



MINUTES

REGULAR MEETING OF THE BOARD OF EDUCATION
NORTHWEST LOCAL SCHOOL DISTRICT
Monday, June 3, 2024 (6:30 PM)

1.0 PLEDGE OF ALLEGIANCE

1.1 Pledge of Allegiance

Request all to rise for the Pledge of Allegiance.

2.0 Roll Call

2.1 Call of the Roll

BOARD MEMBERS

Nicole Taulbee
Jim Detzel
Chris Heather
Nancy Slattery

Mark Gilbert - **ABSENT**

Number in Attendance: 177

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 guided along a pathway to success.

4.0 APPROVAL OF THE AGENDA

4.1 Motion to Adopt 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 'The Board President recommends to adopt the agenda as presented'. Upon a roll call vote being taken, the vote was: Aye: **4** Nay: **0**. The motion **Carried 4 - 0**

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

5.0 SPECIAL RECOGNITION

5.1 Winter Competitive Music Group and Athlete Recognition

Dustin Gehrig facilitated the recognition of the winter competitive musicians and athletes from Colerain Middle, White Oak Middle, Pleasant Run Middle, Northwest High School and Colerain High School. The following students were recognized for their achievements while participating in a sport or competitive music group:

Colerain High School

Bradley Alcorn	Matthew Mikes	Ryan Wilson
Gracie Angelo	Cecilia Mitiska	Stephanie Wilson
Madison Bratfish	Haley Moore	Leigha Kayser
Noah Geers	Katherine Ossenschmid	Adrian Lewis
Brandon Griffith	Jose Perez Aguilon	Natali McGuire
Anthony Hamilton	Brittany Perez Miranda	Olivia Schaffer
Camron Hamilton	William Rahtz	Olivia Woodson
Allias Harman	Caleb Redford	Dylan Lloyd
Faith Harris	SaRiah Roberson	Carter Sansone
Karma Harris	Christopher Romero	Jackson Burke
Quentin Hart	Daniel Schwetmann	Michael Casagrande
Madelynn Howard	Raiden Sok	Cade Ott
Elliot Hoyes	Trinity Trappe	Saheed Davis
Kristyna Kartye	James Wagner	Jordan Robison
Julian Kaufman	Erica Watson	Summer Swartwout

Northwest High School

Ryley Cole	Brayden Barnes	Damiah Akemon
Isabella Deatherage	Landon Bowling	Keylan Cain
Kindal Ellison	Anden Felix	D'Asyia Cotton
Anna Flantoill	Ryan Frey	Grace Johnson
Kiara Flynn	Kaleb Jones	Makhi Jordan
Addison Freeland	Braden Wisecarver	Makaylah Jordan

Jaylen Lilly
Chase Moreno
Offrandi Mutapay
David Quao
Deshawn Rushing
Marjian Stearns

Dorcace Tamasha
Edward Walker, Jr.
Dion Weaver
Khalia Whatley
Dashaun Wynn
Alexandra Young

Liam Chapin
Torrian Foster
Anthony Men-Chhim
David Shelley

Colerain Middle School

Abrianna Bouldin

Pleasant Run Middle School

Camden Adams
Halima Ba
Alexis Bolanos Gonzale
Clayvon Carter
Rhilea Cotton
Gavin Crips
Maria Delegal

Akira Flowers
Dylan Grant
DJ Jones
Ariyah Mathews
Jazelle Robinson
AR Rosemond
Kobe Rucker

Kiren Session
Lila Taylor
Tristan Turner
Jaydon Waites
Isaiah Wallace
Christian Wharton
A'yana York

White Oak Middle School

Marissa Arents
Zach Benjamin
Matthew Henson
Luke Hoerst
Marques Ingram
Kaiden Inman

Stephen Lackey
Kira Menetrey
Andrew Mikes
Lisa Ossege
Savannah Russell
Charlie Shroyer

Evelyn Stine
Robert Wagner
Payton Hary
Olivia Pegram
Jayda Diawara

6.0 SPECIAL PRESENTATION

6.1 Pleasant Run Middle - Washington DC Trip Recap

Pleasant Run Middle School principal Alison Dreisbach shared a photo slideshow and re-capped the 8th grade trip to Washington DC that took place over Spring Break. Students had the opportunity to visit many of the Washington DC landmarks including the White House, the Capital Building and the Martin Luther King, Jr Memorial. The students were also able to witness the changing of the guard ceremony at the Tomb of the Unknown Soldier in Arlington National Cemetery and learned to load a cannon in Gettysburg.

6.2 Monfort Heights Elementary Ambassadors Presentation

Monfort Heights Elementary School Principal Trey Rischmann introduced school counselor Leslie Twehues along with fifth grade students Ava Crofford and Ava King to share their experiences with the Musketeer Mentors and the MHE Ambassadors program. The Musketeer Mentors program is for fifth grade students who have a passion for helping others. They help in a lower grade classroom one day each week.

The program helps the Ambassadors meet and interact with new students in other grades. Students learn responsibility, time management and social skills. They give tours to new students, teach them the Musketeer Mission (take care of myself, take care of others, take care of MHE) and answer any questions they may have. The goal of the program is to build relationships while helping to make new students feel welcome and comfortable in a new school.

Discussion:

- **Mrs. Taulbee:** What's your favorite part of being a mentor?

Ms. Ava King: Meeting a lot of new students and getting to know kids from other grades.

Ms. Ava Crofford: I liked working with the kindergarteners, they're really fun.

6.3 NWLSD One Plan

Every three years school districts in Ohio are required to submit a three-year Continuous Improvement Plan. This year, the District submitted the One Plan and Superintendent Yater reviewed the engagement process of how the plan was developed.

The path to continuous improvement requires everyone to work together as One Team. District leadership teams meet regularly to review large scale data. Feedback is received from multiple levels including students, families, teachers, building leadership and district employees. The two-way communication between these groups will help facilitate the One Team, One Plan objective.

The plan creation process began with a comprehensive needs assessment informed by feedback from employees, families, students and community members. The needs were prioritized by District administrators and three main goals were developed. The three district goals for 2024-2027 are: Reduce chronic absenteeism, Implement effective Tier I behavior supports and utilize Model of Instruction to increase student achievement.

The full One Plan presentation can be viewed as an online attachment on ESB using today's date.

Discussion:

- **Mrs. Taulbee:** At what point in the school year will you be sharing the information about chronic absenteeism, what the goals are and how we're going to get there?

Mr. Yater: In the fall, the state data will be finalized. After we have all the data we'll be able to know what our baseline is and each building will communicate their specific goal and what they're doing to achieve it. We will also communicate from the district level what the goals are from the larger, system wide perspective. You should see that around August.

- **Mrs. Taulbee:** Isn't there something that can be done now about chronic absences?

Mr. Yater: Right now we follow House Bill 410 and when you hit certain triggers, families get a notification about chronic absenteeism. Our plan is about building early intervention systems so that we are tracking it internally much earlier and parents are more involved before they hit one of those triggers. Once you hit one of the triggers you can't go back, so we need to make sure we are proactively monitoring and intervening as early and as often as possible.

- **Mrs. Taulbee:** Does each building have the same three goals?

Mr. Yater: Yes, once the goals were established by the DLT at the district level each building took those goals and modified them based on their specific circumstances. Each building will focus on chronic absenteeism, behavior and instruction so that we can keep all the arrows pointing in one direction.

- **Mrs. Taulbee:** Will this focus be on the teachers having to follow a stricter discipline process so that all teachers are following the same policy?

Mr. Yater: One of the reasons our behavior goal is set the way it is is because of the conversations we've had with our teaching staff. Inconsistencies between classrooms can create a lot of barriers for kids and for staff because if we don't have consistent expectations from one classroom to the next then it's hard for a kid to regulate from one environment to the next. This narrows us into a common expectation and lays out clear expectations around classroom environments. There should be a clear procedure for how you enter the classroom and sit down in an assigned seat. There should be a procedure for how you get up and get permission to go somewhere so that we're keeping an orderly environment. There will be clear expectations and clear outcomes on the backside. This is about level setting so that there is a common baseline. There can be fluctuations in styles in how you enforce those baselines but the baselines are going to be consistent.

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

- 72 students who earned an Advanced score on the Ohio State Test for 5th Grade Science. Ohio students take science tests in 5th grade, 8th grade, and after completing high school biology. A score of 700 demonstrates proficiency with state standards. The eight students listed below earned scores of 800 or higher on Ohio's Grade 5 Science test this spring.

Jayden Billups	Carolyn Thielen	Hai Bui
Jaxon Kiehorth	Aziz Diop	Utshav Bastola
Aiden Burke	Korrey Kiehorth	

Colerain Elementary

- Nineteen 5th grade students received the Presidential Award for Educational Excellence. Each student received a certificate and a signed letter from President Biden recognizing them for their accomplishments. These students maintained a 3.5 Grade Point Average or higher for every quarter during the 4th and 5th grade:

Andy Wiesman	Adler Fights	Adrian Oldham
Joshua Noland	Azhra Wieland	William Ray
Avery McClary	Layla Love Brooks	Leslie Juarez Jejia
Carolyn Thielen	Julia Sanderson	Lewis Doman
Eva Copeland	Caiden Davidson	Amaya Angeles
Jaycel Angelo	Preston Ruscin	Jacob Taphorn
Cisse Diombera		

Struble Elementary

- Congratulations to the 4th Grade students in Ms. Hoeh and Ms. Dykhuizen's classrooms for their academic performance on their end of the year reading and

math assessments. 100% of these students scored proficient or higher on the Ohio State Tests for English Language Arts and Math.

Transitions Academy

- 25 students graduated from the program this year and helped TA earn its highest 4-year graduation rate in program history at 86%, including 6 early graduates who were able to complete all requirements for graduation as juniors and the first student in the history of the program to earn a full ride athletic scholarship.

Pleasant Run Middle

- Student Jason Chhaing earned a perfect 4.0 GPA in all four quarters for three consecutive years while attending PRMS. This remarkable achievement reflects his dedication, hard work, and commitment to excellence.

Colerain High School

- The students below represented our District at the 2024 Business Professionals of America (BPA) National Conference in Chicago, May 10-14. Our students vied for top honors in BPA's Workplace Skill Assessments, demonstrating readiness skills in the areas of business administration, digital communication and design, finance, health administration, information technology, and management, marketing and communication.
 - Sara Garvey, Ashley Heibel, Elise Maynus, and Madison Meyer earned 1st place in the nation out of 58 teams in the Virtual Business Start Up Event.
 - Enyonam Nevis and Sara Garvey earned the Entrepreneurship & Small Business Industry Recognized Credential, demonstrating their skills and readiness for the workplace.
 - Madison Bratfish, Ashley Heibel, Elise Maynus and Madison Meyer finished in the the Top 10 in the Nation for the Administrative Support Team Event.

White Oak Middle School

- 8th grade artist Brooke Schoenberger was named White Oak Artist of the Year for showing exceptional talent and potential in all artistic mediums.

Houston Early Learning Center

- Congratulations to the students who recently completed their final year of preschool for achieving their goals in the areas of self-regulation and social interaction.
 - 85% of these students made good or proficient progress with demonstrating respect for their personal space and the feelings of others.
 - 82% of these students made good or proficient progress in initiating interaction with other children. These important life skills will help students be successful in kindergarten and beyond.

Taylor Elementary

- Taylor Elementary would like to recognize the 5th grade students who opened the new building with them in 2018 as kindergarten students. These students have set an example for all Tigers who have come to Taylor since it opened, and their leadership, commitment, and hard work are much appreciated. The staff are incredibly proud of these students and they are confident that these individuals will continue to have a positive impact on the Northwest Local School District for years to come.

Pleasant Run Elementary

- Thank you to the 10 students who volunteered to line up and wipe clear over 100 chairs at the end of their lunch period so that they were clean and ready for the families who attended the first grade end of year performance. Without their help the event would not have been able to start on time.

Violet Siefert	Colin Crips	Kadee Gardner
Seth Sears	Yerali Cuellar Monzon	Violet Canann
Tessa Questa	Amiah Walton	Markeith Dogan
Khaleesi Pride		

B) Butler Tech Update

7.2 Butler Technology Update by Board Representative

Board Member Jim Detzel presented Butler Tech updates as follows:

The three Butler Tech building projects are progressing well.

C) Legislative Update

7.3 Legislative Update by Board Representative

Board Member Chris Heather presented legislative updates as follows:

The cell phone bill was recently signed into law by the Governor. The new law requires K-12 school districts to create a policy to reduce cell phone distractions and limit cell phone use as much as possible during school hours. We will discuss proposed plans for our district in the near future.

STRS Ohio has several new reform members of their Board and has been discussing the possibility of investing \$65 billion from the STRS with a small, two-man investment firm. I will continue to keep an eye on this controversial plan and hopefully what's best for STRS will prevail.

8.0 PUBLIC PRESENTATION

A) Report from Any Employee Organization

8.1 Employee Comments

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

No employees were present to speak.

B) Community Communications

8.2 Community Comments

The 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.

No one was present to speak.

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 the superintendent's consent items as listed.

ORIGINAL - Motion

Member (**Jim Detzel**) Moved, Member (**Chris Heather**) Seconded to approve the **ORIGINAL** motion 'The Superintendent recommends the Board of Education approve the adoption of Superintendent's consent items as listed'. Upon a roll call vote being taken, the vote was: Aye: **4** Nay: **0**. The motion **Carried 4 - 0**

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

A) Personnel

9.2 Personnel Items

Acceptance of Classified Resignations and Retirements

Ahlich, Elizabeth - CMS - MD Assistant
Effective: 5/23/2024 (Personal)

Alexander, Jamie - Transportation - Bus Driver
Effective: 5/22/2024 (Personal)

Allen, Chinesa - NWHS - Office Personnel 4
Effective: 6/4/2024 (Personal)

Barry, Anthony - CSO - Technician
Effective: 5/24/2024 (Personal)

Brabson, Esther - CE - Cafe Assistant

Effective: 5/23/2024 (Personal)

Carter, Brenda – WOMS – Café Assistant
Effective: 5/23/2024 (Personal)

Ginandt, Samantha – TE – Intervention Assistant
Effective: 8/1/2024 (Personal)

Johns, Lila - TE - Cafe Assistant
Effective: 6/30/2024 (Personal)

Pettway, Taj – PRE – Custodian II
Effective: 5/9/2024 (Personal)

Nienaber, Jennifer - PRE - Non-Licensed Health Assistant
Effective: 7/30/2024 (Personal)

Smith, Theodore - CE - ED Assistant
Effective: 6/28/2024 (Personal)

Acceptance of Administrative Resignations and Retirements

King, JaeVonn - WOMS - Assistant Principal
Effective: 7/31/2024 (Personal)

Stephens, Marlee - SE - Assistant Principal
Effective: 7/31/2024 (Personal)

Yater, Darrell - CSO - Superintendent
Effective: 6/30/2024 (Position Elsewhere)

Acceptance of Certified Resignations and Retirements

Baxter, Michelle – PRMS – Intervention Specialist
Effective: 7/1/2024 (Personal)

Baureis, Savannah - PRMS - Science
Effective: 7/1/2024 (Personal)

Dowling, Jon - CHS - Social Studies
Effective: 6/1/2024 (Revised Date)

Garner, Emma - PRMS - Art
Effective: 5/23/2024 (Declined 24/25 Position)

Granville, Amber – NWHS – American Sign Language
Effective: 6/30/2024 (Personal)

Hogan, Patrick - CHS - Science Effective: 8/1/2024	(Personal)
Jump, Elisabeth - PRMS - Dean of Students Effective: 8/1/2024	(Position Elsewhere)
Kopack, Kacey - NWHS - Science Effective: 6/30/2024	(Personal)
Luckhaupt, Joshua - CHS - Math Effective: 8/1/2024	(Personal)
McCardle, Elizabeth - TE - Tutor Effective: 6/30/2024	(Personal)
Nelson, Brandon - WOMS - Intervention Specialist Effective: 7/1/2024	(Personal)
Page, Seth - CHS - Intervention Specialist Effective: 8/1/2024	(Personal)
Reedy, Brendan - NWHS - Social Studies Effective: 6/30/2024	(Position Elsewhere)
Saccaggi, Ashley - CHS - Science Effective: 8/1/2024	(Personal)
Seibert, Hannah - CE - Intervention Specialist Effective: 6/30/2024	(Position Elsewhere)
Strom, Kara - SE - 4th Grade Effective: 8/1/2024	(Personal)
Welch, Kathryn - SE - Kindergarten Effective: 8/1/2024	(Personal)

Approval of Extra Duty Resignations

Anderson, Zyair - CHS - 9th Grade Varsity Wrestling Coach, Step 2 Effective: 6/30/2024
Blasky, Linda - TE - Elementary Building Leadership Team Member, Step 2 Effective: 6/30/2024

Clay, Latesha - TE - Elementary Building Leadership Team Member, Step 1
Effective: 6/30/2024

Hadley, Lisa - MHE - Social Media & Instructional Technology Building Liaison,
Step 3
Effective: 6/30/2024

Hogan, Patrick - CHS - Assistant Varsity Boys Golf Coach, Step 6
Effective: 6/30/2024

Huber, Carl - CHS - Strength Coach, Step 6
Effective: 6/30/2024

Jump, Elisabeth - PRMS - Secondary Building Leadership Team Member, Step 1
Effective: 6/30/2024

Jump, Elisabeth - PRMS - Yearbook Sponsor (½ time), Step 1
Effective: 6/30/2024

Kinsey, A'Vyonna - CHS - 9th Grade Girls Basketball Coach, Step 1
Effective: 6/30/2024

Leverett, Lydia - CHS - Freshman Cheerleading Coach, Step 2
Effective: 6/30/2024

Otten, Linda - MHE - Elementary Building Leadership Team Member, Step 6
Effective: 6/30/2024

Saccaggi, Ashley - CHS - Junior Class Sponsor (½ time), Step 3
Effective: 6/30/2024

Saccaggi, Ashley - CHS - Secondary Building Leadership Team Member (½ time),
Step 2
Effective: 6/30/2024

Swift, Francis - CHS - Assistant Varsity Boys Basketball Coach, Step 5
Effective: 6/30/2024

Waldeck, Michaela - PRMS - Yearbook Sponsor (½ time), Step 1
Effective: 6/30/2024

Approval of Classified Changes in Status

Drake, Brittany - from 2 hour Cafeteria Assistant at Struble Elementary, Step 4 to 4.5
hour Cafeteria Assistant at Struble Elementary, Step 5
Effective: 8/14/2024

Greve, Deanna - from 7.5 hour Cafeteria Assistant at Colerain High School, Step 9 to Custodian II at Colerain Elementary, Step 1
Effective: 6/3/2024

Wilson, Alexandra – from 4.5 hour Cafeteria Assistant at Struble Elementary, Step 3 to 6.5 hour Cafeteria Assistant at Northwest High School, Step 4
Effective: 8/14/2024

Approval of Classified Leaves of Absence

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

Waters-Ruff, Karen - TE - Instructional Technician Assistant
Effective: 2024-2025 (Medical Leave)

Wingerberg, Timothy - PRMS - Custodian II
Effective: 5/1/2024 - 5/1/2025 (Medical Leave)

Approval of Classified Contracts for the 2024-25 School Year

Classified Two-Year Contracts

Greene, Stephanie	Kathleen Day
Handley, Jennifer	Montgomery,
Lindsey, Tammy	LaGena
	Schon, Brandon

Approval of Casual Substitute Bus Drivers at \$21.00 per hour – Effective 7/1/2024

Bruns, Sandra
Murphy, Janet

Approval of Initial Administrative Appointment

Alford, Megan - HELC - Preschool Principal
Salary: XA8-01, Step 1, (228 days)
Effective: 8/1/2024 (Replacement)

Approval of Administrative Changes in Status

Neal, Chevonne – from Special Education Supervisor I, XA7-01 (247 days), Step 11 to Director of Special Education, XA7-04 (247 days), Step 4
Effective: 8/1/2024 (Replacement)

Gautreaux, Amy– from Special Education Supervisor III, XC2-01 (212 days), Step 9 to Special Education Supervisor I, XA7-01 (247 days), Step 7
Effective: 8/1/2024 (Replacement)

Approval of Administrative Extended Service Contracts – Effective 7/1/2024

Alford, Megan - HELC - Maximum of 10 paid days in July at Administrative per diem, XA8-01, (228 days), Step 1

Approval of Initial Classified Appointment

Strom, Kara
Salary: Intervention Assistant, Step 5
Effective: 8/12/2024 (Replacement)

Approval of Initial Certified Appointments

Andrews, Kristin (Replacement)
Salary: Teacher, Master's +15 with 10 years of experience, Step 11
Effective: 8/1/2024

Burbrink, Kathleen (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

DesMarais, Jared (Replacement)
Salary: Teacher, Bachelor's with 150 semester hours and 1 year of experience, Step 3
Effective: 8/1/2024

Dorton, Richard (Replacement)
Salary: Teacher, Bachelor's with 150 semester hours and 10 years of experience, Step 11
Effective: 8/1/2024

Gerwe, Jill (Replacement)
Salary: Teacher, Master's and 10 years of experience, Step 11
Effective: 8/1/2024

Hahn, Abbie (Replacement)
Salary: Teacher, Bachelor's with 150 semester hours and 3 years of experience, Step 4
Effective: 8/1/2024

Hall, Bailey (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

Hever, Bailey (Catherine) (Replacement)
Salary: Teacher, Bachelor's with 0 years of experience, Step 3
Effective: 8/1/2024

Mason, Regina (Replacement)
Salary: Teacher, Master's + 30 with 5 years of experience, Step 6
Effective: 8/1/2024

Moore, Nicole (Replacement)
Salary: Teacher, Master's + 30 with 6 years of experience, Step 7
Effective: 8/1/2024

Nance, Natalie (Replacement)
Salary: Teacher, Bachelor's with 150 Semester hours & 0 years of experience, Step 3
Effective: 8/1/2024 Contingent upon issuance of a valid Ohio Teaching License

Rosenbalm, Cody (Replacement)
Salary: Teacher, Master's and 7 years of experience, Step 8
Effective: 8/1/2024

Schutte, Margaret (Replacement)
Salary: Teacher, Bachelor's with 0 years of experience, Step 3
Effective: 8/1/2024

Zahneis, Emma (Replacement)
Salary: Teacher, Bachelor's with 0 years of experience, Step 3
Effective: 8/1/2024

Approval of Changes of Status Effective 8/12/2024

Bishop, Hunter - from Bachelor's with 1 year of experience, Step 2 to Bachelor's
with 1 year of experience, Step 3
Effective: 8/12/2024 (2024 NAE MOU)

Clemow, Jillian - from Bachelor's with 1 year of experience, Step 2 to Bachelor's
with 1 year of experience, Step 3
Effective: 8/12/2024 (2024 NAE MOU)

Dangel, Benjamin - from Bachelor's with 1 year of experience, Step 2 to Bachelor's
with 1 year of experience, Step 3
Effective: 8/12/2024 (2024 NAE MOU)

James, Evan - from Bachelor's with 1 year of experience, Step 2 to Bachelor's with 1
year of experience, Step 3
Effective: 8/12/2024 (2024 NAE MOU)

Kidd, Abrianna - from Bachelor's with 0 years of experience, Step 1 to Bachelor's with 0 years of experience, Step 3 - Contingent upon issuance of a valid Ohio Teaching License
Effective: 8/1/2024 (2024 NAE MOU)

Lackner, Allison - from Bachelor's with 150 semester hours and 1 year of experience, Step 2 to Bachelor's with 150 semester hours and 1 year of experience, Step 3
Effective: 8/12/2024 (2024 NAE MOU)

Linnabary, Benjamin - from Bachelor's with 1 year of experience, Step 2 to Bachelor's with 1 year of experience, Step 3 - Contingent upon issuance of a valid Ohio Teaching License
Effective: 8/1/2024 (2024 NAE MOU)

Rollison, Lily - from Bachelor's with 150 semester hours and 1 year of experience, Step 2 to Bachelor's with 150 semester hours and 1 year of experience, Step 3
Effective: 8/12/2024 (2024 NAE MOU)

Sausser, Molly - from Bachelor's with 150 semester hours and 1 year of experience, Step 2 to Bachelor's with 150 semester hours and 1 year of experience, Step 3
Effective: 8/12/2024 (2024 NAE MOU)

Shuholm, Olivia - from Master's with 1 year of experience, Step 2 to Master's with 1 year of experience, Step 3
Effective: 8/12/2014 (2024 NAE MOU)

Wagner, Mary - from Bachelor's with 150 semester hours and 1 year of experience, Step 2 to Bachelor's with 150 semester hours and 1 year of experience, Step 3
Effective: 8/12/2024 (2024 NAE MOU)

Wakefield, Olivia - from Bachelor's with 150 semester hours and 1 year of experience, Step 2 to Bachelor's with 150 semester hours and 1 year of experience, Step 3
Effective: 8/12/2024 (2024 NAE MOU)

Walsh, Sarah - from Bachelor's with 1 year of experience, Step 2 to Bachelor's with 1 year of experience, Step 3
Effective: 8/12/2024 (2024 NAE MOU)

Westrich, Amber - from Bachelor's with 1 year of experience, Step 2 to Bachelor's with 1 year of experience, Step 3
Effective: 8/12/2024 (2024 NAE MOU)

Zwick, Sydney - from Master's with 1 year of experience, Step 2 to Master's with 1 year of experience, Step 3
Effective: 8/12/2014 (2024 NAE MOU)

Approval of Extra Pay for Summer School at \$25.00 an hour – Effective 5/28/2024

Kelly, Joanna
Klein, Leslie

Approval of Extra Duty Contract for 2023-24 Effective 2/1/2024

Northwest High School

Sophomore Class Sponsor - Joanna Kelly, Step 1

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

Colerain Middle School

7/8th Grade Wrestling Coach (½) - Patrick Albrinck, Step 4

Colerain High School

Social Media and Instructional Technology Building Liaison - Michael Long, Step 6

Band Director - Jacob Page, Step 6

Flag Corps Sponsor - Halee Page, Step 6

Vocal Music Director - Blake Huffaker, Step 6

Director of Show Choir - Blake Huffaker, Step 6

Winter Color Guard Instructor - Halee Page, Step 6

Drama Director - Jennifer Gunther, Step 6

Art Club Sponsor - Anthony Gilardi, Step 1

Key Club Sponsor - Kelsey Frederick, Step 2

Junior Class Sponsor (½) - Whitney Lonnemann, Step 6

Junior Class Sponsor (½) - Molly Sauser, Step 1

Sophomore Class Sponsor - Sydney Spitzfaden, Step 3

Freshman Class Sponsor - Susan Roebel, Step 4

National Honor Society Advisor - Kelsey Frederick, Step 4

Science Olympiad Sponsor - Heather Mitchell, Step 6

Assistant Varsity Cross Country Coach - Benjamin Linnabary, Step 6

Assistant Varsity Football Coach (½) - Benjamin Davis, Step 5

Strength Coach (½) - Brandon Good, Step 5

Strength Coach (½) - Carl Huber, Step 6

Monfort Heights Elementary School

Elementary Building Leadership Team Member - Michelle Myers, Step 1

Elementary Building Leadership Team Member - Candace Sweeney, Step 6

Social Media and Instructional Technology Building Liaison (½) - Carrie Dreyer, Step 1

Social Media & Instructional Technology Building Liaison (½) - Lisa Hadley, Step 3

Northwest High School

Building Leadership Team Member - Alundra Childs, Step 1

Building Leadership Team Member - Erin Jardine, Step 1

Junior Class Sponsor - Joanna Kelly, Step 2

Taylor Elementary School

Elementary Building Leadership Team Member - TE - Andrea Bragiel, Step 1

Elementary Building Leadership Team Member - TE - Elizabeth Wylly, Step 1

Resolution (#2424) to Hire for Non-Licensed Coaches Effective 7/1/2024

WHEREAS, a vacancy exists in the positions of:

7/8th Grade Volleyball Coach - CMS

7/8th Grade Wrestling Coach - CMS

Assistant Director of Show Choir - CHS

Assistant Varsity Boys Soccer Coach - CHS

Assistant Varsity Girls Soccer Coach - CHS

Dance Team Sponsor - CHS

Freshman Cheerleading Coach - NWHS

Junior 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,

Addison, Sarah - NWHS - Freshman Cheerleading Coach, Step 3

Anderson, Zyair - CMS - 7/8th Grade Wrestling Coach (1/2), Step 3

Booth, Carlyn - CHS - Assistant Varsity Girls Soccer Coach, Step 5

Burton, Jordan - NWHS - Junior Varsity Cheerleading Coach, Step 4

Carter, Jill - CMS - 7/8th Grade Volleyball Coach, Step 6

Coleman, London - CHS - Dance Team Sponsor, Step 2

Davis McKinney - CHS - Assistant Director of Show Choir, Step 6

Muca, Marco - CHS - Assistant Varsity Boys Soccer Coach, Step 2

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

Addison, Sarah - Strength
Booth, Carlyn - Strength Coach
Burton, Jordan - Strength Coach

Carter, Jill - Strength Coach
Coleman, London - Strength Coach
Muca, Marco - Strength Coach

Approval of Reduction in Force Resolution (#2425)

**NORTHWEST LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION
RESOLUTION NO. 2425**

**RESOLUTION TO SUSPEND CERTAIN STAFF CONTRACTS IN ACCORDANCE
WITH APPLICABLE REDUCTION IN FORCE PROVISIONS OF THE APPLICABLE
PROVISIONS OF THE COLLECTIVE BARGAINING AGREEMENT, THE OHIO
REVISED CODE AND BOARD POLICY**

WHEREAS, the Board of Education of the Northwest Local School District (the “Board”) has received a recommendation from the Superintendent of a reduction in force in the certificated and classified staff as a result of programmatic changes; and

WHEREAS, the Board has determined that a reduction in force in the certificated staff is necessary as a result of programmatic changes in accordance with the provisions of Article 5.03 of the Collective Bargaining Agreement between the Northwest Association of Educators (the “Association”) and the Board; and

WHEREAS, the Board has complied with all applicable requirements of the Reduction in Force provisions of the Collective Bargaining Agreement to include timely notice to Association President and affected members whose contracts of employment are to be suspended pursuant to the reduction in force; and

WHEREAS, the Board has determined that a reduction in force in the classified staff as a result of programmatic changes in accordance with the provisions of Section 3319.172 of the Ohio Revised Code; and

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

SECTION I

The following positions will be abolished effective June 30, 2024:

*Dean of Students – Transitions Academy
Secondary Security Assistant – Transitions Academy*

SECTION II

As a result of the positions to be abolished, individuals affected by the suspension were offered the ability to transfer into other currently open positions, either in their current building or a new building. The following reassignments, maintaining current salary step unless otherwise stated, shall be approved effective July 1, 2024:

Name	Contract Status	Current Location	Position Held	Reassigned Location	Reassigned Position
Ismael Tidjani	Limited	TA	Dean of Students	PRMS	Dean of Students
James Dillon	Limited	TA	Secondary Security Assistant	CHS	Secondary Security Assistant

SECTION III

The Superintendent shall provide notice of the reduction in force to the affected employees as soon as possible.

SECTION IV

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.

B) General Business

9.3 Vendor Contracts

<u>Vendor</u>	<u>Timeframe</u>	<u>Amount</u>	<u>Description</u>
McFadden Music Disc Jockey	May 2, 2025	\$1,500	Music Disc Jockey for CH Prom
United Hearts Healthcare	July 1, 2024 - July 25, 2025	\$45/hr	Nursing services per IEP
Cincinnati Association for Blind & Visually Impaired	SY '24 - '25	\$100/hr	Computer assistance & travel time per IEP (Lopez Santos)
Ohio Valley Voices	SY '24 - '25	\$42,000	Tuition (O. Wiley)
Maxim Healthcare Services	SY '24 - '25	\$40-\$75/hr	Healthcare for students per IEP
HCESC	6/1/24	not to exceed \$17,226	Related service extra days for preschool screenings and evaluations
Village Empowerment Collaborative Services (VECS)	SY 23-24	\$19,900	Parent Program Support
Instructional Empowerment	SY 23-24	\$36,000	Professional Development

Paid for Auxiliary or Federal Non-Public grant monies.

Additional cost to the current fiscal year's July 1st budget.

9.4 Donations to Northwest School District

Attached is a list of donations for Board approval.

Donor Name	Recipient Name	Date	Amount	Description
Rumpke	Taylor	5/7/24	\$5,000	\$5,000 for business partners
Dr. Darcie R. Bradley	Monfort Heights	5/1/24	items	Items for building care closet

New Hope Community Church - Table of Hope Food Pantry	Monfort Heights	5/1/24	items	Items for nurse
Rumpke	Pleasant Run Middle	5/15/24	\$5,000	monetary donation

C) Curriculum and Instruction

9.5 Overnight Field Trip Request - CHS Cheerleading

Approval for the Colerain High School Cheerleaders to participate in an overnight Cheerleading Camp at Miami University from July 6-9, 2024. No school will be missed.

The Extended Field Trip Request Form can be viewed as an online attachment in ESB.

D) Student Services

9.6 Updated Event Worker Sheet

Approval for the Updated Event Worker Pay Rate Sheet for July 1, 2024 and beyond.

The Updated Event Worker Pay Rate Sheet can be viewed as an online attachment in ESB using today's date.

9.7 Updated School Year 2024-2025 and 2025-2026 Calendars

Approval for the Updated School Year 2024/2025 and 2025/2026 Calendars including four student two-hour late arrival days.

The SY 24/25 and SY 25/25 Calendars can be viewed as an online attachment in ESB.

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 'The Treasurer recommends the Board of Education approve the adoption of fiscal consent items as listed'. Upon a roll call vote being taken, the vote was: Aye: **4** Nay: **0**. The motion **Carried 4 - 0**

Nicole Taulbeet	Yes
Jim Detzel	Yes
Chris Heather	Yes
Nancy Slattery	Yes

10.2 Minutes - Regular Board Meeting - May 13, 2024

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

10.3 Minutes - Special Board Meeting- May 28, 2024

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

11.0 APPROVAL OF OTHER ITEMS

11.1 2024-25 Textbook Adoption: Advanced Statistics

The high school math teachers from CHS and NWHS, in conjunction with the Curriculum Department, recommended adoption of the following resource for Advanced Statistics for use beginning with the 2024-25 school year:

"Statistics and Probability with Applications" Fourth Edition
ISBN:9781319244323 (c) 2021
Publisher: bedford, freeman & worth high school publishers
Authors: Darren S. Starnes; Josh Tabor; Luke Wilcox

An opportunity for parent review and feedback occurred on 5/13/2024.

ORIGINAL - Motion

Member **(Chris Heather)** Moved, Member **(Jim Detzel)** Seconded to approve the **ORIGINAL** motion 'The Treasurer recommends the Board of Education approve the adoption of fiscal consent items as listed'. Upon a roll call vote being taken, the vote was: Aye: **4** Nay: **0**. The motion **Carried 4 - 0**

Nicole Taulbeet	Yes
Jim Detzel	Yes
Chris Heather	Yes
Nancy Slattery	Yes

11.2 2024-25 Textbook Adoption: AP Psychology

The high school social studies teachers from CHS and NWHS, in conjunction with the Curriculum Department, recommended adoption of the following resource for AP Psychology for use beginning with the 2024-25 school year:

"Myers' Psychology for the AP Course" Fourth Edition
ISBN:9781319281168 (c) 2024
Publisher: bedford, freeman & worth high school publishers
Authors: David G. Myers, Nathan DeWall, Elizabeth Yost Hammer

An opportunity for parent review and feedback occurred on 5/13/2024.

ORIGINAL - Motion

Member (**Jim Detzel**) Moved, Member (**Chris Heather**) Seconded to approve the **ORIGINAL** motion 'The Superintendent recommends the Board of Education approve the adoption of Superintendent's consent items as listed'. Upon a roll call vote being taken, the vote was: Aye: **4** Nay: **0**. The motion **Carried 4 - 0**

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

11.3 Resolution (#2426) to Award Contracts - Urgent Necessity - Colerain Elementary School Brick Delamination

Resolution dispensing with statutory bidding procedures due to conditions of urgent necessity.

WHEREAS, the Board of Education of the Northwest School District has determined the immediate need to commence lengthy repairs of the damaged building façade due to brick delamination which could create a safety hazard building occupants and bystanders.

The full resolution can be viewed as an ESB online attachment under today’s date.

ORIGINAL - Motion

Member (**Jim Detzel**) Moved, Member (**Chris Heather**) Seconded to approve the **ORIGINAL** motion 'The Superintendent recommends the Board of Education approve the adoption of Superintendent's consent items as listed'. Upon a roll call vote being taken, the vote was: Aye: **4** Nay: **0**. The motion **Carried 4 - 0**

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

11.4 Catastrophic Building Failure Plan

Per Policy #6220.01, Should there be one-time capital needs expenditures outside of routine maintenance due to repairs/failures of buildings in the Master Facility Plan, excluding phase #1, the district will utilize General Fund cash reserves* above the 3% Community Partnership, however, will maintain a cash reserve balance of no less than 2 months.

The Catastrophic Building Failure plan has been in development since Fall 2023 when the bond issue failed. The plan was previously announced to the community and is now presented for approval. The full plan can be viewed as an ESB online attachment under today's date.

ORIGINAL - Motion

Member (**Jim Detzel**) Moved, Member (**Nancy Slattery**) Seconded to approve the **ORIGINAL** motion 'The Superintendent recommends the Board of Education approve the adoption of Superintendent's consent items as listed'. Upon a roll call vote being taken, the vote was: Aye: 4 Nay: 0. The motion **Carried 4 - 0**

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

Discussion:

- **Mr. Heather:** It says we'll maintain a balance of no less than two months. With our current budget what is two months worth of expenses? What is our current balance?

Mrs. Wells: Two months of expenses is about \$14 million, right now we have a balance of three months so about \$21 million.

Mr. Heather: So this would free up \$7 million?

Mrs. Wells: It wouldn't "free up" money. We would use one-time dollars that we would probably never be able to replace. The cash balance and reserves are for one-time capital needs as well as downturns in the economy and implementing new priorities.

- **Mrs. Taulbee:** This plan is only for if the experts deem that, in this example Colerain Elementary, is deemed no longer fit or safe?

Mr. Yater: Correct, that the building cannot be used or the costs to repair it are so extreme that it's cost prohibitive to do the work necessary to make it inhabitable again.

- **Mrs. Taulbee:** This is not an effort for our district to try to trick the community into passing a levy. No one threw bricks off of a building, correct? I'm trying to squash the rumors.

Mr. Yater: No, the bricks actually fell off one weekend. This was literally just the age of the building, and it collapsing over time.

- **Mr. Heather:** I've seen the building while driving by and it looks like about 100 bricks have fallen off. Are there more that are ready to fall off?

Mr. Yater: Yes, there are other sections of the building that are similarly compromised and weak. Those sections could potentially collapse as well. The newer part of the building that faces the playground is not compromised.

- **Mr. Yater:** There is a section where the brick facade has pulled away and exposed the concrete wall under it. Prior to school ending for the year, we removed the air conditioning units because of the risk of falling bricks hitting the units and ripping it out of the window. We put some portable A/C units in those two classrooms because the windows had to be boarded up. Those are some immediate steps that were taken to just get us to the end of the year.

Right now, the architects and engineers are working to remove some of the other bricks that are on that wall. As they've started to pull those off, the wall is so weak that it could be like pulling the string on a sweater the whole thing starts to unravel. The wall is very unsteady. As they continue to take bricks off the wall, it could impact the windows and the windows may need to come out or they could just come out with the bricks. Once they get everything exposed and can really look at the necessary remediation, we'll have a better sense of what the cost will be for that section. We have other sections that are very similar that could fall at any moment. If all these sections are going to cost an enormous amount of money to remediate and get back online, it could be that the building is not worth saving. We have to start looking at how we would implement our catastrophic plan.

Our goal is to stabilize the building and start the school year at Colerain Elementary. Preschool will still be in Houston, and best case scenario will be able to spend this year prepping for the transition of those buildings next year. We want to avoid a mid-year building shift that would be hugely disruptive and very chaotic. We are trying to avoid that but right now we need the engineers to be in there this week to uncover what they can to give us an estimate of what we're dealing with. There are still so many unknowns, all we can do is plan for all possibilities because we don't have the data yet.

- **Mr. Detzel:** How soon will the engineers be able to tell us what's going on?

Mr. McKee: They're starting work tomorrow and they estimate it will take about a week for the demolition. At that time they'll identify what needs to be done and come up with a plan to put some type of siding back up - whether it's brick or some type of Steel structure or something else.

- **Mr. Heather:** Are the cinder blocks under the brick in good shape?

Mr. McKee: That's something that we don't know yet. That's why they have to peel off the brick. A lot of the building structure itself is poured concrete and they have seen some deterioration of that concrete. There are steel lintels that actually hold up the brick above the windows. All of that was failing and pulling away from the building. There are a lot of things that they'll be able to identify once the brick is peeled away..

- **Mr. Yater:** Just to reiterate what you said earlier Nicole, this is not any kind of bait and switch for a bond issue. This is an issue that we have to deal with as a district and a community. We have a building that is 100 years old that is failing, and it may cause us to completely change our operations and disrupt everything. We've been working with the state to see if any financial help is available at the state level. They've been telling us our co-funded project is coming since 2015. We're working with them to potentially expedite that process and move us into the co-funded phase sooner. Our original agreement with the state was that 22% of the cost of our Phase I construction costs would be earned in credits for future co-funded projects. Now, based on current data that the state is using, it would change our cost share from the state paying 22% to the state paying 45%. We have been advocating to the state that they allow us to move into a new cost share agreement but at this time they are not amenable.

We are continuing to advocate legislatively with the state to try to maximize the amount of cost sharing to minimize the cost impact on the community. If we are not successful in obtaining a new cost sharing agreement we may ask for the community's support in the form of a letter writing campaign to help advocate for what we believe the district deserves.

12.0 APPROVAL OF FISCAL ITEMS

12.1 2024-2025 Student Activities Handbook

The Student Activities Handbook for the 2024-25 school year was presented for approval. It was presented for information at the previous regular meeting.

The 2024-25 Student Activities Handbook can be viewed as an ESB online attachment under today's date.

ORIGINAL - Motion

Member (**Chris Heather**) Moved, Member (**Jim Detzel**) Seconded to approve the **ORIGINAL** motion 'The Treasurer recommends the Board of Education approve the adoption of fiscal

consent items as listed'. Upon a roll call vote being taken, the vote was: Aye: **4** Nay: **0**. The motion **Carried 4 - 0**

Nicole Taulbeet	Yes
Jim Detzel	Yes
Chris Heather	Yes
Nancy Slattery	Yes

12.2 Resolution (#2427) to Advertise and Request Bids for banking services and the depository of public funds.

Every five years the Board of Education is required to enter into a depository agreement with a bank to process checks, receive funds, etc. This resolution allows the Treasurer's office to advertise and request bids for banking services and depository of funds.

ORIGINAL - Motion

Member (**Jim Detzel**) Moved, Member (**Nancy Slattery**) Seconded to approve the **ORIGINAL** motion 'The Superintendent recommends the Board of Education approve the adoption of Superintendent's consent items as listed'. Upon a roll call vote being taken, the vote was: Aye: **4** Nay: **0**. The motion **Carried 4 - 0**

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

13.0 ITEMS FOR INFORMATION AND OR DISCUSSION

A) Personnel

13.1 2024-25 Personnel Handbooks

The following 2024-25 handbooks were presented for information by the Human Resources Department:

- 2024-25 Administrative Handbook
- 2024-25 Certified Handbook
- 2024-25 Classified Handbook

The handbooks can be viewed as an online attachment on ESB with today's date. The handbooks will be presented for approval at the next regularly scheduled Board of Education meeting.

B) Curriculum and Instruction

13.2 2024-25 Curriculum Handbooks

The following 2024/25 handbooks were presented for information by the Curriculum Department:

Executive Summary of Changes to Curriculum Handbooks
2024-25 Grading and Reporting Handbook
2024-25 Field Trip Handbook
2024-25 Credit Flexibility Handbook

The handbooks can be viewed as an online attachment on ESB with today's date. The handbooks will be presented for approval at the next regularly scheduled Board of Education meeting.

13.3 2024-25 Instructional Fee Lists

The 2024-25 Instructional Fee Lists were presented for information by the Curriculum Department. The fee lists can be viewed as an online attachment on ESB with today's date. They will be presented for approval at the next regularly scheduled Board of Education meeting.

C) Student Services

13.4 2024-25 Student Services Handbooks and Support Guidelines and Code of Conduct

The following Student Services Department Handbooks were presented for information.

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 NWHS Student Handbook
24/25 WOMS Student Handbook
24/25 TE Student Handbook

The handbooks can be viewed as an online attachment on ESB with today's date. The handbooks will be presented for approval at the next regularly scheduled Board of Education meeting.

14.0 SUPERINTENDENT'S UPDATE

14.1 Superintendent's Update

The Superintendent's Update was presented by Darrell Yater as follow:

I want to acknowledge the fact that part of the HR items tonight was accepting my resignation effective June 30th, as I will be taking a position in another district. When I first came to the district as a teacher over 20 years ago, I could never have imagined leaving the classroom. When I moved into administration, I could never have imagined becoming superintendent. At any time since I came to Northwest I could never imagine leaving. I've been blessed with numerous opportunities throughout my career and I've come to know and care about the students, staff, and families by name and story in this district. Northwest has a rich history and tradition but also a very vibrant future.

When I became superintendent we were still emerging from the Covid-19 pandemic and we were still measuring feet between desks. Even though that's now a distant memory, we've spent the last two years since the pandemic setting the stage for accelerated growth. We've brought additional partners to the district through our KISR! (Kids in School Rule!) program, we've created advisory councils where I give time for students and families who may not normally be at the PTA meeting. We have spent tireless time working to align our system of data collection from the classroom to the district so that we are not collecting data for the sake of data but because it's actually actionable.

Amy (Wells) has been an amazing partner to help guide and direct the 3% partnership to stay not only within that, but to redirect our resources to our greatest needs. We've been able to correct outdated salary schedules and compensate some of our classified employees based on market trends in a way that is equitable and honors them. We've done a lot of long-term planning to address facilities which is coming to fruition now, sooner than we thought it might. We've really focused on bringing all of our administrators together with one mission. We're making sure that our food services and

our transportation supervisors have an equal seat at the table with our building principles. Making sure that we've worked with our employee groups, our teachers union, our transportation union and all of our employee groups to ensure that their voices are heard. I am extremely proud of the work that we've done as a district to set the stage for future growth.

To the Board, I say thank you for the opportunity to lead a district that I care deeply about. It has been a great honor. As elected officials you hear from people who are primarily complaining and you get the phone calls when someone is upset. I would encourage you to remember that that is a small minority of our community. We have an amazing district with great things happening and our administrators are the front line of that. They are thinking about and meeting our families where they are. They're supporting our staff and they are trusted leaders.

To the staff, I say thank you. Your passion and commitment are unrivaled. You are in the field of education for a passion and you chose Northwest for a reason. I've worked with many of our staff as colleagues and so I've seen the work that they do and I've gotten to know them not just as employees or co-workers but as friends and people. They are amazing, and they make Northwest special. We need to continue to honor all of those people.

To the families, please get engaged. Our district is special and worth fighting for. We are large enough to have a lot of resources and programs but small enough to feel connected. Our schools and our communities have local identities but they need to have District pride. You need to be engaged and you need to be vocal in making sure that you support the District. Please, please, please be engaged. The fact that we have PTA boards who cannot fill all their seats is criminal. We should have people in line for those positions. Please get involved.

To the community, we have a strong public and non-public education ecosystem in this district and it makes Northwest special. Those two ecosystems are already intricately involved in many ways. Our treasury office is processing their purchase orders, our special education office is focused on students with disabilities in those spaces, our federal programs office is intimately connected with them, our transportation office is getting the kids to and from school, and we share our safety protocols with them as collaborative partners. Public and non-public education do not have to be in conflict, it is not an either/or, it is a both/and. In this district we have the ability to come together to truly unite those two ecosystems and prove that it can be a both/and option and be a model for how the rest of the state handles it.

I am not arrogant enough to believe that everything I did as a leader was perfect or had the outcome that I intended, however, I know that every decision I made was with the best intention, to create a more positive experience for kids, staff, and families. One

common trait among people in education is humility. One thing that I could have done a better job at as I reflect, is being louder and using my voice to shout from the rooftops the incredibly good things that are happening in this District. My hope is that as a community and as a staff we take back our narrative and we tell our story louder and stronger than anyone else. I encourage our staff to show up and have your voice heard. Use the employee comments part of the agenda to tell the good things that are happening. Same thing with our community, when we have the community comments section of our Board meetings, a lot of times people are here because of something they have an issue with. It is okay to have a positive community comment. I encourage people to use that part of the agenda to start shouting from the rooftop just how special Northwest is. I encourage those people who are on social media to use their voice to scream the positives against the negativity.

As a teacher my purpose was to impact students, to help them achieve at their highest possible level. A lot of times that meant that I had to believe in the students more than they believed in themselves until they caught up with me and understood just how much potential they had. When I moved throughout my administrative career I had to really redefine my purpose because I got farther and farther away from the kids. My purpose as an administrator became making sure that the environments were right so that other staff members could have the experience I had as a teacher. When I would walk through a building, look in a classroom and see a teacher and students having an experience that was comparable to the joy that I found in the classroom then I felt like we were doing our job. One of the things that has prompted me to make this move and that I'm looking forward to, is getting back to a position where I am more connected to the people again. More connected to the staff, more connected to the buildings and departments to truly have that impact. As a superintendent, to make optimal environments for staff you end up getting way up in the clouds to see all of the big picture items. In order to feed my soul of what makes me beat as an educator, I need to get back to a place where I am more directly connected to staff and to truly impact them so that they are the best version of themselves for our kids.

No matter where I am, Northwest will always be in my heart and it will always be a place that I champion. Whether I'm here or not, I can't wait to see what this District does moving forward, because with or without me, we have people and systems in place that care and that will move this district forward. This will become the destination district, where our families and our staff and other people are begging to get to. I can't thank the Board enough for the opportunity that I've had here. From teacher, to superintendent it's been an amazing journey. I can't say anything negative about this district and I never will. You are a special place and deserve the best, so thank you.

15.0 OTHER BOARD ITEMS

15.1 Board Members' Comments

Mr. Heather: I've served under seven superintendents and I can honestly say that without a doubt Darrell has been the hardest working, probably one of the most decent human beings that I've ever worked with. Nobody doubts how bright Darrell is and the good things he's done for this district. I certainly wish him nothing but the best with his new position. You certainly leave many good things and marks with this district and I thank you.

Mr. Detzel: Darrell, I want to say thank you for the time that you put into our district. I'm going to go on record say I still think you're the right guy for our district. I hate to see you leaving like this but when you have five board members and majority rules that's the way it goes. I just hope we can move forward with this district because we have a herculean event coming and it's these two renewal levies in 2027 and 2029 and we need new money in 2028. The community better sit up and take notice because we could be in for a world of hurt. We don't want to end up like our neighboring school district, Mount Healthy, where the state comes in and takes over because you don't have any money to continue to educate the kids. That would be a crying shame if that happened and I think the community just needs to wake up because 2027 is three years away. It's going to be here like a freight train coming down the track. I think it's something that we need to pay attention to and we need to look at it now. If we don't pass these renewal levies we're going to be \$25 million in the hole and there's no way we can continue. I'm not trying to scare anybody, I'm just telling you the facts of what could happen if we don't pass levies and get the community on board. If the state comes in, you're down to bare minimum on everything.

I just want to get that out there and let the community digest it to see what they think and if they think this district's worth saving because I do. I've lived here my whole life, my kids went here, I went here. I think it's something that we need to really pay attention to right now.

I also want to thank all the kids that got recognized tonight. That was awesome and I would hate to lose something like that down the road.

Ms. Slattery: I'd just like to say that all of life is about choices, the changes that choices bring, and how we adapt to those changes. We don't always like the changes that come. Human nature likes us to just stick on the same path and not change a thing because we like our patterns, we like our stability. Change doesn't have to be bad, change can be very good. It depends on the mindset you go into the change with, and if you can go in with a positive mindset you can make a change that you didn't particularly care for turn out to be a beautiful outcome. I think the district has a good backbone, we have a good structure, we have excellent educators, we have good administrators. There's no reason that we can't continue to make this district move

forward. I definitely appreciate everything Darrell's given to the district, he certainly is a hard worker. My time spent with him has been short but it has been valuable and I wish him the best in his new job.

I also would like to thank the two little Avas that were here from Monfort Heights Elementary. They were the most poised, little young ladies I've ever seen and their desire to help others is remarkable. You just know that they're going to do wonderful things. Congratulations to all the musicians and athletes as well.

Mrs. Taulbee: I'd like to start out by thanking Darrell as well. I appreciate your hard work and the time that you've dedicated to putting out fires and trying to connect people. That does not go unnoticed. I wish everyone a great summer. Thanks again to all the students and staff that were here tonight. These programs cannot go on without the teachers and every time Jacob Page (CHS music teacher) is here it's amazing. What he does with those students and the amount of accolades that they receive is impressive.

I would like to end by reading a statement from the Board:

We would like to thank Darrell for his time and dedication to the Northwest Local School District. While change can present challenges, as a Board we remain committed to making progress towards fostering a culture of academic excellence. We are looking forward to new opportunities for growth and innovation, and we fully support the amazing administrators, teachers, and staff in our District. The success of our students remains a top priority. We are confident that a leader will emerge to guide our District into a successful future. We look forward to naming an interterm superintendent in the upcoming weeks.

16.0 EXECUTIVE SESSION

16.1 Executive Session

The Board approved a motion to move into executive session to consider confidential information related to the negotiations with other political subdivisions respecting requests for economic development assistance.

ORIGINAL - Motion

Member (**Chris Heather**) Moved, Member (**Jim Detzel**) Seconded to approve the **ORIGINAL** motion 'The Superintendent recommends that the Board of Education approve the motion to move into executive session as listed'. Upon a roll call vote being taken, the vote was: Aye: **4** Nay: **0**. The motion **Carried 4 - 0**

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

The Board approved a motion to move into executive session at 8:37 PM.

16.2 Return from Executive Session

The Board returned from executive session at 9:55 PM.

17.0 ADJOURNMENT

1.1 Board President Called for Adjournment

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

ORIGINAL - Motion

Member (**Jim Detzel**) Moved, Member (**Nancy Slattery**) Seconded to approve the **ORIGINAL** motion ‘The Board President recommends to adopt the agenda as presented’. Upon a roll call vote being taken, the vote was: Aye: **4** Nay: **0**. The motion **Carried 4 - 0**

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

The meeting ended at 9:55 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