

LITTLE MIAMI LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING
March 28, 2017
7:00 P.M.

The Board of Education of the Little Miami Local School District, Warren County, Ohio met in regular session on March 28, 2017 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 7:02 p.m.

ROLL CALL:

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

Others in attendance were: Greg Power, Terry Gonda, Lien Nguyen, Brent Fruhwirth, Sarah Anspach, Stephanie Woodruff, Jen Lyke, Pam Coates, Regina Morgan, Marla Timmerman, Stephen Collins, Melinda Briggs, Cathy Trevathan, Ryan Cherry, Nate Mahon, Tracey Williams, Travis Showers, Lisa Smith, Jamie Miles, Cory Taylor, Teresa Reynolds, Maryann Duffy, John Bailey, Wayne Lyke, Cindy Marshall, Rachel Tilford, Ida Jo Allison, Rusty Holman, Nancy Bookout, Susan Ganim, Lt. Col. Chas Peterson, David Dillon, Gene Blake, and other teachers and community members.

Adopt the Agenda with Addendum

Mr. Niemesh made a motion to adopt the agenda. Mrs. Grice seconded the motion.

ROLL CALL:

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

MOTION CARRIED

Reading of Minutes

Mrs. Grice made a motion to approve the minutes from the Feb. 28, 2017 regular meeting and March 9, 2017 work session. Mr. Niemesh seconded.

ROLL CALL:

Mr. Niemesh	Yes
Mrs. Journeay	Abstain Feb. 28/Yes March 9
Mr. Haas	Yes
Mrs. Grice	Yes
Mr. Cremeans	Yes

MOTION CARRIED

Communications and/or Visitors to the Board

Mr. Power provided a handout to board members regarding a possible new configuration of the proposed facilities master plan as the district had recently learned that its debt limit was capped and the highest bond amount that could appear on a ballot would be approximately \$64 million. Mr. Power said he had asked Christie Boron from Emersion Design/Fanning Howey to rework some of the plan options to take this into account. She said that the first phase of the plan would include some small additions to the high school, adding 600 seats to the junior high school, adding about 250 seats to the intermediate school, leaving Salem online and building a new preK-1 building, possibly on

the 44 acres owned by the district. She also said the second phase of any building would have to be done in cooperation with the Ohio School Facilities Commission, because when a district works with them, the debt limit is lifted. Otherwise, Little Miami would not have the dollars to move forward. The Board said they would like to discuss this further at a work session.

Mrs. Morgan then shared information regarding the high school curricular resources review. She introduced four high school teachers who had been on the review committees for the four core subjects, math, English language arts, science and social studies. Jen Lyke, Sarah Anspach, Stephanie Woodruff and Brent Fruhwirth all shared their thoughts with the Board about what the review process was like and how, for each teacher, they had realized how much they needed new resources. Mrs. Lyke specifically mentioned that she believed she and her department had been doing a good job with students, but, when looking at updated materials, she realized how much more they could be doing. Discussion followed between the Board members, the teachers and Mr. Power and Mrs. Morgan about the upcoming agenda item that would have the board to purchasing digital curriculum and devices for all high school students to create a blended learning environment for the 2017-2018 school year. Mr. Haas said he had concerns about the price of the initiative and that the district was essentially buying a subscription that they would have to continually renew. Lien Nguyen, student board representative, said she believed it was imperative that the district moved in the digital direction because some classes were so far behind. She said that the district's AP offerings in chemistry and biology had not kept up with the College Board's AP tests. Mr. Power said that there was a disconnect between student GPAs and ACT scores. He said that while LMHS had high achieving students, the fact that Little Miami had not purchased new high school resources for many years created some gaps in student learning as subject matter and tests had advanced.

Community Comments on Agenda Items

Ida Jo Allison thanked the board for approving her rehire/retire and said she had appreciated the many years of support she had received.

Board Resolution 17-002: Amending Services Agreement with the Warren County Educational Service Center
Mr. Haas asked for the Board's approval of Resolution 17-002, amending the services agreement with the WCESC.

LITTLE MIAMI LOCAL SCHOOL DISTRICT BOARD OF EDUCATION

RESOLUTION TO AMEND THE SERVICES AGREEMENT WITH THE WARREN COUNTY EDUCATIONAL SERVICE CENTER

WHEREAS, the Little Miami Local School District Board of Education ("Board") currently contracts with the Warren County Educational Service Center ("WCESC") for Central Registrar services at the District; and

WHEREAS, the Central Registrar is currently assigned by the WCESC to provide the registration services to the District; and

WHEREAS, the current Central Registrar's accomplishments in the positions include the following:

1. The District Registrar position has assumed greater responsibilities for ensuring the enrollment and student records updating processes in the District's DASL system over the last two years.
2. The District explored and initiated, with the leadership of the Central Registrars, an online web-based programming registration system that eliminated paper enrollments and automated many of the manual processes required of multiple school district personnel in the creation of student records. The Central Registrar as assigned by the WCESC to the Board worked with the District's vendor towards integrating this online framework and was successfully able to implement and deploy "Registration Gateway" for the first time, and making enrollment processes and student records creation in DASL more efficient and accurate for the District.
3. The Central Registrar's efforts made Little Miami one of the first school districts in the region to successfully deploy this Registration Gateway program in the fall of 2016. Other area districts are in the process of adopting Registration Gateway and the Central Registrar assigned to the Board is an expert in the region and regularly consults with the primary vendor and other school districts regarding the implementation of this programming. The Central Registrar has developed the skill set that goes beyond the expectations of a typical

Central Registrar and, as a result of these efforts to automate enrollment functions, the District has gained efficiencies and accuracies across the building departments; and

WHEREAS, the Central Registrar, previous to the 2010-2011 school year, was an employee of the Board being first hired by the Board during the 2007-2008 school year; and

WHEREAS, in accordance with the Central Registrar's previous employment with the District, the Central Registrar was a "grandfathered" executive administrative assistant that received pick up of the employee's portion of the SERS contributions; and

WHEREAS, as a result of no longer being employed as a District employee beginning in the 2010-2011 school year, the Central Registrar did not receive salary scale movement or any additional compensation related to SERS pick up once employed by the WCESC; and

WHEREAS, the Board now desires to make adjustments to the compensation structure for the Central Registrar position as reflected in the contract with WCESC to ensure appropriate equity pay for the position and to recognize the accomplishments and value of this position to the District; and

WHEREAS, the Board's desire to pass this Resolution is based on the value of the Central Registrar's service to the mission of the School District and the need to appropriately align the position's compensation structure with the value of the position and the original intent of employing this person through the WCESC.

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

SECTION I

The contract with the WCESC for the Central Registrar services shall be amended to provide a total salary compensation package to the Central Registrar of \$59,934.60 which shall reflect the amount of pay for Step 10 on the Little Miami Local school District Exempted Administrative Assistant Salary Schedule and an additional 10% which shall be in lieu of a pick-up of the employee's contribution to SERS as originally intended by the Board that this position would be grandfathered and continue to receive SERS pick-up contributions.

SECTION II

The amendment of this contract and the adjustment of the Central Registrar's compensation package shall be retroactive to January 1, 2017.

SECTION III

The Superintendent shall be directed to take all actions necessary to reflect this amendment with the WCESC and to ensure that the agreement provides that the reflected amounts are applied to the compensation structure for the Central Registrar position.

SECTION IV

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.

_____ moved and _____ seconded the motion that the above Resolution be adopted.

Upon roll call and the adoption of the Resolution, the vote was as follows:

Yeas: Nays:

ADOPTED this ____ day of _____, 2017.

Board President

Treasurer

CERTIFICATE

The undersigned hereby certifies that the foregoing is a true and correct copy of a Resolution adopted at a meeting held on the ____ day of _____, 2017, together with a true and correct extract from the minutes of said meeting to the extent pertinent to consideration and adoption of said Resolution.

Treasurer

ROLL CALL:

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

MOTION CARRIED

Financial Reports

Mrs. Grice made a motion to approve the financial reports for February 2017. Mr. Cremeans seconded the motion. No questions or comments.

ROLL CALL VOTE:

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

MOTION CARRIED

Amounts and Rates

Mrs. Journeay made a motion to approve the Amounts and Rates as determined by the Warren County Budget Commission. Mr. Cremeans seconded the motion.

ROLL CALL VOTE:

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

MOTION CARRIED

Donation

Mr. Niemesh made a motion to accept the donation of two laptops from an anonymous donor for use in the LMIS mini maker space. Mrs. Journeay seconded.

ROLL CALL VOTE:

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

MOTION CARRIED

Personnel

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

EXEMPT PERSONNEL – EMPLOYMENT, THREE-YEAR CONTRACT, 2017-2018

Lisa Smith – Salem Twp. Elementary Principal

EXEMPT PERSONNEL – EMPLOYMENT, ONE-YEAR CONTRACT, 2017-2018

Pam Coates – Human Resources Director

CERTIFIED PERSONNEL – EMPLOYMENT, ONE-YEAR CONTRACT, 2017-2018

CMSgt. David Dillon – HS JROTC, MIP (Minimum Instructor Pay) as set by USAF JROTC

CERTIFIED PERSONNEL – RESIGNATION

Erika Shively – effect. 5/31/17

CERTIFIED PERSONNEL – CHANGE OF ASSIGNMENT

Dave Schultz – from HS Sp. Ed. Intervention to HS Social Studies for 2017-18

Karen Osborne – from SE Third Grade to HM Second Grade for 2017-18

Tracey Williams – from JH Asst. Principal to SE Fourth Grade for 2017-18

CERTIFIED PERSONNEL – EXTENDED DAYS

CMSgt. David Dillon, HS JROTC – April 3-May 25, 2017, MIP (Minimum Instructor Pay) as set by USAF JROTC

CERTIFIED PERSONNEL – MATERNITY LEAVE

Mary Yeary – effect. approx. 5/1/17-5/25/17

CLASSIFIED PERSONNEL – RESIGNATIONS FOR RETIREMENT

Ida Jo Allison – effective 3/31/17

Nancy Bookout – effective 3/31/17

David Vick – effective 3/31/17

CLASSIFIED PERSONNEL – EMPLOYMENT

Joanne Morgan – Pony Driver, effective 10/20/15

Shayla Hurst – Bus Aide, effective 10/28/15

Joyce McGuire – Bus Aide, effective 10/21/15

Jessica Pierce – Bus Aide, effective 8/24/16

Ida Jo Allison – Bus Driver, effective 4/1/17

Nancy Bookout – Bus Driver, effective 8/1/17

David Vick – Bus Driver, effective 4/1/17

CLASSIFIED PERSONNEL – RESIGNATION FOR RETIREMENT

Mary Mullins – Guidance Secretary, effect. 7/31/17

CLASSIFIED PERSONNEL – EMPLOYMENT, SUBSTITUTE

Candace Johnson – Nurse

Angie Moore – Cook, Building Aide, Sp. Ed. Aide

Mary Ellen Reid-Wollner – Sp. Ed. Aide

CLASSIFIED PERSONNEL – EMPLOYMENT

Diane Gantzer, bus driver, eff. 3/7/17

SUPPLEMENTAL PERSONNEL – EMPLOYMENT

Stephanie Ison – SE Yearbook

Sara Harris – PK Yearbook

Linda Mattingly, Asst. JH Track Coach, Class 11, Step 1

Erin Dipzinski, Boys' JH Head Track Coach, Class 10, Step 5

Erica Barnett - Girls' JH Head Track Coach, Class 10 Step 0

Cindy Evans – 1/3 site manager, Class 3, Step 0 effect. 3/13/17

PUPIL ACTIVITY PERSONNEL – EMPLOYMENT

Steven Smith – Men’s Varsity Baseball, 80%, Class 8 Step 2
Keith Becker – Men’s Varsity Baseball, 20%, Class 8, Step 2

SUPPLEMENTAL PERSONNEL – RESIGNATION

David Florea – 2/3 site manager, effect. 3/10/17

ROLL CALL VOTE:

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

MOTION CARRIED

High School Curriculum Resources

Mrs. Grice made a motion to select Option 1, which would be the full digital one-to-one implementation for the 2017-18 school year. Mr. Niemesh seconded.

ROLL CALL VOTE:

Mr. Niemesh	Yes
Mr. Haas	No
Mrs. Journeay	Yes
Mrs. Grice	Yes
Mr. Cremeans	Yes

MOTION CARRIED

Resolution 17-001: Authorizing the Sale of Real Property at Public Auction

Mrs. Journeay made a motion to approve Resolution 17-001 authorizing the sale of real property (the former Morrow Elementary School) at public auction on May 9, 2017 at 9 a.m. at Little Miami Intermediate School, 7247 Zoar Road, Maineville OH 45039.

ROLL CALL VOTE:

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

MOTION CARRIED

Itinerary for Biology Trip to Costa Rica

Mr. Cremeans made a motion to approve the biology trip to Costa Rica to occur in June 2018 at no cost to the district. Mr. Niemesh seconded.

ROLL CALL VOTE:

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

MOTION CARRIED

Memorandum of Understanding with Little Miami Teachers Association

Mrs. Grice made a motion to approve a memorandum of understanding with the Little Miami Teachers Association regarding lack of substitute teachers and class coverage. Mr. Niemesh seconded.

MEMORANDUM OF UNDERSTANDING
between the
LITTLE MIAMI TEACHERS' ASSOCIATION/OEA/NEA
and the
LITTLE MIAMI LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION

This Memorandum of Understanding is made this 28th day of March, 2017 by and between the Little Miami Local School District Board of Education ("Board") and the Little Miami Teacher's Association/OEA/NEA ("LMTA").

WHEREAS, the Board and LMTA are parties to a Collective Bargaining Agreement in effect from July 1, 2014 to June 30, 2017; and

WHEREAS, the Board secures substitute teachers to replace regular contracted teachers who are on leave; and

WHEREAS, the Board, at times, is unable to secure enough substitute teachers to replace all regular contracted teachers who are on leave; and

WHEREAS, the parties agree it is in their mutual best interests to clarify what to do at times when the required number of substitute teachers cannot be met.

NOW, THEREFORE, BE IT AGREED by and between the Little Miami Local School District Board of Education and the Little Miami Teachers' Association/OEA/NEA as follows:

1. When events scheduled by the Board and/or administration require a member to be away from his/her teaching assignment, an attempt will be made to provide a substitute for his/her class periods.
2. Teaching staff may be required to cover for an unavailable teaching staff member during his/her planning time.
3. When enough substitute teachers are not available, the District may seek volunteers from the regular contracted teachers to either substitute for an unavailable teacher or to temporarily absorb some or all of an unavailable teacher's class into their existing class. In the event of not being able to staff with a volunteer, the District may assign internal substitute coverage.
4. Teachers providing period substitution or class absorption coverage when a substitute is not able to be secured will be paid as follows:
 - a. Junior High School and High School teachers, grades 5 through 12, shall receive \$25.00 per period when covering class periods when a substitute is not available.
 - b. Elementary teachers, grades PK through 4, shall receive a duty increase of pay in the amount of \$4.00 per additional student per day when absorbing students from a regular core class.
 - c. Teachers substituting in special subject area classes shall receive \$25.00 per day when a substitute is not available.
5. All other provisions of the Collective Bargaining Agreement currently in effect between the parties hereto and not altered by this Memorandum of Understanding shall remain in full force and for the term of the Collective Bargaining Agreement. No other agreement shall serve to alter the provisions of the current Collective Bargaining Agreement unless agreed to in writing between the parties.
6. All parties further acknowledge, agree and understand that nothing contained herein shall be construed or utilized as "past practice" or "precedent setting" in any related or unrelated, current or future grievance, arbitration, litigation or matter of contract interpretation involving the Board and LMTA.
7. This Memorandum of Understanding shall constitute the full and complete understanding of the parties concerning this matter and any amendments or modifications shall be in writing and signed by the parties.

IN WITNESS WHEREOF, the duly authorized representatives of the **LITTLE MIAMI LOCAL SCHOOL DISTRICT BOARD OF EDUCATION** and the **LITTLE MIAMI TEACHERS' ASSOCIATION** have executed this Memorandum of Understanding on the dates opposite their signatures.

**LITTLE MIAMI LOCAL SCHOOL
DISTRICT BOARD OF EDUCATION**

Date: _____

By: _____
Superintendent

Date: _____

By: _____
Board President

Date: _____

By: _____
Board Treasurer

**LITTLE MIAMI TEACHERS'
ASSOCIATION**

Date: _____

By: _____
President

Date: _____

By: _____
Vice President

Memorandum of Understanding with Miami University (College Credit Plus)

Mrs. Journey made a motion to approve a memorandum of understanding with Miami University regarding the delivery of College Credit Plus courses. Mrs. Grice seconded.

Mr. Niemesh reiterated his concerns about universities reporting grades in an adequate manner to provide students and the Little Miami athletic department enough information to determine eligibility.

ROLL CALL VOTE:

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

MOTION CARRIED

Memorandum of Understanding with Miami University (Clinical Nursing Program)

Mr. Niemesh made a motion to approve a memorandum of understanding with Miami University regarding the placement of nurses through Miami's clinical nursing program. Mrs. Journey seconded.

ROLL CALL VOTE:

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

MOTION CARRIED

New Business

Mrs. Grice said that the Warren County Career Center had hired Rick Smith as its new superintendent. Mr. Smith has leadership experience in the career technical field. She also said the Career Center would be holding an auction of various items on April 13 and would be holding its plant sale on May 6.

The Board held first reading of updated policies AFCA, DJC, DN, EBCD, EBCD-R, EFG, GBCB, IGAE, IGCH-R, IGD, IGDJ, IKF, IL, JED, JEDA, JED-R, JF, JFC, JG, JGD, KGB, KJ-R, LBB, LEC-R.

Board work session on the facilities master plan will be held April 11 at 6:30 p.m. at LMIS.

REGULAR SESSION
3/28/17

Board listening session would be held April 5 at 9 a.m. Donuts and More and May 6 at 9 a.m. at the Kroger Starbucks.

The next board meeting would be April 25 at 7 p.m. at the high school.

Motion to Adjourn

Mrs. Journeay made a motion to adjourn. Mrs. Grice seconded the motion.

ROLL CALL VOTE:

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

MOTION CARRIED

The Board adjourned at 8:40 p.m.

Respectfully submitted,
Melinda Briggs
Community Relations Coordinator

Randy Haas, President

Terry Gonda, Treasurer