

**REGULAR MEETING
OF THE EVERGREEN BOARD OF EDUCATION
DECEMBER 21, 2020, 6:00 P.M.**

President Nora Kiefer called the meeting to order. Members in attendance were Nora Kiefer, Zach Murry, Don Smith and Matt Vaculik. Board member Jason Miller attended the meeting via Zoom.

President Nora Kiefer asked if anyone wished to add, delete, or separate any items of the consent agenda as proposed. No additions or deletions were made to the agenda.

Zach Murry moved, supported by Matt Vaculik to approve the meeting agenda as presented for the Regular Board meeting on December 21, 2020. **147-20**

Ayes: Murry, Miller, Smith, Vaculik, Kiefer
Nayes: None Motion Carried

Matt Vaculik moved, supported by Don Smith to approve the minutes of the Regular Board Meeting held on November 16, 2020. **148-20**

Ayes: Murry, Miller, Smith, Vaculik, Kiefer
Nayes: None Motion Carried

PUBLIC PARTICIPATION

None.

FINANCIAL

Financial Consent Agenda

- A. Approve the November 2020 financial reports including the Cash Reconciliation, Cash Summary Report, Financial Summary Report, and Annual Spending Plan.
- B. Accept the following donations:
 - \$100.00 Anonymous donation to 018-9220 Student Assistance Fund.
- C. Approve the following fund-to-fund transfer and to amend resources and modify appropriations accordingly.
 - \$2,006.71 from 022-7200-910-9021 Tournament Transfer-Out to 300-5100-0000 Athletic Department Transfer In.

D. Approve the following appropriation modification:

- Decrease 022-2490-213-9021 Tournament Event Worker Medicare - \$80.13

E. Approve an increase from \$3,000.00 to \$4,500.00 for Athletic Petty Cash. Note: This increase is necessary to accommodate time lags involved with the use of Arbiter Pay to pay officials.

149-20 Don Smith moved, supported by Matt Vaculik to approve the above listed financial motions.

Ayes: Murry, Miller, Smith, Vaculik, Kiefer
Nays: None Motion Carried

PERSONNEL

Personnel Consent Agenda

- A. Approve the request for FMLA for Caitlin Adamczak, beginning on February 4, 2021 through April 28, 2021.
- B. Accept the resignation of Tina Jones, District Library/Media Services Coordinator, for the purpose of retirement. Mrs. Jones's resignation will become effective on May 31, 2021. Mrs. Jones's service to our district, and students is greatly appreciated and will be missed.

Offer the following supplemental contracts and approve volunteers for the 2020 – 2021 school year, pending the completion of all pupil activity permit requirements:

Sammy Sosa	Assistant Wrestling Coach (50% contract)
Chad Richardson	Assistant Wrestling Coach Volunteer
Keven Knight	Bowling Coach Volunteer
Brent Simon	H.S. Track Assistant Coach
Chris Sintobin	H.S. Track Assistant Coach Volunteer

- C. Accept the resignation of Melissa Nagy as High School Secretary effective December 31, 2020 and to employ her as Accounts Payable/Receivable Specialist effective January 1, 2021 at an annual salary of \$33,000.00. All other pay and benefits will be according to the employment contract and Board Policy.

150-20 As recommended by Eric J. Smola, Superintendent, Zach Murry moved, supports by Don Smith to approve the preceding personnel items:

Ayes: Murry, Miller, Smith, Vaculik, Kiefer
Nays: None Motion Carried

OTHER BUSINESS

Don Smith moved, supported by Matt Vaculik for the Evergreen Local Board of Education to adopt the 2021 – 2022 District School Calendar, and tentatively approve the 2022 – 2023 District School Calendar as recommended by school administration, and the calendar committee, after receiving public input, to include the following significant dates: **151-20**

2021 – 2022 Calendar:

Aug. 16	District/HS/MS/ES Meetings – Work Day
Aug. 17	Teacher Workday
Aug. 18	First Student Day
Sept. 3	No School for Students – District In-Service Day
Sept. 6	No School – Labor Day
Sept. 7	No School – Fair Day
Oct. 6	EES Parent / Teacher Conferences
Oct. 7	EES/MS/HS Parent / Teacher Conferences
Oct. 8	No School for Students – Teacher Work Day
Oct. 22	End of First Quarter
Nov. 24-26	No School – Thanksgiving Break
Dec. 21	End of Second Quarter
Dec. 22-Jan 2	Christmas Break
Jan. 3	No School for Students – Teacher Work Day
Jan. 4	First Day of Second Semester
Jan. 17	No School – MLK Jr. Day
Feb. 17	M.S./H.S. Parent Teacher Conferences
Feb. 18	No School for Students – District In-Service Day
Feb. 21	No School – Presidents’ Day
Mar. 11	End of Third Quarter
Mar. 14-18	No School – Spring Break
Apr. 15	No School – Good Friday
Apr. 18	No School – Easter Monday
May 22	Senior Graduation
May 26	Last Day of School – 1-Hour Early Dismissal

180 Student Days = 1,124 hours
(State Requirements: 1,001 Hours for grades 7-12, 910 Hours for grades K-6)

Student make up days if necessary: May 31, June 1, 2, 3

2022 – 2023 Calendar:

Aug. 15	District/HS/MS/ES Meetings – Work Day
Aug. 16	Teacher Workday
Aug. 17	First Student Day

Sept. 2	No School for Students – District In-Service Day
Sept. 5	No School – Labor Day
Sept. 6	No School – Fair Day
Oct. 5	EES Parent / Teacher Conferences
Oct. 6	EES/MS/HS Parent / Teacher Conferences
Oct. 7	No School for Students – Teacher Work Day
Oct. 21	End of First Quarter
Nov. 23-25	No School – Thanksgiving Break
Dec. 21	End of Second Quarter
Dec. 22-Jan 2	Christmas Break
Jan. 3	No School for Students – Teacher Work Day
Jan. 4	First Day of Second Semester
Jan. 16	No School – MLK Jr. Day
Feb. 16	M.S./H.S. Parent Teacher Conferences
Feb. 17	No School for Students – District In-Service Day
Feb. 20	No School – Presidents’ Day
Mar. 10	End of Third Quarter
Mar. 13-17	No School – Spring Break
Apr. 7	No School – Good Friday
Apr. 10	No School – Easter Monday
May 21	Senior Graduation
May 25	Last Day of School – 1-Hour Early Dismissal

180 Student Days = 1,124 hours
(State Requirements: 1,001 Hours for grades 7-12, 910 Hours for grades K-6)

Student make up days if necessary: May 30, 31, June 1, 2

Ayes: Murry, Miller, Smith, Vaculik, Kiefer
Nayes: None Motion Carried

152-20 Zach Murry moved, supported by Don Smith for the Evergreen Local Board of Education to approve the appointment of Susan Clendenin to the Library Board of Trustees for a seven year term, beginning January 1, 2021 and ending December 31, 2027.

Ayes: Murry, Miller, Smith, Vaculik, Kiefer
Nayes: None Motion Carried

53-20 Zach Murry moved, supported by Matt Vaculik to require Evergreen Local School District to conduct a biennial financial review of all district support organizations on behalf of the Evergreen Local Schools Board of Education.

Ayes: Murry, Miller, Smith, Vaculik, Kiefer
Nayes: None Motion Carried

Don Smith moved, supported by Zach Murry to authorize the Treasurer to purchase an employee dishonesty and faithful performance of duty policy through the Ohio School Plan to provide coverage for those school officers, employees, or appointees who are otherwise required by law to acquire a surety bond before entering upon the discharge of public duties. The Treasurer is further authorized to effect all policies and procedures necessary to carry out this Resolution and administer the terms of the employee dishonesty and faithful performance of duty policy in accordance with this Resolution. 154-20

WHEREAS, the Board of Education of Evergreen Local School District, Fulton County, Ohio (“Board of Education”) is a member of the Ohio School Plan, a joint self-insurance pool established pursuant to Ohio Revised Code § 2744.081;

WHEREAS, the Ohio General Assembly, by the enactment of H.B. 291 (eff. Mar. 20, 2019), codified at Ohio Revised Code § 3.061, has authorized political subdivisions to acquire employee dishonesty and faithful performance of duty policy coverage for officers, employees, and appointees of political subdivisions who are otherwise required by law to obtain individual surety bonds for the faithful performance of the discharge of their duties before assuming office;

WHEREAS, such employee dishonesty and faithful performance of duty policy may be in lieu of such officers, employees, and appointees being required to obtain individual surety bonds;

WHEREAS, under Ohio Revised Code § 3.061(A)(2), “employee dishonesty and faithful performance of duty policy” is defined as a policy of insurance, or a coverage document issued by a joint self-insurance pool authorized under Ohio Revised Code § 2744.081, to protect a political subdivision from financial or property loss caused by the fraudulent or dishonest actions of, and the failure to perform a duty prescribed by law for, an officer, employee, or appointee that is otherwise required by law to give an individual surety bond before the discharge of official duties;

WHEREAS, the Evergreen Local School District is a “political subdivision” for purposes of Ohio Revised Code § 3.061;

WHEREAS, in accordance with Ohio Revised Code § 3.061, the Board of Education must adopt a policy by resolution authorizing the purchase of “employee dishonesty and faithful performance of duty policy” in lieu of requiring officers, employees, and appointees to acquire individual surety bonds before the beginning of the individual’s term of office or employment;

WHEREAS, a school officer, employee, or appointee who is otherwise required by law to obtain a surety bond for the faithful performance of discharge of public duties shall not commence the discharge of duties until coverage by an “employee dishonesty and faithful performance of duty policy” is documented; and

WHEREAS, it is the desire of the Board of Education, in accordance with the authority granted to it under Ohio Revised Code § 3.061, to adopt an employee dishonesty and faithful performance of duty policy in lieu of requiring those officers, employees, and appointees to obtain individual surety bonds for the faithful performance of the discharge of their public duties, and all of the following shall apply:

1. Notwithstanding any section of the Revised Code requiring an officer, employee, or appointee of the Board of Education to give bond before being entitled to enter upon the duties of the office or employment, an officer, employee, or appointee shall be considered qualified to hold the office or employment, without giving bond, on the date the oath of office is taken, certified, and filed as required by law;
2. Notwithstanding Ohio Revised Code § 3.30 or any other section of the Revised Code that provides an office or employment is vacated upon the failure to file bond, the officer, employee, or appointee shall be entitled to enter upon the duties of the office or employment without acquiring an individual surety bond after (a) the date of the adoption of this resolution, (b) the acquisition of an employee dishonesty and faithful performance of duty policy from the Ohio School Plan, and (c) the oath of office is filed as provided in the preceding paragraph;
3. All officers, employees, or appointees who would otherwise be required to file a bond before commencing the discharge of duties shall be covered by and are subject to the employee dishonesty and faithful performance of duty policy instead of a surety bond requirement;
4. The coverage amount for an officer, employee, or appointee under the employee dishonesty and faithful performance of duty policy acquired from the Ohio School Plan shall be equal to or greater than the maximum amount of the bond otherwise required by law. If no amount, or only a minimum amount, of coverage is specified in law for the particular officer, employee, or appointee, the amount of coverage shall be an amount agreed upon by the Board of Education; and
5. Prior to taking the oath of office and commencing the discharge of his or her duties, an officer, employee, or appointee otherwise required by law to acquire an individual surety bond for the faithful discharge of public duties shall first confirm that coverage under the Board of Education's policy with Ohio School Plans is documented and effective as of the date of commencement of the discharge of said public duties.

Ayes: Murry, Miller, Smith, Vaculik, Kiefer

Nayes: None

Motion Carried

Don Smith moved, supported by Matt Vaculik to approve the proposed policy revisions to current Evergreen Local Schools Board Policy. The following policy revision is recommended for approval: **155-20**

Ayes: Murry, Miller, Smith, Vaculik, Kiefer
Nayes: None Motion Carried

Zach Murry moved, supported by Don Smith for the Evergreen Local Board of Education to join in membership with the Ohio School Board Association and authorize the Treasurer to pay the \$5,171.00 membership for 2021 (2020 - \$5,468). **156-20**

Ayes: Murry, Miller, Smith, Vaculik, Kiefer
Nayes: None Motion Carried

Matt Vaculik moved, supported by Zach Murry to set the 2021 annual Organizational Meeting of the Evergreen Local Board of Education on January 12, 2021 at 5:45 p.m. to be held in the Evergreen High School Gymnasium, with the Regular Board meeting to immediately follow. **157-20**

Ayes: Murry, Miller, Smith, Vaculik, Kiefer
Nayes: None Motion Carried

Matt Vaculik moved, supported by Zach Murry to elect Don Smith as the President Pro Tempore to preside at the beginning of the January 2021 Organizational Meeting, until the newly elected President assumes the chair (Board Policy 0151 & ORC 3313.14). **158-20**

Ayes: Murry, Miller, Smith, Vaculik, Kiefer
Nayes: None Motion Carried

DISCUSSION AND INFORMATION

Superintendent Eric Smola shared the following information regarding potential athletic league changes:

The NWOAL and Evergreen have a long history and a great relationship. Since coming to the district, I have heard concerns about Evergreen's ability to compete in the league and disparity among league schools, mainly because of size. I examined our success in the league as determined by league championship and top three finishes historically and the past twenty years. Unfortunately, our record is not very good. I did not think a move to another league made sense for the district even if it meant playing schools closer to our size because of rivalries, tradition and demographics.

The past few years, we have heard of other districts that are interested in joining the league. The schools regularly mentioned are considerably larger than Evergreen. Napoleon, Bowling Green and Maumee are districts that we have heard would like to join the NWOAL. Their joining the league was essentially a non-issue with the league not looking to expand. We have heard directly from Patrick Henry that they are looking to leave the league. They voiced that they have had a standing committee looking at a potential league change. Their departure would open the door for a larger district to join the league. Swanton has also expressed interest in leaving the NWOAL if a larger district like Napoleon were to join the league. At the superintendent level, we have begun looking at options if there is a change in NWOAL member schools. I have directed our Athletic Director to begin exploring the option of creating a new league, with schools of comparable size.

Superintendent Eric Smola requested guidance prior to drafting resolutions for the January Organizational Meeting of the Board, as to the Board's preference regarding the following items. The Board discussed several of the items and affirmed as follows:

- i. The Superintendent shall continue to serve as the purchasing agent for the Evergreen Local board of Education, with a single-item spending limit of \$35,000.
- ii. The Board shall adopt a resolution to dispense with the reading of the "minutes" of the previous meeting.
- iii. The Board shall continue to utilize a consent agenda by topic for future meetings.
- iv. The Board shall meet on the third Monday of the month at 6:00 PM.
- v. The Board shall continue accepting written reports from the building principals in place of oral reports at meetings.
- vi. The Board shall continue to be compensated for a maximum of 13 meetings per year.
- vii. The Board wishes to continue an Opening Ceremony of their regular meetings that consists of: The Pledge of Allegiance.

ADMINISTRATIVE REPORTS

Dr. Delores Swineford presented plans to move from the block schedule to a traditional schedule in the high school.

- 1) Why should Evergreen move off the block schedule to a traditional 8-period schedule?
 - a) **Absence Effect:** Less impact on students when they are absent
 - i) block schedule (1 day absent = 2 days of loss instruction)
 - ii) traditional schedule (1 day absent = 1 day of loss instruction)
 - b) **Achievement:** Top performing schools in Ohio are on a traditional schedule, shorter periods of instruction aligns closely with research on adolescents' attention span
 - c) **Alignment:** Aligns with the middle school 8-period day, allows for middle school students (8th graders) to take high school courses, and potentially share staff
 - d) **Consistency:** Very few schools in Ohio are still utilizing a block schedule. Students transferring into Evergreen are challenged by the current block schedule because of the alignment of credits
 - e) **Continuous Instruction:** Eliminates the break in instructional progression (i.e. current block schedule- students may have a math course in the fall of freshman year and not have another math course until spring of their sophomore year)
 - f) **High Stakes Testing Supports:** Allows for continuous test preparation for ACT, SAT, and End-of-Course exams required for graduation
 - g) **Student Supports:** Allows for consistent services for students with disabilities (i.e. a student with math goals on an IEP will have continuous support to meet these goals), opportunities for enrichment, study hall opportunities, additional course offerings (approximately 190 course offerings), strengthen student-teacher relationships, puts students first on what is best for our students

- 2) Misconceptions about a traditional schedule
 - a) Students will be discouraged to take college credit plus courses.
 - i) Students will still have the opportunity to take CCP courses.
 - ii) The cost of CCP was not a factor in transitioning to a traditional schedule.
 - b) Reduction in staff
 - i) Current staff will be maintained on a traditional schedule. Their schedule may look different, as teachers may cover study hall periods.
 - c) Not as much curriculum will be covered
 - i) On the block schedule, year-long courses were covered in one semester. On a traditional schedule, year-long courses will be over 36-weeks.

- 3) What have we done already?
 - a) Surveyed the community during strategic planning process- want additional course offerings
 - b) Surveyed students on potential new course offerings

- c) Collaborated with high school staff on bell schedule, curriculum alignment, and course offerings
 - d) Developed 8-period bell schedule, with an enrichment period on Wednesdays
 - e) Updated Evergreen High School Curriculum Guide with new course offerings, graduation requirements, honors diploma option, and other pertinent information students need to help in making educational decisions while in high school and beyond.
 - f) Working with NWOCA to build a traditional schedule and course offerings in PowerSchool
 - g) Set dates for student/parent information night (January 19, 2021 at 6PM)
 - h) Set dates for student registration meetings (January 28th during the school day)
 - i) Set dates for student scheduling meetings (February 2nd, February 4th, and February 9th during the school day)
- 4) What are the next steps?
- a) Student/Parent Information Meeting
 - i) January 19, 2021 at 6PM HS Gym
 - ii) This meeting will be held both in-person and virtually. Information regarding this meeting will be communicated to families via School Messenger and through a Superintendent Update
 - iii) Share information regarding the traditional schedule, new course offerings, and scheduling process
 - b) Develop student scheduling forms
 - c) Collaborate with NWOCA on the Prepare to Build process for scheduling (January 14, 2021)
 - d) Student Information Meeting
 - i) January 28, 2021 during the school day
 - e) Student Scheduling Meeting (held during enrichment period)
 - i) Incoming 9th graders: TBA
 - ii) Current freshmen: February 9, 2021
 - iii) Current sophomores: February 4, 2021
 - iv) Current juniors: February 2, 2021
 - f) Provide professional development for high school staff (February 12, 2021)
 - i) Round table discussion panel with teachers on making the transition to a traditional schedule. The panel will consist of teachers from other districts, as well as Evergreen teachers who have made the transition from block to traditional schedule.
 - ii) Provide time for departments to review resources, align curriculum and pacing for a traditional schedule
 - iii) Review curriculum resources to support new course offerings

- g) Collaborate with NWOCA on Build/Load Master Schedule (March 8-9, 2021)

Traditional 8-period Schedule

Monday, Tuesday, Thursday, Friday Bell Schedule

	Time		Minutes
Period 1	8:00	8:48	48
Period 2	8:51	9:35	44
Period 3	9:38	10:22	44
Period 4	10:25	11:09	44
A Lunch	11:09	11:39	30
5A	11:42	12:26	44
5/5B	11:12	11:56	44
B Lunch	11:56	12:26	30
Period 6	12:29	1:13	44
Period 7	1:16	2:00	44
Period 8	2:03	2:50	47

Wednesday Schedule (includes enrichment period)

	Time		Minutes
Period 1	8:00	8:41	41
Period 2	8:44	9:25	41
Period 3	9:28	10:09	41
Period 4	10:12	10:53	41
Enrichment	10:56	11:21	25
A Lunch	11:21	11:51	30
5A	11:54	12:35	41
5/5B	11:24	12:05	41
B Lunch	12:05	12:35	30
Period 6 (Announcements)	12:38	1:22	44
Period 7	1:25	2:06	41
Period 8	2:09	2:50	41

Potential New Course Offerings (24 potential new courses, including expanding Vocational Agriculture for middle school students)

- AP American Government
- AP Computer Science A- JAVA
- AP Computer Science Principles
- Art History
- Environmental Biology
- French I
- Google & Microsoft Digital Skills
- Interior Design, Furnishings & Management
- Introduction to Computer Science
- Introduction to Vocational Agriculture (middle school students)
- Jazz Band
- Math Lab
- Microbiology
- Modern U.S. History

- Music Theory
- Real-World Communications
- Songwriting
- Speech
- Strength & Conditioning
- Study Hall
- Symphonic/Concert Band
- Textile Design, Construction & Maintenance
- Trigonometry
- Voice Class

EXECUTIVE SESSION

Matt Vaculik moved, supported by Zach Murry for the members of the Evergreen Local Board of Education, Superintendent, Treasurer, and invited guests to go into executive session for the following reason:

159-20

- To consider the employment of public employees: ORC 121.22(G)(1).

Ayes: Murry, Miller, Smith, Vaculik, Kiefer
Nays: None Motion Carried

The Board entered executive session at 6:44 p.m. and returned to regular session at 7:41 p.m., taking no further action.

ADJOURNMENT

Don Smith moved, supported by Matt Vaculik to adjourn the December 21, 2020 Regular Meeting of the Evergreen Local Board of Education.

160-20

Ayes: Murry, Miller, Smith, Vaculik, Kiefer
Nays: None Motion Carried

Nora Kiefer, Board President



Denise Leu, Treasurer

