



MINUTES

REGULAR MEETING OF THE BOARD OF EDUCATION NORTHWEST LOCAL SCHOOL DISTRICT

Monday, June 24, 2024 (6:30 PM)

1.0 PLEDGE OF ALLEGIANCE

1.1 Pledge of Allegiance

Requested all to rise for the Pledge of Allegiance

2.0 Roll Call

2.1 Call of the Roll

BOARD MEMBERS

Nicole Taulbee

Mark Gilbert

Jim Detzel

Chris Heather

Nancy Slattery

Number in Attendance: 12 Guests

3.0 MISSION STATEMENT

3.1 Mission Statement

The Board President read the mission statement.

The Northwest Local School District will create a responsive learning community where all students are valued, challenged, and guide along a pathway to success.

4.0 APPROVAL OF THE AGENDA

4.1 Motion to Adopt the Agenda

The Board President recommended to adopt the agenda as presented.

ORIGINAL - Motion

Member (**Chris Heather**) Moved, Member (**Jim Detzel**) Seconded to approve the **ORIGINAL** motion to 'adopt the agenda as presented'. Upon a roll call vote being taken, the vote was: Aye: **5** Nay: **0**. The motion **Carried 5 - 0**

Nicole Taulbee	Yes
Mark Gilbert	Yes
Jim Detzel	Yes

Chris Heather Yes
Nancy Slattery Yes

5.0 EXECUTIVE SESSION

5.1 Executive Session

The Board of Education approved a motion to move into executive session to consider the employment of a public employee or official.

ORIGINAL - Motion

Member (**Jim Detzel**) Moved, Member (**Nancy Slattery**) Seconded to approve the **ORIGINAL** motion to 'approve the motion to move into executive session as listed'. Upon a roll call vote being taken, the vote was: Aye: **5** Nay: **0**. The motion **Carried 5 - 0**

Nicole Taulbee Yes
Mark Gilbert Yes
Jim Detzel Yes
Chris Heather Yes
Nancy Slattery Yes

The Board approved a motion to move into executive session at 6:32 PM.

5.2 Return from Executive Session

The Board returned from executive session at 6:54 PM.

6.0 ADD AGENDA ITEM

6.1 Add 'Resolution to approve Superintendent Contract with Darrell Yater from July 1, 2024 through July 31, 2027' to Other Board Items (Section 15)

Board Member Chris Heather made a motion to amend the agenda to include a Resolution to Approve Superintendent Contract with Darrell Yater from July 1, 2024 through July 31, 2027.

ORIGINAL - Motion

Member (**Chris Heather**) Moved, Member (**Jim Detzel**) Seconded to approve the **ORIGINAL** motion to 'amend the agenda to include a Resolution to Approve Superintendent Contract with Darrell Yater from July 1, 2024 through July 31, 2027'. Upon a roll call vote being taken, the vote was: Aye: **3** Nay: **2**. The motion **Carried 3 - 2**

Nicole Taulbee No
Mark Gilbert No
Jim Detzel Yes

Chris Heather Yes
Nancy Slattery Yes

Discussion:

- **Mrs. Taulbee:** While I appreciate and respect Darrell’s dedication and hard work for our district, after much thought and prayerful consideration, I believe that we should’ve put the work and effort in to move forward with our superintendent interview process. I have seen many successes in our buildings over my years on the Board and, I agree and see the progress that we have made in many areas. For example, this past year I witnessed successful adjustments in the transportation department as well as improvements in our third grade reading proficiency. I am not here to discount the hard work that so many of our administrators, teachers and staff members put in each and every day. However, we have seen a decline in our report card results across multiple metrics. Our Hanover Climate and Culture Survey results have also indicated a downward trend over the last two years. Many long-term, invested families and staff have chosen to leave our district in recent years. Both bond issues have failed miserably. Earlier this school year a staff member at Colerain High School was brutally assaulted by a student. The building administration was there long in to the evening. In light of these events, I believe it was essential for Darrell to personally respond or delegate support to assist the CHS team during this tragic event.

We continue to be reactive in addressing district concerns and communication to our stakeholders. We must move forward to right size our district and come up with innovative ways to bring our community together for the success of our students. I recognize change is difficult and uncomfortable, but also necessary to move our district forward. My commitment as a board member is to the students and staff of our district and to the taxpayers of our community. As the only parent up here, I am deeply committed to the future and success of this district and to the students. I understand the urgency and importance of fulfilling the role of superintendent, however, making sure that we make the right decision for the leader and CEO of our district is what we were elected by the community to do.

- **Mr. Heather:** We’ve got a person here who’s been with our district for 24 years. There are 110,000 public school teachers in the state of Ohio and 20 years ago Darrell was selected out of those 110,000 for the very prestigious Milken Educator Award. I think that tells you something about Darrell’s smarts and his ability to get things done. He won \$25,000 and he donated it back to his classroom. The district has a lot going on right now, including buildings that are falling down. Darrell has evolved a lot since we did his evaluation back in January. Transportation last year was an absolute mess and this year we only received one or two calls with complaints. In weighing the good vs. the bad, there’s so much more good in continuing with somebody who knows the inner workings of our district vs. bringing in somebody who would start literally as a trainee. I am more than happy to see Darrell finish out his career here for the next three years.

- **Mrs. Slattery:** When I initially ran for school board I was pretty naïve about the school board and how things work, but in the past six months I've gained some knowledge. I still have a substantial learning curve but the one thing I have learned is that this district feeds off of rumor, gossip and anecdotal stories. These rumors, gossip and antidotes only become gospel and punitive to other people if they originate from a select group of people. I've yet to define who those people are. Starting out, I was not a huge fan of Darrell Yater, he leans more to the left and I lean more to the right, but in order for the district to improve, we need to work together. I may not approve of, or support all of his actions but I believe he is a truly intelligent man that has dedicated his career to the Northwest Local School District. He may not be the charismatic personality that some desire, but he has the tools to do the job. In the words of Mark Gilbert, he brings an immeasurable set of skills to the district. He is approachable, collaborative, goal driven, and growth oriented. His vision for the future of the district is impressive.

One area which Mr. Yater has come under fire for is teacher retention. The buzz is that all the new teachers are leaving and all the teachers are leaving. The attrition rate for Northwest Local School District this year is 11% with an 89% retention rate. Last year the attrition rate was 10% with a 90% retention rate. According to the Council of Great City Schools, composed mainly of large school districts across the country, the median retention rate is 78%, the upper quartile is 84%, and the lower quartile is 71% retention. Obviously, we are exceeding median quartile and are in the upper quartile. According to Sandra Craft at Think Impact in an article on March 28, 2024, the article stated that new teachers (those having less than five years of experience) are leaving education at a rate of 30% per year. According to teachercareercoach.com new teachers are two and a half times more likely to quit than tenured teachers. 86% of teachers reported seeing far more teachers quit and retire since 2020 than ever before in their careers. The pandemic caused the largest drop in education employment ever - that's including educators and staff. Between March of 2020 and May of 2020, public school employees dropped from 8.1 million to 7.3 million in just two short months. That's a huge gap, and a lot of employees to make up for.

According to Teach Outside the Box, to keep new teachers we need strong leadership at the school, collegiality among teachers, professional development, and community support. We definitely have professional development and Darrell has been working to promote the leadership at the school and helping principals become the leaders of their school and not just the top teacher. There's always efforts to get community support but this is the most people I've ever seen at a school board meeting. I think most of these people out here are teachers. There was reference to this goal to retain teachers in Darrell's One Plan, One Team presentation that he gave at last month's board meeting.

Another area in which Mr. Yater has been crucified is academic achievement. However, if you look at the state report card, the district was not spectacular when Mr. Yater took office on August 1st of 2020. The 2018-19 report card showed an achievement grade of D, a progress grade of C, a gap closing grade of B, a graduation grade of B and early

literacy grade of D. Then, we had 2019 and 2020 and the state recommended no scores for that year. In 2021 again, the state said no scores for that year. In our first year of school status reports post-pandemic, our achievement grade was a 2, our progress grade was 3, our gap grade was 4, our graduation grade was 4, and our literacy grade was 2. Those are pretty comparable statistics to pre-pandemic grades and that's a pretty remarkable skill when you consider this next statement. According to Thomas Kane in an article by Samantha Laine Perfas in the Harvard Gazette (5/8/24) it's stated that nationally, on average, students lost a half grade level in math and a quarter of a grade level in reading over the pandemic. In areas with more poverty, up to two grade levels were lost. The Northwest Local School District did as well overall the first year post-COVID as it did the last graded pre-COVID year, and as you know, Darrell was not the superintendent the last pre-COVID year. If you've been listening to the student achievement reports at recent school board meetings, you would have to believe that the report card that comes out in September will be better. I think a big factor in this is going to be that the district initiated the new reading program, the early literacy program, which I think is going to make a huge difference. Again, achievement was one of the main topics in the One Plan, One Team initiative presented at the June 3 board meeting.

The next area Mr. Yater has been blamed for is chronic absenteeism among students and teachers. Absenteeism is two times the pre-pandemic rate nationwide. According to Mr. Kane, part of the absenteeism issue with students is that families are out of their routine, kids and parents are accustomed to being at home during the week and parents are not realizing the setback absences have on their child's education. The absenteeism of students makes difficult classrooms for teachers. Teachers may have a third of their classroom not on track with the current day's assigned lesson. This produces frustration and burnout for teachers and leads to absenteeism. Mr. Yater has prescribed a plan to reduce absenteeism following HB410 regulations. This is also a major component of the One Plan objective - to reduce absenteeism 5% per year and to have a 15% reduction by 6/30/27. There has been approximately a 3% decrease this past school year in student absenteeism by preliminary data.

Another area that he has come under attack for is failed levies but according to the OSBA, more than half of all levies, 45 out of 93, failed in the March 2024 election. Only 17%, 6 out of 37 levies, that were proposed for new tax money were approved in the March 2024 election in the state of Ohio. The belief is that two factors are responsible for these failed levies. One is the inflation that we're experiencing, and two is the culture war that we're experiencing. This is not a Darrell Yater issue, this is a statewide issue.

Another area of contention is discipline, and according to Heather Hill of Harvard Graduate School of Education, students forgot how to be students during the pandemic which not only led to decreased academic achievement, but also increased behavior problems. I am not an advocate of SEL and restorative practices and I believe as a district we still need to work on this matter. We had a district discipline board meeting

in March of 2024 and it was largely a futile meeting. I felt a lot of it was just propaganda for the media. I questioned the board vice president as to why the breakdown of data was not given by Mr. Gehring and was told we didn't want to get deep into things with the media present and took some slides out. I expressed through an email to the Board president my dissatisfaction with the meeting. I was told an executive meeting with teachers would be scheduled and nearly four months later nothing has happened. However, the data presented by Mr. Gehring at that meeting suggested improvement. Out of school suspensions were down 15%, fights and assaults were down 14%, THC violations were down 38%. In total, office referrals were down 5%. These are modest improvements, but nonetheless they are improvements. Additionally, Mr. Yater is addressing this further in his new One Plan, One Team under the behavior supports - tier one. This will be modified for each school's needs and there will be standard procedures with clear expectations and consequences. This should align similar expectations across classrooms and decrease behavior issues and the need for the use of the reset and red zone, which a lot of people complain about.

The next issue has been the claim that droves of students are leaving the district for private schools. According to an article by Laura Hancock from cleveland.com (March 2024) this is simply not the case. The 10 public school districts that saw the largest increase in vouchers in Ohio in the past year were: Kirkland Local in Lake County-they had no prior vouchers the previous year and had 60 this year with a loss of 21 students. Avon Local School District in Lorain County had a 50-fold increase with 537 students receiving vouchers, they lost 110 students. Three Rivers Local School District here in Hamilton County had a 52-fold increase to a total of 832 students with a loss of 124 students. Hudson City District in Summit County had a 35-fold increase for a total of 177 students with a loss of 99 students. Indian Hill in Hamilton County had a 32-fold increase to 163 total vouchers with the loss of 25 students. Loveland School District in Hamilton County had a 28-fold increase to 561 students with a loss of 100 students. Revere Local School District in Summit County had a 26-fold increase to 131 vouchers with the loss of 15 students. New Richmond in Clermont County had a 25-fold increase to 126 vouchers with loss of absolutely no students. Kenston Local School District in Chagrin Falls had a 24-fold increase to 122 vouchers with a loss of 19 students. Olentangy School District in Delaware County hit a 23-fold increase to 713 students, they actually gained 489 students. Northwest Local School District isn't even in the top 10 in the state of vouchers. Preliminary data for 2024-25 indicates that enrollment is going to be on target, around the same level as 2023-24.

Furthermore, 49% of the 500 largest school districts have faced superintendent leadership changes since March of 2020. The reasons given for this are politics, the culture war, and blameless inexperience. As many other people have retired from the school district so have principals, which has been a main pipeline for superintendents. What has been said in this article by Michael Collins is "to be quite honest with you, if we're going to find the best leaders we're going to have to cultivate them". The role of superintendent has completely changed since 2019. According to Collins, you used to

have to be able to walk and chew gum as a superintendent but now you have to walk, chew gum, and then run a marathon to be superintendent. COVID was uncharted territory for a seasoned superintendent much less a new superintendent. COVID changed the superintendent job forever. COVID brought changes to industries across the nation, most are still trying to climb out of the trench. Education is no different. There is a time when delayed gratification and patience is needed; the effects of COVID are not quickly repaired.

After talking with experienced school board members and a seasoned, outside superintendent, I believe the district would be more severely damaged by bringing in a new superintendent, unfamiliar with the district. I support Mr. Yater to continue as superintendent. He has had recent accomplishments. He led teacher negotiations and settled those in two and a half days. He reviewed end of the year data with each building to monitor its progress. He developed the One Plan, One Team directive. He led a coordinated response to the Colerain Elementary facility issues. And finally, he led the response to the simultaneous bomb threats at several of our schools.

He has continued to work tirelessly for the district post-resignation. I received an email from somebody telling me that I campaigned on Mr. Yater not being here, that is not true. I campaigned on better achievement and improved discipline and that is what he has presented. We have data that supports that. You can fall for all the hype out there about how terrible this is and how terrible that is. Do your own research and look into things and don't believe every rumor that you hear.

- **Mrs. Taulbee:** Speaking of research, we're second highest projected for 2024 participants in the parochial Ed Choice program. I do appreciate you quoting magazines but I would encourage you to visit the schools, talk to the teachers and see what's going on in the classrooms.
- **Mrs. Slattery:** I have visited the schools. And just because these are from articles doesn't mean the information isn't relevant. COVID had a nationwide impact.
- **Mrs. Taulbee:** I understand that it affects this district too. These are our teachers and our students and this is who we are concerned with, not an article that was written in Cleveland.
- **Mrs. Slattery:** Well, that that's your opinion but it's data that applies to all school districts who have suffered through COVID.
- **Mr. Gilbert:** I have taken my role as a board of education member very seriously for the past seven years. The decisions and votes that I have made have always revolved around what is best for our children and what is best for our community. To be honest, I've struggled because the processes and methodologies to run a public school district greatly varies from how conventional private organizations would run. I have strived to understand the differences, however, there comes a point where public education needs to start adopting sound business practices if they are to survive. Northwest Local is at an impasse, our 5-year forecast has not progressed in a positive direction in well over 10 years. We have two renewal levies coming up and if these do not pass we will need to

cut \$25 million out of \$130 million budget. This will be devastating. Currently, Mr. Yater has been our superintendent for almost three years and our assistant superintendent for several years prior to that. His influence has been present for a substantial amount of time.

Northwest Local is in the most dire position it has been in, and there are no answers for our immediate future. Darrell Yater may not be responsible for all the current trials we are going through, however, he has not any brought any new or innovative solutions to the table. Everything revolves around successful passing of renewal and emergency levies. Now is the time to seek different opportunities and this may be through a new set of eyes from outside our district. It is our responsibility as the Board of Education to do what is the very best for our community. I can appreciate that it's fearful not having somebody at the wheel or turning it over to a potential interim. To not even attempt to interview and look for a new leader, in my opinion, is mismanagement on the board of education's part. Darrell Yater currently makes \$178,000 a year plus allowances totaling over \$200,000 a year. His salary clearly defines the position as an executive leadership role. I must ask, are we getting our money's worth with Darrell in this position? I personally think not.

Our district has been plagued with poor leadership for many years. If you would like to see the efforts we have been working on with Darrell, please request Darrell's last two evaluations. This can be done by emailing Amy Wells and asking for public records request stating what you would like a copy of. Whereas Darrell has been recognized as an excellent educator with his Milken Award, his leadership skills have some area for development. A good leader has solid character, transparency, and humility that creates an environment that others want to follow. It is apparent that our district does not experience that type of leadership. This is based on much feedback that I've received from staff as well as our community. The culture of any organization comes from the top down. The culture at Northwest Local drastically needs to change. Not all of this lies on Darrell's shoulders, however, it is Darrell's responsibility to develop and fix a broken culture.

Our biggest concern that needs to be addressed is student behavior and safety of our students and staff. This has been the Board of Education's front topic since the students returned from COVID. The Board has asked for a zero tolerance environment that will protect students and staff but little to no change has occurred. To speak to culture of the district's leadership, you all know that we recently had a tragic assault on one of our educators. The building was in chaos due to the severity of the incident. Amidst this chaos, Mr. Yater was less than a mile away and neither he or any of his administrative team came to assist in managing the situation. This does not create a culture of trust in any fashion.

Northwest applied for a safety grant, which I believe was an ask of over \$600,000. Nearly every school district around us received money upon submission of the application, but not Northwest Local. When we inquired to Darrell as to why we were

passed up for the grant, the Board was told that they usually don't tell you why. Weirdly enough, Mr. Heather tracked down the grant administrator. He was very forthcoming and shared our Northwest Local application. When the Board reviewed the application there were numerous errors on it - that was ridiculous. Mr. Heather also told us that, had the errors been fixed quickly enough, we would have gotten the money during the first round of monies distributed. When we were passed over, how did our superintendent not wonder why his school district was the only one that didn't pass? This money was for the initiatives for the safety of our children. How is this not a priority when the safety of public schools is at its lowest point in the history of public education?

Your Board of Education realizes that safety and discipline are one of the most critical issues we face. The Board asked for a work session to get in front of our building leaders to ask what the board of education can do through policy and support to assist them and their staff. This meeting ended up being a fabricated meeting that had a run through practice and particular staff making strategic comments to the board of education to steer all the conversations. How can we move the needle of our district when conversations are fabricated and rehearsed? Nicole touched on the Hanover Survey results and we have drastically failed the last two levies. This speaks to our community's belief and buy in in to our school district. We need a fresh look at our district in conjunction with a plan that is sellable and agreeable to our community. Most of Darrell's professional career has been with Northwest Local and his experience has been here. We need more out of the box thinking and direction.

Our district is in dire need of a course correction in many different areas. Continually doing the same things over and over and expecting a new or better outcome is a gamble we do not have the time or the money to gamble with. The Board has been asking for stronger accountabilities at all levels. If our district is going to flourish to its greatest potential and accountability, it must be a working part of this equation. Lastly, this is now the second time our superintendent position has opened and we had the opportunity to truly search for a better leader of our district. This opportunity both times has been casted out by certain board members who have influenced others into reckless behavior. Could this just be me being upset? Possibly, but this statement is true no matter what emotion was used to say it. The board of education has provided a disservice to our community, our staff, and our students. We have settled. Darrell, you stated that you love Northwest, if this is true then the greatest gift that you can do for this district is to continue forward with your new opportunity and leave the district to find a new leader.

- **Mr. Detzel:** I made a comment when we had our Board meeting at Northwest High School that I think Darrell is the man for the job. He's shown it over the 25 years he's been in our district. I said it back in January when I was the only one that wanted to keep Darrell. I think it's the right thing to do. Nancy, I couldn't say it much better with everything that you said. It's obvious that there's three of us that want him and there's two that that don't. That's obvious by sitting out there listening. I stand by what I said a month ago and I stand by what I said back in January.

7.0 COMMITTEE REPORTS AND UPDATES

A) Student Achievement Liaison Report

7.1 Student Achievement Liaison Report by Board Representative

Board member Nancy Slattery presented the Student Achievement Liaison Report as follows:

Northwest Local School District

- 25 high school students earned an Advanced Plus score on Ohio's End of Course Exam for Geometry. Advanced Plus is the highest performance level and a rating only available for students who are taking the exam a year or more ahead of their peers due to a single subject or whole grade acceleration.

Sandrafaye Bryant	Sydney Klotz	Brayden Bierkan,
Riley Carraher	Aditya Pariyar	Brianna Black
Bimal Dhimial	Alexis Renner	Kenya Gragston
David Gonzalez,	Madelyn Schibi	Kieriah Kennedy
Alexis Hendricks	Carrie Schwettmann	Zoe Kohler
Kennedi Hope	David Weitzel	Jackson McNett
Arzan Hozdar	Maxwell Wyatt	Kesha Mink
Kristyna Kartye	Koen Berry	Jade Stargell
Hayden Klotz		

Monfort Heights Elementary

- 8 fifth grade students earned the Gold Presidential Award. These students maintained a Grade Point Average of 4.0 for the entire school year.

Brandon Edwards	Christ Nguessan	Jenna Mangold
Jaxon Kiehborh	Kaitlin Schoenberger	Cecilia Walton
Joseph Marshall	Ava Crofford	

Pleasant Run Elementary

- 44 students earned Advanced scores on their Ohio State Tests for both math and English language arts.

Lana Berry	Jaryn Geans	David Onel Mutombo
Dariely Calcano De La Cruz	Julian Gurung	Kendall Rauss
Jason Dahal	Collin Hoffer	Caleb Rogers
Liam Davis	Jack Hogue III	Enoch Wamba
Reine Esther Fongang	Favour Metenmenui	Kylie Wyatt

Lalla Ba	Elnory Kephart	Eliana Demiduk
Keyana Barron	Noah Lackey	Aziz Diop
Lilliana Bierkan	Samara Noble	Parker Fields
Rojer Biswa	Ava Oglivie	Carlos Lazaro Batrez
Sanvika Cherreddy	Steven Salgado	Chloe Moore
Anta Diop	Adrianna Ward	Seth Sears
Adam Gajmal	Madison Wisecarver	Olivia Sheppard
Adjo Gbedjangni	Audrey Barker	Ethan Welch
Connor Hamann	Utshav Bastola	Adien Wilson
Alexis Keiffer	Amare Cornish	

Northwest High School

- Markeis Andrews and Anden Felixs were selected to participate in the Southwest Ohio Football Coaches Association versus Miami Valley Football Association All-Star Game. The Cincinnati team came out victorious, winning 29 - 20.
- D'Asyia Cotton placed 4th in the high jump at the State Track and Field Meet. D'Asyia cleared her season best height of 5 feet 6 inches, improving from her 5th place finish at last year's State Meet.

Colerain Middle School

- Andre Burks, Jr. was recently named CMS's male Athlete of the Year. He participated in football, wrestling and track. Andre works extremely hard, is focused and driven. Andre was a 2-time state qualifier and the Greater Miami Conference (GMC) wrestling champion.

Colerain High School

- Congratulations to the CHS Art Club and HOPE Squad who participated in Murals with a Mission with the Cincinnati Reds and PNC Bank. Murals with a Mission is a special partnership between the Cincinnati Reds and PNC Bank that was launched in 2022. Its goal is to create art at area high schools that is designed to elevate positive social messages for the student community. Participating CHS students were honored at the Reds Game on May 25th

B) Butler Tech Update

7.2 Butler Technology Update by Board Representative

Board member Jim Detzel presented the Butler Tech update as follows:

The three building projects are progressing. There will be more updates once they officially break ground.

C) Legislative Update

7.3 Legislative Update by Board Representative

Board member Chris Heather presented the legislative update as follows:

The Ohio State Legislature is on summer break so there aren't any state legislative updates.

The Los Angeles Unified School District's Board of Education has voted to ban the use of cell phones in schools during the entire school day. In addition, the US Surgeon General has deemed that social media can be dangerous to one's health.

8.0 PUBLIC PRESENTATION

A) Report from Any Employee Organization

8.1 Report from Any Employee Organization

Board President asked if there was a representative from any employee organization who wished to speak.

Dave Frey (Teacher's Union President): I'm here tonight to speak on behalf of the teachers of the Northwest Local School District. We want the Board of Education to know that we support and encourage them as they begin their momentous task of hiring a new superintendent. While change is often challenging, teachers perceive a need. New leadership will bring out noteworthy ideas to address the demanding issues that the district is facing as society and education evolves through this post pandemic world. We teachers are optimistic the Board of Education will seize this opportunity to refresh the district, and we ask that you choose the candidate that best represents the following characteristics: first, they must be listener and a highly visible representative. Teachers have not always felt or believe that they have been heard. Many have felt that their concerns, issues and even solutions have not always been taken seriously by those in leadership positions. Having a superintendent who is present and open to dialogue will create a working relationship between the superintendent and teachers and may eliminate the 'us versus them' mindset that has troubled the district and possibly impeded solutions. Next, exceptional communication skills are a priority in our new superintendent. As we know, news travels quickly and as it does, the message changes just as fast. Having open communication with staff so that everyone knows what is happening is important to staff members. When the message is not delivered to everyone or information happens in waves, staff members often hear inaccurate information which results in miscommunication and misunderstandings about what is happening in the district.

At this critical juncture, the district requires a superintendent that understands that discipline is not synonymous with punishment, but rather is an investment in creating a culture where students are able to develop and practice self-restraint and self-control in order to establish an environment where everyone feels safe and respected and therefore are able to teach and learn in a setting that avoids contention and promotes the well-being of all. Punishment is reactionary. We need a superintendent who can help us learn to be proactive and preventive while holding staff and students accountable for their choices. Finally, the new superintendent should understand that less is more. In a world of education there's always a new program or initiative that promises to revolutionize the way things are done. The problem is that every new initiative requires time. Time for staff to learn, time to be implemented with students, and time for it to work its magic. Unfortunately, that kind of time is rarely, if ever, given before the next new initiative comes along and is assigned to everyone while the previous initiatives fall by the wayside leaving people feeling that they have wasted their time.

Our new superintendent should be one who honors the teacher's time, commitment and encourages teachers to honor to own their skills before instituting the next best thing and creating teachers who are good at some techniques instead of empowering them to be exceptional at a few. Remember, when a teacher is exceptional they teach exceptionally. With all that has transpired in the world over the past several years, the educational environment is vastly different and rapidly changing. The teachers know that the Board of Education are tasked with an immense decision to choose a new superintendent. However, we encourage you to draw upon the strengths of the district's 100-year history and choose a new superintendent who will guide us into the next century with dignity, integrity, and excellence as has been our tradition.

Brad Watkins, Director of Special Education for NWLSD: I'm the proud director of special education for approximately the next 15 days or so. While I don't share some of the opinions of five of you this evening, I respect each and every one of you immensely for the dedication that you have to this community and your constituents and the monumental task you have ahead of you. I've spent nine years in Northwest Local School District. You've given me a great deal of professional support and personal support along the way. I proudly served alongside some tremendous leaders and am currently am serving alongside a tremendous leader. There are going to be some other comments made this evening and I recognize that. It's certainly not on my heart to cause any type of ruckus as I move on, but I do feel it is on my heart to share with you that this district has, in my opinion, a compassionate, humble, and selfless leader that serves tirelessly each and every day. Leaders make mistakes, no one's perfect. What you do when someone makes a mistake is to get alongside them and work with them and that's the kind of

leadership he's (Darrell Yater) had. He's had an impact on me as I've made mistakes as building principal, as an athletic director, as an assistant principal, and I wasn't in this position very long as special education director, but we're doing all right but I just want you to hear it from somebody that's been in various roles in the district in the last 9 years and has seen some previous leadership and Darrell gets it. Darrell gets it. I appreciate everything you guys have given me as a district, I've certainly made lifelong friendships and memories. I'll look back upon this this chapter in my life very fondly and I wish you nothing about the best. I want you to hear that very sincerely. I know that you have a tremendous team sitting up here and I would like to wish everybody the best. Thank you for the opportunity to speak and thank you for the last nine years.

B) Community Communications

8.2 Community Comments

Board President acknowledged audience members who completed a “Request to Address the Board” card and read the NWLSD Board Policy, *Public Participation at Board Meetings* (169.1) which can be viewed through the following link: <http://go.boarddocs.com/oh/nwlsdhamiltonoh/Board.nsf/goto?open&id=CJML8T555E8F>

The Northwest Board of Education welcomes the opportunity to listen to Northwest Local School District resident's comments, suggestions, and concerns on educational issues. It is important to remember that the Board conducts the meetings in public but the meetings are not public forums. The intent of the meetings is to allow the Board to complete needed business. Per board policy (169.1), each submission will be given three (3) minutes to speak on agenda items of any topic during “Community Comments”. However, no more than fifteen (15) minutes will be devoted to public participation unless the Board votes unanimously to continue the discussion. No response to this submission will occur from any Board member or district administration during this time. Once the fifteen (15) minutes' time frame is over, appropriate follow up by the district administration may occur at a later time if warranted.

Kerri Robers (former NWLSD levy/bond chair): For the last 22 years I have served a significant role in every levy campaign that the district has put on the ballot. For the last seven years I've been the leader of the Community Partners for Education, this is a PAC that was set up roughly 20 plus years ago to fundraise and execute levy campaigns in the Northwest Local School District. I attended Monfort Heights, White Oak, and graduated from Colerain High School, as did my husband and two of our four children. I have been a huge supporter of our schools, staff, and

community my entire life. In recent days, I have received many concerned phone calls from teachers, administrators, and community members about what is happening in our district. It is my understanding that our superintendent resigned, giving the board an opportunity to hire new leadership. Our board advertised the superintendent position for only 5 days, where most super positions are posted for a month. There were seven candidates for the position and not all were interviewed. Three of the board members decided that there were “no better options”, so they would offer Mr. Yater his position back with an extension. This decision by three board members was agreed to after all five members had signed-off on less than stellar evaluations of the superintendent in January of 2023 and March of 2024. I know that the district has a lot of gossip, and with Jim being on vacation, I opted to reach out to Mr. Heather. Following some discussion with Mr. Heather, he informed me that he and Dr. Slattery were voting with Mr. Detzel and it would be a 3-2 vote (to keep Darrell Yater). Mr. Heather went on to say, “Kerri, you know that Jim and I rarely see eye to eye. Jim is a big fan of Mr. Yater and he has convinced both of us that we are in a bad situation and this is the only option. It may not be ideal, but it's where we are. It will definitely be a 3-2 vote.”

As I mentioned, all five board members signed off on the last two evaluations in 2023 and 2024. I will let the evaluations speak for themselves. These are excerpts from the evaluation signed by all five board members in January of 2023. These were obtained via a public records request from someone using an anonymous name as my request from June 18 has not even yet been acknowledged. These are the board members' words, “this past year an incident occurred regarding a safety grant that NWLSD was passed over on due to an incomplete application. This was presented to the board by a current board member. The board feels had this not been presented to Darrell, there is a very good chance we would never have been informed of the mishap. To many, if not all of us, this was a gross oversight and honestly a near terminable offense. We let Darrell and his team investigate the situation and actions were taken. The question left to the board is, would we ever have been made aware of this? We need to trust that we will be informed and that Darrell's team will be held accountable. There is a very high bar set for all NWLSD staff and that same consideration has to be made for Darrell's cabinet and leadership team.” The second excerpt from that same evaluation is, “the overall morale of the district is very low.” The following statements via the same records request from an evaluation signed in March of 2024, just 91 days ago. “Lots of division in the district. Mr. Yater seems to only involve the Board of Education on peripheral ideas and doesn't really treat the Board as part of the district team. Academic success has been very limited based on comparison statistics. A great concern is mass exodus within our district. Many staff members are withdrawing their children and enrolling them in private education.”

On a personal level, I appreciate Darrell's years of service to our district. I have worked alongside him for many a campaign. He worked hard, he was smart and I

enjoyed the opportunity to get to know him better. As a leader of Community Partners for Education, an organization that fights for support, funding, and positive outcomes for the district, I have to put personal feelings aside. This community is speaking and I must listen. This district is begging for a different style of leadership. Currently, the district and community voices are loud, the voices are bold, and the voices are ready for change. We have seen your signatures on the evaluation and we saw you take steps toward change. Why the sudden about face?

As one of the loud and bold voices that continually supported this district, no matter its challenges, I can no longer raise my voice in support of a district that takes three steps back before it even took a full step forward. I implore you, as elected board members, to listen to the community that voted you into your positions. They are being loud and bold and declaring that they want change. Your agenda should not be personal; it should be what is best for the district. I believe it was Albert Einstein that said "insanity is doing the same thing over and over again expecting different results". When leaving our district, a 6 -10 year employee said it best, "I really do hope change is coming because these students and amazing staff deserve so much better".

Sandi Petrou (President, CHS Boosters): I don't want to be here, I don't even want to speak, but I do feel it's necessary. I'm here as a voice for the community and the Northwest staff that are fearful of retaliation if they speak their thoughts. I began in this District in 1985 with a kindergartener at Colerain Elementary. My three kids went through Colerain Elementary, Colerain Middle, and Colerain High School. My daughter, an educator, started her student teaching at Weigel Elementary and ended up with a job. She spent nearly 20 years with this district save a couple of years when she went to another opportunity as an assistant principal. This district has an image that is less than favorable. The public has spoken loud and clear that there's no confidence in the administration. The district is in desperate need of a hard reset.

When the superintendent gave his resignation, an opportunity to turn the district around came to fruition. Applicants submitted their information but no interviews were arranged because, and I'm quoting board member Chris Heather (in writing), "at this point there are three solid votes to keep him (Yater)." Not only are they keeping him, but intentions of giving him a raise and extending his contract to three more years to his retirement date are also on the table. Why not interview those applicants? Heather states, "time is of the essence". Many district staff disagree. The staff, administrators, students, families, stakeholders and community deserve someone who will think forward. Someone who will turn Northwest into a district that not only retains their families, but attracts families. Someone who will step up when there is a very public event that happens, such as the tragedy that occurred in January at Colerain High School. Someone who will value their staff. Someone who will listen to the public. Someone who will be empathetic to concerns of staff

and students. Someone who will address behavioral issues in policy. Someone who makes an honest effort to be visible at events and talk comfortably to parents in the community. Darrell Yater has been nothing but very kind and professional to me. Personally, I like him. I even consider him a friend and I want the very best for him. However, I also want the best for the kids in this district. My read on public confidence is the district needs a drastic change in leadership to turn around the community. I have the evaluations, I'm not worried about posting them, and will request feedback from the community so you can all see what the community actually says. I'm begging the board members to please rethink this decision and interview at least those candidates. My granddaughter deserved better, my own daughter deserved better and the families that entrusted you with the power to make a change in their best interest deserves better.

9.0 APPROVAL OF SUPERINTENDENT'S CONSENT ITEMS

9.1 Adoption of Superintendent's Consent Items

The Superintendent recommended the Board of Education approve the adoption of Superintendent's consent items as listed.

ORIGINAL - Motion

Member **(Chris Heather)** Moved, Member **(Jim Detzel)** Seconded to approve the **ORIGINAL** motion 'approve the adoption of superintendent's consent items as listed'. Upon a roll call vote being taken, the vote was: Aye: 5 Nay: 0. The motion **Carried 5 – 0**

Nicole Taulbee	Yes
Mark Gilbert	Yes
Jim Detzel	Yes
Chris Heather	Yes
Nancy Slattery	Yes

A) Personnel

9.2 Personnel Items

Acceptance of Classified Resignations and Retirements

Hudgins, Derrell - NWHS - Custodian II
Effective: 06/14/2024

(Personal)

Acceptance of Administrative Resignation and Retirement

Doblinger, Emily - CSO - Assistant Director of Curriculum
Effective: 7/31/2024

(Personal)

Gehring, Dustin - CSO - Director of Student Services
Effective: 7/1/2024

(Position Elsewhere)

Acceptance of Certified Resignations and Retirements

Ahlers, Allison - CMS - Math
Effective: 8/1/2024

(Position Elsewhere)

DesMarais, Jared - CMS - Math
Effective: 6/14/2024

(Declined Position)

Gillum, Angela - WOMS - Social Studies
Effective: 8/1/2024

(Position Elsewhere)

Hilgeman, Stacey - SE - ESL Tutor
Effective: 8/1/2024

(Personal)

Kubachka, Leah - PRE - Intervention Specialist
Effective: 8/1/2024

(Personal)

Patrick, Kevin - PRMS - Orchestra
Effective: 8/1/2024

(Position Elsewhere)

Trokan, Andrew - MHE - Intervention Specialist
Effective: 8/1/2024

(Position Elsewhere)

Van Fossen, Zachary - CMS - Math
Effective: 6/30/2024

(Position Elsewhere)

Vaughn, Kari - CHS - Math
Effective: 6/30/2024

(Revised Date)

Waldeck, Michaela - PRMS - Language Arts
Effective: 8/1/2024

(Personal)

Approval of Extra Duty Resignations

Ahlers, Allison - CMS - 7/8th Grade Girls Basketball, Step 6
Effective: 6/30/2024

Crisp, Christopher - CE - Building Leadership Team Member, Step 1
Effective: 6/30/2024

Long, Michael - CHS - Social Media and Instructional Technology Building Liaison,
Step 6
Effective: 6/30/2024

Martini, Kerry - CHS - Building Leadership Team Member, Step 6
Effective: 6/30/2024

Patrick, Kevin - NWHS - Drill Team Sponsor, Step 2
Effective: 6/30/2024

Patrick, Kevin - NWHS - Flag Corps Sponsor, Step 2
Effective: 6/30/2024

Patrick, Kevin - PRMS - Music Club Sponsor, Step 2
Effective: 6/30/2024

Rod, Daniel - CHS - Assistant Varsity Football Coach (½ time), Step 5
Effective: 6/30/2024

Stoinoff, Molly - CHS - Yearbook Sponsor, Step 1
Effective: 6/30/2024

Van Fossen, Zachary - CMS - 7/8th Grade Boys Golf Coach, Step 2
Effective: 6/30/2024

Van Fossen, Zachary - CMS - 7/8th Grade Girls Golf Coach, Step 2
Effective: 6/30/2024

Waldeck, Michaela - PRMS - Student Council Sponsor, Step 3
Effective: 6/30/2024

Wodarski, Nicole - CHS - Student Senate Coordinator (½ time), Step 1
Effective: 6/30/2024

Approval of Classified Changes in Status

Greve, Deanna - from Custodian II at Colerain Elementary, Step 1 to 7.5 hour
Cafeteria Assistant at Colerain High School, Step 9
Effective: 6/5/2024

Approval of Initial Classified Appointment

Browning, Victoria
Salary: MD Assistant, Step 3
Effective: 8/12/2024

Carlton, Jordan
Salary: Computer Technician, Step 5
Effective: 6/24/2024 (Replacement)

Epperhart, Bryant
Salary: Cafeteria Manager, Step 5
Effective: 8/14/2024 (Replacement)

Frankenstein, Holly
Salary: Cafeteria Assistant, Step 2
Effective: 8/14/2024 (Replacement)

Goedde, Maria
Salary: MD Assistant, Step 13
Effective: 8/12/2024 (Replacement)

Higgins, Thomas
Salary: Custodian II, Step 1
Effective: 7/1/2024 (Replacement)

Johnson, Koury
Salary: SIA, Step 10
Effective: 8/12/2024 (Replacement)

Leaks, Jameica
Salary: MD 1:1 Assistant, Step 5
Effective: 8/12/2024 (New Position)

McCoy, Kimberly
Salary: Preschool Assistant, Step 5
Effective: 8/12/2024 (Replacement)

Mentrup, Victoria
Salary: Intervention Assistant
Effective: 8/12/2024 (Replacement)

Molden, Rylie
Salary: MD Assistant, Step 3
Effective: 8/12/2024 (Replacement)

Robson, Brandon
Salary: ED Assistant, Step 5
Effective: 7/1/2024 (Replacement)

Tombragel, Gail
Salary: Cafeteria Assistant, Step
Effective: 8/14/2024 (Replacement)

Approval of Summer Office Personnel Workers for the Enrollment Center at \$18.68 per hour – Effective 7/29/2024

Debbie Flannery
Marquita Neyland
Rachel Rabe

Approval of Classified Contracts for the 2024-25 School Year

Two-Year Contracts

Gazaway, Dawn
McGinnis, Cortez

Approval of Classified Leaves of Absence

Andrews, Catherine - Transportation - Bus Driver
Effective: 4/26/2024 (Continuous)

Obermeyer, Melissa - HELC - Office Personnel 5
Effective: 5/30/2024 (Continuous)

Robison, Lisa - HESC - Food Service Supervisor
Effective: 5/24/2024 (Intermittent)

Approval of Certified Leaves of Absence

Gilker, Barbara - CHS - Teacher
Effective: 5/16/2024 (Intermittent)

Moeller, Danielle - SE - Teacher
Effective: 6/13/2024 (Continuous)

Skowronski, Kayla - PRE - Teacher
Effective: (Continuous)

Smith, Christina - PRE - Teacher
Effective: 10/23/2024 (Continuous)

Approval of Initial Administrative Appointment

Crisp, Christopher - SE - Assistant Principal
Salary: XA0-01, Step 6, (200 days)
Effective: 8/1/2024 (Replacement)

Ferguson, Lindsey - CSO - Special Education Supervisor III
Salary: XC2-01, Step 2, (212 days)
Effective: 8/1/2024 (Replacement)

Herald, Cynthia - CSO - Special Education Supervisor III
Salary: XC2-01, Step 9, (212 days)
Effective: 8/1/2024 (Replacement)

Kuhnline, Jacob - CSO - Director of Student Services
Salary: XA7-04, Step 4, (247 days)
Effective: 8/1/2024 (Replacement)

Newman, Joseph - WOMS - Assistant Principal
Salary: XC2-02, Step 11, (212 days)
Effective: 8/1/2024 (Replacement)

Approval of Administrative Changes in Status

Casteel, Cristen - from Secondary Assistant Principal, XC2-01, Step 9, (212 days) to Middle School Principal, XA7-08, Step 3, (247 days)
Effective: 8/1/2024

Approval of Administrative Extended Service Contracts – Effective 6/14/2024

Casteel, Cristen - CMS - Maximum of 20 paid days in June/July at Administrative per diem, XA7-08, (247 days), Step 3

Gautreaux, Amy - CSO - Maximum of 5 paid days in July at Administrative per diem, XA7-01, (247 days), Step 7

Kuhnline, Jacob - CSO - Maximum of 20 paid days in June/July at Administrative per diem, XA7-04, (247 days), Step 4

Newman, Joseph - WOMS - Maximum of 10 paid says in July at Administrative per diem XC2-02, (212 day), Step 11

Approval of Initial Certified Appointments

Blair, Ayanna (Replacement)
Salary: Teacher, Bachelor's with 1 year of experience, Step 3
Effective: 8/1/2025

Broxterman, Matthew (Replacement)
Salary: Teacher, Bachelor's with 0 years of experience, Step 3
Effective: 8/1/2024 Contingent upon issuance of a valid Ohio Teaching License

Daumeyer, Teri (Replacement)
Salary: Teacher, Bachelor's with 10 years of experience, Step 11
Effective: 8/1/2024

Davidson, Joseph (Replacement)
Salary: Teacher, Bachelor's with 10 year of experience, Step 11
Effective: 8/1/2024

Davis, Kimberly (Replacement)
Salary: Teacher, Master's with 10 years of experience, Step 11
Effective: 8/1/2024

Glazier, Matthew (Replacement)
Salary: Teacher, Bachelor's with 2 years of experience, Step 3
Effective: 8/1/2024

Guarnieri, Kelli (Replacement)
Salary: Teacher, Bachelor's with 9 years of experience, Step 10
Effective: 8/1/2024 Contingent upon issuance of a valid Ohio Teaching License

Hafer, Phylis (Replacement)
Salary: Teacher, Master's with 10 years of experience, Step 11
Effective: 8/1/2024 Contingent upon issuance of a valid Ohio Teaching License

Lewis, David (Replacement)
Salary: Teacher, Master's + 30 with 10 years of experience, Step 11
Effective: 8/1/2024

Miller, Kayla (Replacement)
Salary: Teacher, Master's + 15 with 6 years of experience, Step 7
Effective: 8/1/2024

Mrusek, Katelynn (Replacement)
Salary: Teacher, Bachelor's with 150 semester hours and 0 years of experience, Step 3
Effective: 8/1/2024

Newton, Joseph (Replacement)
Salary: Teacher, Bachelor's with 0 years of experience, Step 3
Effective: 8/1/2024 Contingent upon issuance of a valid Ohio Teaching License

Richardson, Benjamin (Replacement)
Salary: Teacher, Bachelor's with 0 years of experience, Step 3
Effective: 8/1/2024 Contingent upon issuance of a valid Ohio Teaching License

Vriesman, Emily (Replacement)
Salary: Teacher, Bachelor's with 4 years of experience, Step 5
Effective: 8/1/2024

Approval of Certified Change of Status

Andrews, Kristin - from Master's + 15, with 10 years of experience, Step 11 to Teacher Plus Master's + 15, with 10 years of experience, Step 11

Effective: 8/1/2024 (Replacement)

Hever, Bailey - from Bachelor's with 0 years of experience, Step 3 to Bachelor's with 150 semester hours and 0 years of experience, Step 3

Effective: 8/1/2024 (Transcripts Verified)

Approval of Extra Duty Contracts for 2024-25 Effective 7/1/2024

Colerain High School

Orchestra Director - Bailey Hever, Step 1
Social Media and Instructional Technology Building Liaison - Brittany Leonard, Step 1
Spanish Club Sponsor - Juliana Norwell, Step 6
Special Olympics Sponsor (1/2) - Chelsea Kennedy, Step 4
Special Olympics Sponsor (1/2) - Jennifer Dent, Step 4
Yearbook Sponsor - Maggie Bowser, Step 2

Resolution (#2429) to Hire for Non-Licensed Coaches Effective 7/1/2024

WHEREAS, a vacancy exists in the positions of:

9th Grade Football Coach (1/2) - CHS
Assistant Drama Director - CHS
Assistant Varsity Cross Country Coach - CHS
Assistant Varsity Football Coach (1/2) - CHS
Assistant Varsity Football Coach - CHS
Head Varsity Cheerleading Coach - NWHS

WHEREAS, the positions have been offered to the current employees of the Northwest Local School District who have a license issued under Section 3319.22 of the Ohio Revised Code and no such person whom the Board of Education considers to be qualified for the positions has applied for and accepted the positions; and

WHEREAS, the positions have been advertised as available to any individual not employed by the Northwest Local School District who has a license issued under Section 3319.22 of the Ohio Revised Code, and no such person whom the Board of Education considers to be qualified for the positions has applied for and accepted the positions; and

WHEREAS,

Caley, Jeffrey - CHS - Head Varsity Girls Golf Coach, Step 1
Courtney, Shelby - CHS - Assistant Varsity Cross Country Coach, Step 3
Covarrubias, Victoria - CHS - Assistant Drama Director, Step 6
Gill, Brooke - NWHS - Head Varsity Cheerleading Coach, Step 6
McGinnis, Cortez - CHS - Assistant Varsity Football Coach (1/2), Step 3
Reid, Darryll - CHS - 9th Grade Football Coach (1/2), Step 1
Rod, Daniel - CHS - Assistant Varsity Football Coach, Step 6
who do not hold licenses issued pursuant to Section 3319.22 of the Ohio Revised Code, have applied for the positions, and the Board of Education has determined that he/she is qualified for the positions.

NOW, THEREFORE, BE IT RESOLVED that they be employed in the positions for the 2024-2025 school year in accordance with the pupil activity contract attached hereto and incorporated herein.

IT IS FOUND AND DETERMINED that all formal action of this Board concerning or related to the adoption of this Resolution was 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.

Approval of Volunteer Coaches for 2024-25

Caley, Jeffrey - Strength Coach
Courtney, Shelby - Strength Coach
Gill, Brooke - Strength Coach
McGinnis, Cortez - Strength Coach
Reid, Darryll - Strength Coach
Rod, Daniel - Strength Coach

Approval of Revised Administrative Job Description

Job description can be viewed as an attachment in ESB.

Approval of 2024-2025 Administrative Handbook

Handbook can be viewed as an attachment in ESB, it was presented for information at the previous regular board meeting.

Approval of 2024-2025 Certified Handbook

Handbook can be viewed as an attachment in ESB, it was presented for information at the previous regular board meeting.

Approval of 2024-2025 Classified Handbook

Handbook can be viewed as an attachment in ESB, it was presented for information at the previous regular board meeting.

A) General Business

9.3 Vendor Contracts

In compliance with ORC 3313.33; following is a list of vendor contracts requiring Board approval.

Vendor Contracts			
Vendor	Timeframe	Amount	Description
Catapult Learning West, LLC	SY 24-25	\$79,151.00	Auxiliary Nursing Services - St. James the Greater School
Huntington	May '24 – May '25	\$6,075.00	Instructional Program, Testing, Tutoring
HCESC	June 1, 2024	\$1,240.00	School Psych Services
HCESC	6/12/24-5/23/25	Not to exceed \$54,000 (\$1,500/evaluation)	VAT (virtual assessment team) for evaluations at NWHS
The Rehab Continuum	May 2024 – May 2025	\$161,280.00	Physical Therapy Services
Beech Acres Parenting Center	SY 24-25	\$60,000.00	Counseling Services at Our Lady of Grace
Target Healthcare	SY 24-25	\$43.00/hr	1:1 nurse for student per IEP specification
Affordable Language	June 2024 – July 31, 2025	Price list can be viewed as ESB attachment	Interpreting Services

* *Paid for with Auxiliary or Federal Non-Public grant monies.*
Addition cost to the current fiscal year's July 1st budget.

Discussion

- **Mrs. Taulbee:** What is the current status of our open positions?

Mrs. Bunte: We currently have 16 certified position remaining to be filled and 23 classified positions to fill.

Mrs. Taulbee: And we had a hiring fair recently?

Mrs. Bunte: We had two hiring events. We’ve just on-boarded 40 new employees this week. Our Drive a Bus hiring event is this Wednesday, June 26 and we would love to have you come down. Hopefully we will get some drivers who are a little bit apprehensive about what driving a bus is like and they'll be able to have the opportunity to drive in a very controlled fashion (after signing a waiver) in the Taylor parking lot.

Mr. Detzel: With the open positions, how does that compare to where we were last year?

Mrs. Bunte: We are about neck in neck to where we were last year.

10.0 APPROVAL OF FISCAL CONSENT ITEMS

10.1 Adoption of Fiscal Consent Items

The Treasurer recommended the Board of Education approve the adoption of fiscal consent items as listed.

ORIGINAL - Motion

Member (**Jim Detzel**) Moved, Member (**Chris Heather**) Seconded to approve the **ORIGINAL** motion ‘approve the adoption fiscal consent items as listed’. Upon a roll call vote being taken, the vote was: Aye: 5 Nay: 0. The motion **Carried 5 – 0**

Nicole Taulbee	Yes
Mark Gilbert	Yes
Jim Detzel	Yes
Chris Heather	Yes
Nancy Slattery	Yes

10.2 Minutes – Regular Meeting – June 3, 2024

The minutes may be viewed on the ESB online attachment with today’s date.

10.3 Minutes – Special Meeting – June 10, 2024

The minutes may be viewed on the ESB online attachment with today’s date.

10.4 Financial Reports of the Treasurer – May 2024

In accordance with Section 3313.29 of the Revised Code of the State of Ohio, record needs to be made that the Treasurer submitted a financial statement of receipts, expenditures, balances and investments in the regular funds of the Board of Education for the period of the fiscal year 2024.

Monthly Finance and Investment Report – May 2024

All Fund Balance - \$92,878,261

General Fund Unreserved balance - \$35,545,357

	FYTD Actual	Estimate	%
Revenues	\$109,836,660	\$ 110,683,477	99%
Expenditures	\$122,073,577	\$135,955,679	90%

Investment weighted average return – 4.65%

List of monthly bills – Routine, as well as, debt interest payments, AP tests, custodial supplies, bus repair, literacy subscriptions, building design work, Waycross, and auxiliary/grant fund payments.

10.5 Fund-to-Fund Transfers

FY24 fund transfers to cover fee waivers.

0010000 GF \$5,000.00 to 009-9001 Fees – Music

0010000 GF \$73,455.55 to 009-9002 Fees – Technology

0010000 GF \$11,208.35 to 009-8220 Curriculum

10.6 Records Retention Schedule

A revised records retention schedule released by the Ohio Historical Connection in May. The revised schedule can be viewed on the ESB online attachment with today's date.

Discussion

- **Mrs. Taulbee:** Are there any surprises in the fund to fund transfers this year compared to last year?

Mrs. Wells: It's similar in that it's based on the school fee waivers that have been submitted each year.

11.0 APPROVAL OF OTHER ITEMS

11.1 2024-25 Handbooks and Fees

The following 2024-25 handbooks and fees are being presented for approval. They were presented for information at the previous regular board meeting. All handbooks and fees can be viewed as an ESB online attachment with today's date.

Executive Summary of Changes to Curriculum Handbooks

2024-25 Grading and Reporting Handbook

2024-25 Field Trip Handbook

2024-25 Credit Flexibility Handbook

24/25 Support Guidelines and Code of Conduct Executive Change Summary

24/25 Student Support Guidelines and Code of Conduct

24/25 Athletic Director Handbook
 24/25 Attendance Handbook
 24/25 Coaches Athletic Handbook
 24/25 Enrollment Handbook
 24/25 Health Assistant Policy and Procedures Manual
 24/25 Student Athlete Handbook
 24/25 HELC Student Handbook
 24/25 CMS Student Handbook
 24/25 PRE Student Handbook
 24/25 CES Student Handbook
 24/25 PRMS Student Handbook
 24/25 CHS Student Handbook
 24/25 SE Student Handbook
 24/25 MHE Student Handbook
 24/25 NWHHS Student Handbook
 24/25 WOMS Student Handbook
 24/25 TE Student Handbook
 2024-25 Elementary School Fees
 2024-25 Middle School Fees
 2024-25 High School Fees

ORIGINAL - Motion

Member (**Jim Detzel**) Moved, Member (**Nancy Slattery**) Seconded to approve the **ORIGINAL** motion ‘approve the 2024-25 handbooks and fees as listed’. Upon a roll call vote being taken, the vote was: Aye: 5 Nay: 0. The motion **Carried 5 – 0**

Nicole Taulbee	Yes
Mark Gilbert	Yes
Jim Detzel	Yes
Chris Heather	Yes
Nancy Slattery	Yes

11.2 Insurance Renewal – General Liability/Auto/Property/Cyber

The district worked with consultant, School Insurance Consultants, LLC to negotiate and provide the best policies and rates. It’s recommended that the district receive coverage from Liberty Mutual. Liberty Mutual has been insuring schools in the State of Ohio since 1950 and is one of the strongest A+ rated AM Best companies in the industry. The cost breakdown of the policy premiums can be viewed as an ESB attachment.

ORIGINAL - Motion

Member (**Jim Detzel**) Moved, Member (**Chris Heather**) Seconded to approve the **ORIGINAL** motion ‘approve the renewal of insurance policies for Northwest Local Schools effective July 1, 2024 with proposed premium changes as listed’. Upon a roll call vote being taken, the vote was: Aye: 5 Nay: 0. The motion **Carried 5 – 0**

Nicole Taulbee Yes
Mark Gilbert Yes
Jim Detzel Yes
Chris Heather Yes
Nancy Slattery Yes

12.0 APPROVAL OF FISCAL ITEMS

12.1 Advance and Reversal of FY24 Advance From/To General Fund

The treasurer asked to Board to approve the following year-end advances from the journal fund to the grant funds. The funds will be advanced to close the books and advanced back in the month of July when the books re-open for FY25.

FY24 Advance from General Fund		
439 9401	Preschool FY24	\$20,159.60
516 9401	IDEA Part B FY24	\$2.12
536 9401	Title I Supplement SCH FY 24	\$196.77
551 9402	Title III FY24	\$218.02
572 9401	Title I FY24	\$34,485.70
590 9401	Title IIA FY24	\$1,320.55

ORIGINAL - Motion

Member (**Chris Heather**) Moved, Member (**Nancy Slattery**) Seconded to approve the **ORIGINAL** motion ‘approve advance from general fund and advance back as listed’. Upon a roll call vote being taken, the vote was: Aye: 5 Nay: 0. The motion **Carried 5 – 0**

Nicole Taulbee Yes
Mark Gilbert Yes
Jim Detzel Yes
Chris Heather Yes
Nancy Slattery Yes

12.2 New Funds for FY25

The treasurer asked for the Board’s approval to accept, approve and appropriate the following new funds for FY25. This will set up the new grant and freshman class funds.

NEW FUNDS		
Fund	Special Cost Center	Fund Name
200	9431	CHS Class of 2028
200	9542	NWHS Class of 2028
439	9501	Preschool FY25
516	9501	IDEA Part B FY25
551	9501	Title III FY25
551	9502	Title III Immigrant FY25
572	9501	Title I FY25
584	9501	Title IV FY25
587	9501	Early Child Spec Ed FY25
590	9501	Title IIA FY25

ORIGINAL - Motion

Member (**Nancy Slattery**) Moved, Member (**Chris Heather**) Seconded to approve the **ORIGINAL** motion ‘accept, approve, and appropriate the FY25 new funds as listed’. Upon a roll call vote being taken, the vote was: Aye: 5 Nay: 0. The motion **Carried 5 – 0**

- Nicole Taulbee Yes
- Mark Gilbert Yes
- Jim Detzel Yes
- Chris Heather Yes
- Nancy Slattery Yes

12.3 Resolution for Deposit of Public Funds

The treasurer recommended the Board approve the resolution designating PNC Bank as the depository for the district’s public funds. The full depository agreement can be viewed as an online attachment on ESB.

ORIGINAL - Motion

Member (**Nancy Slattery**) Moved, Member (**Chris Heather**) Seconded to approve the **ORIGINAL** motion ‘approval of the resolution to deposit public funds as listed’. Upon a roll call vote being taken, the vote was: Aye: 5 Nay: 0. The motion **Carried 5 – 0**

- Nicole Taulbee Yes

Mark Gilbert	Yes
Jim Detzel	Yes
Chris Heather	Yes
Nancy Slattery	Yes

12.4 Final FY24 Permanent Appropriation Resolution

**PERMANENT APPROPRIATION RESOLUTION (#2430)
Local Board of Education
Rev. Code Sec. 5705.38**

BE IT RESOLVED by the Board of Education of the Northwest Local School District, Hamilton County, Ohio, that to provide for the current expenses and other expenditures of said Board of Education, during the fiscal year, ending June 30, 2024 the following sums be and the same are hereby set aside and appropriated for the several purposes for which expenditures are to be made and during said fiscal year, as follows:

FUND	TITLE	TOTAL APPROPRIATION
001	GENERAL FUND	132,415,825.11
002	BOND RETIREMENT	3,809,324.69
003	PERMANENET IMPROVEMENT	3,445,549.79
004	BUILDING	730,718.11
006	FOOD SERVICES	4,670,189.83
007	SPECIAL TRUST	260,569.91
008	FOUNDATION	41,000.00
009	UNIFORM SCHOOL SUPPLIES	360,455.59
018	PRINCIPAL	70,916.71
019	LOCAL GRANTS	27,009.58
024	EMPLOYEE INSURANCE SELF INSURED	140,566.61
027	WORKER COMPENSTATION	517,675.28
035	SEVERANCE	699,449.74
200	STUDENT MANAGED ACTIVITIES	104,591.20
300	EXTRA CURRICULAR ACTIVITIES	802,211.04
401	AUXILIARY SERVICES	1,769,573.26
439	PUBLIC SCHOOL PRESCHOOL	429,447.41
451	DATA COMMUNICATIONS	19,975.30
461	VOCATIONAL EDUCATION ENHANCEMENTS	--
467	STUDENT WELLNESS & SUCCESS	928,737.78
499	MISC STATE GRANTS	46,320.50
507	SCHOOL EMERGENCY RELIEF FUND	6,774,429.14
516	IDEA/PARENT MENTOR	3,107,558.42
536	TITLE I SUPPLEMENTAL	187,947.24
551	TITLE III	118,662.27

572	TITLE I - DISADVANTAGE CHILD	3,363,805.12
584	TITLE IV 4	66,848.68
587	IDEA PRESCHOOL SPEC ED	82,927.04
590	TITLE II-A	463,951.71
599	MISC FEDERAL GRANTS	400,000.00

GRAND TOTAL ALL FUNDS: \$ 166,256,237.05

The treasurer recommended that the Board of Education approve the Final FY24 Permanent Appropriations Resolution for \$166,256,237.05 as listed.

ORIGINAL - Motion

Member **(Nancy Slattery)** Moved, Member **(Jim Detzel)** Seconded to approve the **ORIGINAL** motion ‘approval the Final FY24 Permanent Appropriations Resolution for \$166,256,237.05 as listed’. Upon a roll call vote being taken, the vote was: Aye: 5 Nay: 0. The motion **Carried 5 – 0**

Nicole Taulbee	Yes
Mark Gilbert	Yes
Jim Detzel	Yes
Chris Heather	Yes
Nancy Slattery	Yes

12.5 Recognition of Additional Booster/Support Organizations

A six-month extension was granted to out of compliance booster/support organizations on January 8, 2024. Five organizations have become compliant and three organizations remain out of compliance and were suspended. The treasury department and building principals will continue to work with the non-compliant groups to bring them into compliance.

<u>Now in Compliance</u>	<u>Remain Out of Compliance</u>
Monfort Heights Elementary PTA	Harry E. Taylor Elementary PTA
Pleasant Run Elementary PTA	Northwest Highs PTA
Colerain Elementary PTA	Pleasant Run Middle PTA
Colerain High School PTA	
Northwest Boosters Association	

ORIGINAL - Motion

Member (**Chris Heather**) Moved, Member (**Nancy Slattery**) Seconded to approve the **ORIGINAL** motion ‘recognize the additional Booster/Support Organizations as listed’. Upon a roll call vote being taken, the vote was: Aye: 5 Nay: 0. The motion **Carried 5 – 0**

Nicole Taulbee	Yes
Mark Gilbert	Yes
Jim Detzel	Yes
Chris Heather	Yes
Nancy Slattery	Yes

Discussion

- **Mrs. Taublee:** To be clear, it’s not that there’s any wrongdoing, correct? It’s just that there is paperwork missing. That’s a lot of work for volunteers.

Mr. Yater: Correct

13.0 ITEMS FOR INFORMATION AND/OR DISCUSSION

A) Curriculum

13.1 2024-25 Textbook Adoption - Grade 5 Science

The Curriculum Department, in collaboration with the fifth grade teachers, recommended adoption of Ohio Interactive Science for the 2024-25 school year.

Ohio Interactive Science

Publisher: SAVVAS

ISBN #978-1-323-20813-7

(c) 2017

*Adoption includes digital access to Elevate Science, the newest product that aligns to Next Generation Science Standards.

An opportunity for parents to preview the resource and provide feedback was provided on June 24th. This item was presented for information only this evening and will be brought back to the Board of Education for approval at the next regularly scheduled meeting.

13.2 2024-25 New MS Elective Courses for Transitions Academy

The instructional team and administrator at Transitions Academy requested that the following elective, online courses be made available for middle school students beginning with the 2024-25 school year:

Online Learning and Digital Citizenship (Grades 6-8)

Computer Science (Grades 6-8)

Health Quest (Grades 6-7)

Course Abstracts for each of these courses can be viewed as an online attachment in ESB. All three courses already exist within our Online Learning platform (Edgenuity), which has previously been approved by the Board of Education, and with approval will be activated for use by teachers and students at Transitions Academy beginning with the 2024-25 school year.

These courses were presented for information only this evening. Approval will be sought at the next regularly scheduled meeting of the Board of Education.

B) Student Services

13.3 2023/2024 Full Year Harassment, Intimidation, Bullying Report

Public submission of the semi-annual Harassment, Intimidation and Bullying report is required for the district to be in compliance. This report represents the formal complaints that have been brought to the administration of the school through the formal complaint process that's outlined in the handbook. The full report can be viewed online as an ESB attachment.

NORTHWEST LOCAL SCHOOL DISTRICT
Harassment, Intimidation or Bulling (HIB)
Summary of Complaints
23/24

School	Number of First Semester Allegations	Number of First Semester Allegations Verified as HIB Cases	Number of Second Semester Allegations	Number of Second Semester Allegations Verified as HIB Cases
CHS	10	3	10	3
NWHS	2	1	1	1
PRMS	0	0	0	0

CMS	0	0	0	0
WOMS	3	0	4	0
Struble Elem	1	0	1	0
Mon. Heights Elem	0	0	3	0
Pleasant Run Elem	3	3	2	1
Colerain Elem	1	1	7	0
Taylor Elem	3	0	2	1
Houston Pre-School	0	0	0	0

14.0 SUPERINTENDENT’S UPDATE

14.1 Superintendent’s Update

Superintendent Darrell Yater provided an update as follows:

I have a couple of things. Obviously, Colerain Elementary is a big topic. We've been working with the architects and engineers to find a way to stabilize some of the facade so that we are able to continue to use the building in the short term. We are confident that we're going to be able to start the year there, but we are still looking at options in case something happens. What we do not want to have happen is to have a mid-year building shift where we're moving kids and staff throughout the middle of the school year. As we work through the issues, Chris (McKee) and his team are trying to make sure that we complete remediation efforts to ensure that we can get through the full school year.

We also have Colerain Middle, if anyone's driven past there recently, the facade at the very top (that we've talked about having to pin up multiple times) has had to come down. The top of the building is now missing from the front of that parapet, down to the upper windows of the second floor. That had to be remediated because those bricks were not safe. We've had multiple issues that we've been dealing with on those two campuses but we are confident and hopeful that we'll have things in place and that we'll be able to start the school year. It's not going to be pretty, the building's not going to look great and it's not a long-term solution.

With the Board passing the resolution to enter into the CFAP agreement, it's now in the state's court. They have a commission meeting coming up in July, so once they approve the resolution that we've sent to them, it will formalize our process with Colerain Elementary. There are a lot of moving parts still out there, but we continue to work diligently on remediating Colerain Elementary for the fall.

Discussion

- **Mrs. Taulbee:** Have we stayed in contact with the state to ensure that they're not going to back out?

Mr. Yater: Yes. We've made sure that they have everything they need, they've assured us that they're just waiting for the July 11th commission meeting, that it's a formality and that the money is allocated for us.

15.0 OTHER BOARD ITEMS

15.1 Resolution to Approve Superintendent Contract with Darrell Yater from July 1, 2024 through July 31, 2027

Mr. Heather made a motion for the Board of Education to approve Darrell Yater’s superintendent contract, with a wage freeze during the first year of the contract, and extending the contract from July, 2024 to July 31, 2027.

ORIGINAL - Motion

Member (**Jim Detzel**) Moved, Member (**Nancy Slattery**) Seconded to approve the **ORIGINAL** motion ‘to approve Superintendent Contract with Darrell Yater from July 1, 2024 through July 31, 2027’. Upon a roll call vote being taken, the vote was: Aye: 3 Nay: 2. The motion **Carried 3 - 2**

Nicole Taulbee	No
Mark Gilbert	No
Jim Detzel	Yes
Chris Heather	Yes
Nancy Slattery	Yes

Discussion

- **Mr. Yater:** When I made the decision to (resign and) go back into HR, it was with a heavy heart but it was with my goal of supporting the District. There are a lot of challenges facing our district. When I think about what Dave (Frey) said, about what the teachers are looking for, I believe I am open and listening. I do communicate. I appreciate what Dave said about discipline being an investment in culture and a proactive strategy - less is more. We've been trying to minimize district level initiatives but we can’t control a lot of the things the state is throwing at us, which they will continue to do.

I care deeply about the kids, the staff, and the families of this district. I've spent over 20 years in different leadership positions supporting this district. I know there is clamoring for change, but change does take time. I believe that the One Plan that we have landed

on is leading us in that direction. I created several advisory committees, there's a parent advisory committee, a student advisory committee and a teacher advisory committee. I want to make sure that people have a voice. I asked the principles to put teachers on my committee that are not the 'yes' people, they're not on the building leadership team, they're not active union people. They are the voices in the building that everybody follows no matter what position they have. The people on that committee greatly changed what our One Plan looks like, their voice completely shifted the entire discipline component of that plan. Giving that voice to our teachers and our staff is a critical component for how to move the district forward.

I know as a leader I will never make everyone happy, that I am going to be the one that has to make difficult decisions that sometimes are hard for people to swallow. For me, is not about taking the district backwards. I've been here, I know where we've been, I know where we are and I believe we have a solid vision for the future. The leadership that I commit to bring is not about taking the district backward or bringing back yesterday but about moving us boldly into a future that takes us beyond where we've been and to where we need to be. My commitment is to do that through a collaborative process. Sometimes that collaborative process means that we slow down. It's not an immediate stomp my feet, yell and tell people to just do it. It's a collaborative process to make sure that we have voices heard and that we're hearing all of our voices. That we're not just responding to a small group of people, but making sure that I take the time to really find all of those pockets of people and make sure that their voice is as considered as the people who are loud and showing up and committed. We need more people to be loud, showing up, and committed.

I do want to call out one thing though, levies have been brought up multiple times. During the last year, when those levies were on the ballot, the Auditor of State released additional guidance that limited what administrators, especially treasurers and superintendents can do. Administrators cannot campaign, we cannot go out and crowd the corner, we cannot go out and convince people to vote. We can go out and educate people. The auditor has made it very clear that the community and the Board are the people responsible for passing any levy and bond issue. I will never stop educating, talking to, and communicating with people about the need for resources, and supporting this District but it's going to take a collective agency of everyone involved. We're going to have to come together, disagree at times, but do it without being disagreeable. We need to make sure that we can bring people together. So, I commit to doing the work that needs to be done to bring people together, to listen to voices, to respond, and to move the district forward.

I know that there are questions, and as a reflective leader I will always continue to reflect, grow and improve as I would expect any leader, teacher, or student in this district to do the same. I do not hold myself higher than anyone else and would not expect myself to do any less than anyone else. I will continue to embody that humility, and I do not take this responsibility lightly. It is a huge responsibility to do what's right

for the district, sometimes in the face of opposition, but I will continue to take that with humility, with compassion and with listening ears to make sure that we hear everyone. At the end of the day we make a decision, we communicate that and move forward. We can continue to make this the destination district where staff are proud to be, families are happy to have their kids, and we can continue to build the image that Northwest had when I came here. We don't just want to bring back yesterday. We envision a bolder, brighter tomorrow and I commit to do that with the Board, and with all of our employees.

15.2 Board Member' Comments

Mr. Heather: Sandi (Petrou), we appreciate all you did with the boosters, that's a tough job. Just for the record, you did indicate that we didn't interview anybody and it was public record that we had an executive session and we did in fact interview somebody. We were excited about the possibility of an experienced person coming in, but then the person withdrew and one of the key points (and you can do a records request for this because he did it via email) he said is that it's imperative, in his opinion, that we bring in somebody who understands the inner workings of this district. That's what really, really convinced me (to bring back Darrell). I just wanted to set the record straight on that. Secondly, I've been on and off the board since 2001 and there have been many times when I've been on the losing side of a 4-1 or 3-2 vote. It was my 50th birthday when we had the big vote on transportation and it was a near riot in here. I don't know if anybody remembers that, but we had 100 people in here, probably 50 out in the hall, and 50 outside the window. The fire department was called. It was a 3-2 vote and board members were displeased with one another for that night, but then we made up because it's not in the best interest of this school district or this board of education to hold grudges. So, I urge the board members to accept that the vote's been made and now we go forth in a positive way. Let's make next year better than any year we've had.

Mr. Detzel: I want to thank everybody that got up and spoke. Obviously, I don't agree with some of you, but others I do. I did not convince anyone to vote for Darrell. I made my statement back in January and a month ago at Northwest High School that I thought he was the right person for the job. I never contacted any board member to try and convince them to vote for him. I told them what I thought and that's that.

I think our biggest problem is these renewal levies. I said, when we were at Northwest for the board meeting, that we have two levies coming up and if we don't pass them we're going to be \$25 million in the hole and we're going to be like our neighbors at Mount Healthy - taken over by the state. If this doesn't resonate with the community, I don't know what does. It's the most important thing, I'm not saying superintendent or the treasurer's not important, but these levies are paramount. If you think that you know better, you can ask the treasurer what happens when you don't have enough money to

run a school district. The community needs to focus on these renewal levies and get the community involved to try and get them passed because I know in 2027 will be here soon. I just want to reiterate that, in my opinion, it is my main goal to get those levies passed because we need that to keep this school district running. If you want to contact the Community Partners for Education feel free, because we can use all the help. I've been a member of that organization for 22 years and I've worked on every levy in the last 30 years. I know it takes hard work and it's going to take the community to pass it.

Mrs. Slattery: I really missed the student presentations tonight because they're usually the highlight, I really miss seeing them.

I would also like to say out of the six (superintendent candidates) that we did not interview, four of them did not list superintendent experience. One of the online questions is how many years of experience do you have in these different categories and four of them listed no years of superintendent experience. One of them had misspelled words on their application and the other one didn't bother to proofread their resume and still had themselves listed as working at a job in a district that they haven't even been at in years. So, there are reasons that we may have chosen not to interview some of these people.

The next thing I'd like to say is nobody up here is my spokesperson. Chris (Heather) is not my spokesperson. If you want to know what I think about something or what my opinion is, then you ask me. Second thing I want to say is Jim Detzel and I had a one-minute phone conversation and he convinced me of nothing. I agree with his statement, he convinced me of nothing. I'm quite capable of making my own decisions and looking at things and deciding what I want to do. I support Darrell. I think it may be great if Darrell had an assistant superintendent to work with him. It's a very large district with a lot of issues. Maybe it's too much for one person to cover. I also admire that he can sit here and listen to people tear his reputation down when he's done an outstanding job for 20 plus years and he's been working very hard. I hope to God that everybody else doesn't get vilified for every mistake they make, because we all make mistakes. He acknowledged the mistake and he's made changes. I think it's a sign of growth when somebody can call you out for a mistake, you can acknowledge it, and you can make changes. I think that's what we should be looking for. Now, if we told Darrell we didn't like this and he made no changes, then yeah, I think we need to look for somebody else, but that's not the experience I've had with him.

Mr. Gilbert: I think enough has been said.

Mrs. Taulbee: I'd like to thank Kerri (Robers), Sandi (Petrou), Dave (Frey) and Brad (Watkins) for getting up and speaking. I just want to say that I will continue to be a very active and diligent School Board member working to ensure that every student in our district succeeds. We'll continue to support the staff that's here and I will continue to support Darrell and wish him nothing but success. I know that he is a hard worker,

that he'll take to heart everything that was said here tonight and that he will give 100% to the district, so I appreciate that.

16.0 ADJORNMENT

16.1 Board President Called for Adjournment

The Board President asked for a motion and second for adjournment.

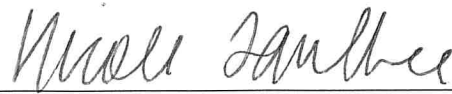
ORIGINAL - Motion

Member (**Chris Heather**) Moved, Member (**Jim Detzel**) Seconded to approve the **ORIGINAL** motion 'for adjournment'. Upon a roll call vote being taken, the vote was: Aye: 5 Nay: 0. The motion **Carried 5 – 0**

Nicole Taulbee	Yes
Mark Gilbert	Yes
Jim Detzel	Yes
Chris Heather	Yes
Nancy Slattery	Yes

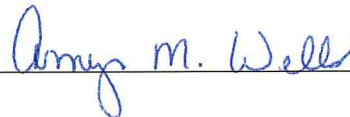
The meeting ended at 8:18 PM.

Agenda item attachments are saved in PDF format and are viewable by the public. Waycross community media video tapes Board meetings. Taped meetings are available on-line at www.waycross.tv



President

Attest



Treasurer