mr. Stern | Absent |
| Mrs. Dunbar | Present |
| Mrs. Hamburg | Present |

Others in attendance were: Mr. Daniel Bennett, Mr. Shaun Bevan; Mrs. Lisa Knodel; Mr. Bill Brausch; Mr. Jack Kilburn; Mr. Dewayne Terwilleger; Mr. Tom Dufresne; Ms. Darci Kurilko; Mr. Scott Copeland and Mr. Dylan McCracken.

Adopt the Agenda

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

ROLL CALL VOTE:

| | |
|--------------|-----|
| Mrs. Grice | Yes |
| Mr. Cremeans | Yes |
| Mrs. Dunbar | Yes |
| Mrs. Hamburg | Yes |

MOTION CARRIED.

Reading of Minutes

Mrs. Hamburg moved and Mrs. Grice seconded a motion to approve the minutes of the January 7, 2009 organizational meeting, January 13, 2009 special session and January 20, 2009 regular session.

ROLL CALL VOTE:

| | |
|--------------|-----|
| Mr. Cremeans | Yes |
| Mrs. Dunbar | Yes |
| Mrs. Hamburg | Yes |
| Mrs. Grice | Yes |

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MOTION CARRIED.

Communications and/or Visitors to the Board

1. Morrow Elementary music students, under the direction of Ms. Victoria Iannelli, performed for the Board of Education.
2. Mr. Michael Day, from the State Auditor's office, presented on the performance audit.
3. Mr. Bennett and Mr. Bevan updated the Board of Education on the district's financial plan.

Resolution 09-19 Financial Reports

Mrs. Dunbar moved and Mrs. Grice seconded a motion to approve the financial reports for January 2009.

ROLL CALL VOTE:

| | |
|--------------|-----|
| Mrs. Dunbar | Yes |
| Mrs. Hamburg | Yes |
| Mrs. Grice | Yes |
| Mr. Cremeans | Yes |

MOTION CARRIED.

Resolution 09-20 Fund to Fund Advances

Mrs. Hamburg moved and Mr. Cremeans seconded a motion to approve the following advances:

I WHEREAS, in the interest of reconciling finances, the Treasurer has recommended that a transfer [or advancement] of funds be made by the Board of Education of the Little Miami Local School District (hereafter the "Board"); and

WHERAS, the Treasurer has requested that the amount of \$11,376.30 be transferred [or advanced] from the General Fund (001) to the Special Education Part B-Idea Fund (516-9009).

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE LITTLE MIAMI LOCAL SCHOOL DISTRICT, as follows:

SECTION I

The Board hereby authorizes and approves the transfer [or advancement] of funds in the amount of \$11,376.30 from the General Fund (001) to the Special Education Part B-Idea Fund (516-9009) for the purpose(s) as stated above.

SECTION II

The Treasurer is authorized and directed to take all action necessary to implement this Resolution.

SECTION III

It is found and determined that all formal actions of this Board concerning or related to the adoption of this Resolution were adopted in an open meeting of this Board, and all deliberations of this Board and any of its committees that resulted in such formal actions were adopted in meetings open to the public, in compliance with all applicable requirements of the Ohio Revised Code.

II. WHEREAS, in the interest of reconciling finances, the Treasurer has recommended that a transfer [or advancement] of funds be made by the Board of Education of the Little Miami Local School District (hereafter the "Board"); and

WHEREAS, the Treasurer has requested that the amount of \$5,128.72 be transferred [or advanced] from the General Fund (001) to the Title I Fund (572-9009).

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE LITTLE MIAMI LOCAL SCHOOL DISTRICT, as follows:

SECTION I

The Board hereby authorizes and approves the transfer [or advancement] of funds in the amount of \$5,128.72 from the General Fund (001) to the Title I Fund (572-9009) for the purpose(s) as stated above.

SECTION II

The Treasurer is authorized and directed to take all action necessary to implement this Resolution.

SECTION III

It is found and determined that all formal actions of this Board concerning or related to the adoption of this Resolution were adopted in an open meeting of this Board, and all deliberations of this Board and any of its committees that resulted in such formal actions were adopted in meetings open to the public, in compliance with all applicable requirements of the Ohio Revised Code.

ROLL CALL VOTE:

| | |
|--------------|-----|
| Mrs. Hamburg | Yes |
| Mrs. Grice | Yes |
| Mr. Cremeans | Yes |
| Mrs. Dunbar | Yes |

MOTION CARRIED.

Resolution 09-21 Determining to Proceed with Submission of a Tax Levy

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Mrs. Grice moved and Mrs. Hamburg seconded a motion to adopt the following resolution:

WHEREAS, this Board of Education at its meeting on the 13th day of January, 2009, by resolution duly adopted, determined the necessity of levying a tax in excess of the ten-mill limitation for the benefit of this school district for the purpose of avoiding an operating deficit for the Little Miami Local School District, in the amount of \$8,179,000 per year for a three (3) year period, and provided that the question of levying said tax shall be submitted to the electors of said school district at an election to be held on May 5, 2009; and

WHEREAS, the county auditor has certified to this Board of Education that the total current tax valuation of this school district is \$822,015,547 and that the estimated average annual levy (assuming that the amount of the tax list of this school district remains throughout the life of the levy the same as the amount of the tax list for the current year) required to produce said annual amount of \$8,179,000 is nine and ninety-five hundredths (9.95) mills for each one dollar (\$1.00) of valuation, which amounts to ninety-nine and five-tenths cents (\$0.995) for each one hundred dollars (\$100.00) of valuation:

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

SECTION 1. That it is hereby determined to proceed with the submission to the electors of the question of levying a tax described in the preambles hereto at the election to be held May 5, 2009, under authority of Section 5705.194 of the Ohio Revised Code.

SECTION 2. That the Treasurer of this Board of Education be and is hereby directed to certify the following to the board of elections: (a) the resolution of this Board of Education determining the necessity of said tax and said election; (b) this resolution; (c) the total current tax valuation of this school district and the amount of the average tax levy, expressed in dollars and cents for each one hundred dollars (\$100.00) of valuation as well as in mills for each one dollar (\$1.00) of valuation, as calculated and certified by the county auditor, and (d) the number of years said levy is to run and to notify said Board of Elections to cause notice of such election to be given as required by law.

SECTION 3. That the form of ballot, upon which the question of levying said tax shall be submitted to the electors, shall be substantially as follows:

PROPOSED TAX LEVY
LITTLE MIAMI LOCAL SCHOOL DISTRICT

A majority of affirmative vote is
necessary for passage.

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Shall a levy be imposed by the Little Miami Local School District, Counties of Warren and Clermont, Ohio, for the purpose of AVOIDING AN OPERATING DEFICIT FOR THE LITTLE MIAMI LOCAL SCHOOL DISTRICT, in the sum of \$8,179,000 per year, and a levy of taxes to be made outside of the ten-mill limitation estimated by the county auditor to average nine and ninety-five hundredths (9.95) mills for each one dollar of valuation, which amounts to ninety-nine and five tenths cents (\$0.995) for each one hundred dollars of valuation, for a period of three (3) years, commencing in 2009, first due in calendar year 2010.

| | | |
|--|-----------------|--|
| | FOR THE TAX | |
| | AGAINST THE TAX | |

SECTION 4. That it is found and determined that all formal actions of this Board of Education concerning and relating to the adoption of this resolution were adopted in an open meeting of this Board of Education; and that all deliberations of this Board of Education and of any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

ROLL CALL VOTE:

| | |
|--------------|-----|
| Mrs. Grice | Yes |
| Mr. Cremeans | Yes |
| Mrs. Dunbar | Yes |
| Mrs. Hamburg | Yes |

MOTION CARRIED.

Resolution 09-22 Contracts

Mr. Cremeans moved and Mrs. Grice seconded a motion to approve the following contracts:

| <u>Company</u> | <u>Amount</u> | <u>Period</u> | <u>Type</u> | <u>Purpose</u> |
|----------------|---------------|-----------------------|-------------|-----------------|
| SWOCA | \$91,894.69 | 07/01/2009-06/30/2014 | Service | Internet Access |

ROLL CALL VOTE:

| | |
|--------------|-----|
| Mr. Cremeans | Yes |
| Mrs. Dunbar | Yes |
| Mrs. Hamburg | Yes |
| Mrs. Grice | Yes |

MOTION CARRIED.

Resolution 09-23 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

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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:

Leave of Absence Requests

Sara Smith—Maineville Elementary teacher, requests a maternity leave of absence effective approximately April 14, 2009 to the end of the school year.

Christina Kemper—Maineville Elementary art teacher, requests a maternity leave of absence effective approximately March 23, 2009 for a total of 12 weeks.

Sue Wright-Morrow Elementary teacher, requests a maternity leave of absence effective approximately February 28, 2009 for a total of 6 weeks with a return date around April 17, 2009.

Substitute Certified Personnel-Employment

David Jackson

Gwendolyn Motley

Amy Bonhaus

Richard Jones

John Taylor

Jamie Fetz

Carlena Grayson

Erin Shaw

Elizabeth Argo

Classified Personnel - Resignations

Lisa Rusmiselle—resigns as bus driver effective February 6, 2009

Lenna Johnson—resigns as bus driver effective February 6, 2009

Gale Murad—resigns as bus driver effective February 20, 2009

Mark Spencer—resigns as bus driver effective February 13, 2009

Classified Personnel--Employment

Tim Karhan—bus driver for 1.9 hours per day effective February 9, 2009

Supplemental Contracts-Resignations

Randy Callahan—resigns as Varsity Softball Coach

Tyler Callahan—resigns as Junior Varsity Softball Coach

Malinda Carter—resigns as Junior Varsity "A" Tennis 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.

Terry Doughman—Assistant Varsity Baseball Coach

Sam Ricketts—Junior Varsity Baseball Coach

Josh Butler—Freshman Baseball Coach

Volunteers

Ryan Gilkison—Baseball Coach

Don Cleaver—Baseball Coach

ROLL CALL VOTE:

Mrs. Dunbar

Yes

Mrs. Hamburg

Yes

Mrs. Grice

Yes

Mr. Cremeans

Yes

MOTION CARRIED.

Resolution 09-24 2009-2010 School District Calendar

Mrs. Grice moved and Mrs. Hamburg seconded a motion to adopt the amended calendar for the 2009-2010 school year.

ROLL CALL VOTE:

Mrs. Hamburg

Yes

Mrs. Grice

Yes

Mr. Cremeans

Yes

Mrs. Dunbar

Yes

MOTION CARRIED.

Resolution 09-25 District Board of Education Policies

Mrs. Grice moved and Mr. Cremeans seconded a motion to adopt the certified staff job sharing policy:

A. Purpose

The purpose of job sharing is to allow two teachers to share one teaching position within the district. Job sharing will be voluntary and require the approval of the principal in the building in which the teachers will be sharing a position and the superintendent or his designee.

The decision to approve a job sharing situation will be based upon the needs of the building, unique elements of the position and the compatibility of the two teachers requesting to job share.

B. Initiation

Two teachers interested in job sharing must submit a written joint proposal outlining some of the features they would include in their program. This proposal must be submitted by March 1. Each proposal will be reviewed by the principal and the superintendent or his designee so that the proposal is approved or denied by March 15.

Both the principal and the superintendent's decision as to whether or not to approve a job sharing proposal is final and will not be subject to appeal or the grievance procedure.

A job sharing plan will be in effect for one school year and a new plan must be submitted and approved on an annual basis.

C. Required Elements of a Job Sharing Proposal

1. Each team will share one teaching assignment.
2. The job sharing team must have a plan that describes how the time and teaching responsibilities, including planning time, shall be divided and shared among the teachers, including the specific time that each teacher will be in attendance. At least (20) minutes overlap must be included to allow for collaboration and communication. This designation will continue for the entire year unless a change is approved by the teachers and the principal together.
3. Each team will address the unique elements of the position and describe how such elements will be addressed.

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4. Both team members must attend parent-teacher conferences and address all other applicable responsibilities as required by the contract and building expectations.
5. The team should provide an explanation/designation of who will attend staff meetings, IEP meetings, RTI meetings, and how communication will be exchanged between the teachers to insure that all information is shared. In addition, the principal has the right, with prior notification, to have both teachers attend any such meetings.
6. Each team must have a communication system for the parents so that consistent and complete information is provided.

D. Job Sharing Teacher Employment Rights

1. The participating teachers shall, during their employment on a job sharing basis:
 - a. Retain full rights and benefits under the Master Contract, except as modified below;
 - b. Receive a pro-rated salary based upon the appropriated step on the negotiated salary schedule. (i.e., each teacher who works a half day would receive .5 salary on that person's designated step);
 - c. Accrue seniority and service years on a full-time basis as described by the Master Contract;
 - d. Earn and use sick leave and personal leave on the basis that a day is a day;
 - e. Receive up to a full day's pay, calculated pro-rata on hours worked, if covering the absence of the other team member;
 - f. A total of one health, dental and vision package will be made available to the team. The team members will determine how this package will be applied:

Examples:

Teacher A: Takes one family or single plan

Teacher B: Elects to have no insurance coverage

Teacher A: Takes on family plan

Teacher B: Takes one family plan

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The Board of Education will pay half of the required premium payments for each teacher. Each teacher will be responsible for the remaining monthly premium payments.

Teacher A: Takes on single plan

Teacher B: Takes one family plan

The Board of Education will pay the premium for each teacher based upon the ratio between the two premium amounts. Each teacher will be responsible for the remaining monthly premium payments for their respective plan.

The overriding purpose of this item is to assure that the Board's cost of providing insurance to the job sharing team is no greater than that which it would incur if the work of the team were performed by one full-time teacher who needed insurance.

g. Each job sharing teacher will have the same life insurance policy as a full-time teacher as described in the Master Contract.

E. Discontinuation of Job Sharing

a. If, due to unforeseen circumstances, a teacher is not able to continue in the job sharing program for a full school year, the other teacher will be required to assume all teaching responsibilities and full time status;

b. Should one member of the job sharing team, both job sharing teachers, principal or the superintendent/designee wish to discontinue the job sharing assignment for a subsequent school year, the teacher with the greatest seniority and contract status will retain the position on a full-time basis for the following year. The teacher with the less seniority will be allowed to transfer to a vacancy for which he/she is certified. If there is no vacancy, then the Reduction in Force section of the Master Contract will apply.

ROLL CALL VOTE:

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|--------------|-----|
| Mrs. Grice | Yes |
| Mr. Cremeans | Yes |
| Mrs. Dunbar | Yes |
| Mrs. Hamburg | Yes |

MOTION CARRIED.

Mrs. Grice moved and Mrs. Hamburg seconded a motion to table the adoption of the submitted policies from the Ohio School Boards Association until the March Board of Education meeting.

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ROLL CALL VOTE:

| | |
|--------------|-----|
| Mr. Cremeans | Yes |
| Mrs. Dunbar | Yes |
| Mrs. Hamburg | Yes |
| Mrs. Grice | Yes |

MOTION CARRIED.

Resolution 09-26 Memorandum of Understanding with Little Miami Teachers' Association

Mrs. Hamburg moved and Mr. Cremeans seconded a motion to adopt the following Memorandum of Understanding with the Little Miami Teachers' Association for the purpose of further defining Article 2 of the Master Contract concerning the determination of seniority.

This Memorandum of Understanding is entered into by the Little Miami Local Board of Education and the Little Miami Teachers' Association through the contract year 2009. The purpose of this Memorandum is to further define Article 2 of the Master Contract concerning the determination of seniority.

The following process shall be used to determine the seniority list:

1. Continuous years of service with the district, commencing with the most recent date of employment in a bargaining unit position;
2. If the continuous years of service are the same, then the date of the Board of Education meeting when approved for employment in a bargaining unit position will break a tie;
3. If the continuous years of service and the date of employment are the same, then the date of application filed with Little Miami Schools will break a tie;
4. If the continuous years of service, the date of employment and the date of application are the same, then a flip of a coin will break a tie.

Approved leaves of absences shall not count towards seniority, but shall not constitute a break in service.

ROLL CALL VOTE:

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|--------------|-----|
| Mrs. Dunbar | Yes |
| Mrs. Hamburg | Yes |
| Mrs. Grice | Yes |
| Mr. Cremeans | Yes |

MOTION CARRIED.

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Resolution 09-27 Preschool Handbook and Tuition Fees

Mrs. Dunbar moved and Mr. Cremeans seconded a motion to adopt the updated preschool handbook and tuition fees.

ROLL CALL VOTE:

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|--------------|-----|
| Mrs. Hamburg | Yes |
| Mrs. Grice | Yes |
| Mr. Cremeans | Yes |
| Mrs. Dunbar | Yes |

MOTION CARRIED.

Mrs. Grice gave the Warren County Career Center report.

Executive Session

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

ROLL CALL VOTE:

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|--------------|-----|
| Mrs. Grice | Yes |
| Mr. Cremeans | Yes |
| Mrs. Dunbar | Yes |
| Mrs. Hamburg | Yes |

MOTION CARRIED.

The Board entered executive session at 9:20 p.m.

Return to Regular Session

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

ROLL CALL VOTE:

| | |
|--------------|-----|
| Mr. Cremeans | Yes |
| Mrs. Dunbar | Yes |
| Mrs. Hamburg | Yes |
| Mrs. Grice | Yes |

MOTION CARRIED.

The Board returned to regular session at 10:40 p.m.

Adjournment

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

ROLL CALL VOTE:

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| Mrs. Dunbar | Yes |
|-------------|-----|

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Mrs. Hamburg
Mrs. Grice
Mr. Cremeans

Yes
Yes
Yes

MOTION CARRIED.

The meeting adjourned at 10:41 p.m.

Mike Cremeans, President

Shaun Bevan, Treasurer