

Regular Meeting Poland Board of Education held July 22, 2019

The regular meeting of the Poland Board of Education was held on Monday, July 22, 2019 at 6:00 p.m. at the Poland Township Building.

President, Mr. Lavorini called the meeting to order at 6:00 p.m.

Pledge of Allegiance

Members present for roll call and answering their names were Dr. Dinopoulos, Mr. Lavorini, Mr. Riddle, Mr. Shovlin and Mrs. Zedaker.

Approval of Minutes – Resolution #2019-182

Mrs. Zedaker moved and Dr. Dinopoulos seconded with all members present voting aye to approve the following meeting minutes of:

Special Regular Board Meeting of July 9, 2019

Public Comments - None**Renewal of Ohio Schools Council Membership – Resolution #2019-183**

Mr. Riddle moved and Dr. Dinopoulos seconded with all members present voting aye to renew the membership between Poland Local Schools and the Ohio Schools Council for the 2019-2020 school year for the purpose of carrying out cooperative programs. Cost for FY20 is \$1198.80. This includes district membership and safety program.

Approval of Student Handbooks for 2019-2020 school year – Resolution #2019-184

Mrs. Zedaker moved and Mr. Shovlin seconded with all members present voting aye to approve the Student Handbooks for the 2019-2020 school year.

Approval of Workmed for FY20 school year – Resolution #2019-185

Dr. Dinopoulos moved and Mrs. Zedaker seconded with all members present voting aye to approve Workmed as the approved facility for physicals/drug testing for the Transportation Department for the 2019-2020 school year.

Approval of contract with NWEA – Resolution #2019-186

Dr. Dinopoulos moved and Mrs. Zedaker seconded with all members present voting aye to approve the contract with NWEA for MAP Universal Screener.

Approval of Non-Teaching Substitutes for FY20 – Resolution #2019-187

Mr. Shovlin moved and Dr. Dinopoulos seconded with all members present voting aye to approve the following non-teaching personnel to be placed on the approved list for the 2019-20 school year, substitute basis only, according to wage rate for the assignment designated; all required reports are on file.

Daniel Cipriano – substitute Custodial/Porter
Lori Castro – substitute monitor

Jeanette Medina – substitute monitor
Farra Simerlink – substitute monitor

Approval of Porters for the 2019-2020 school year – Resolution #2019-188

Mr. Riddle moved and Dr. Dinopoulos seconded with all members present voting aye to approve the following as Porters for the 2019-2020 school year, on a one-year limited contract basis only, according to wage rate for the assignment designated; all required reports are on file:

Steven Calzo
Charles Gales
Vincent LaRubbio
Macey Gessler

Acceptance of Supplemental Resignations for 2019-2020 – Resolution #2019-189

Mr. Shovlin moved and Dr. Dinopoulos seconded with Mr. Lavorini and Mr. Riddle voting aye to accept the following supplemental resignations for the 2019/2020 school year. Mrs. Zedaker abstained.

Angela Zedaker – PMS/MCK Stem Club
Anthony Jameson – Head Varsity Wrestling Coach

Approval of Pupil Activity Contracts for 2019 Fall Athletics – Resolution #2019-190

Dr. Dinopoulos moved and Mr. Riddle seconded with all members present voting aye to approve supplemental pupil activity contract to the following non-teaching personnel for the 2019 Fall Athletic Season as per salary schedule for the assignment designated pursuant to O.R.C. 3313.53; all required reports are on file:

Jessica Miller – ½ Junior Varsity Girls Soccer Coach
Mackenzie Schaffer – ½ Junior Varsity Girls Soccer Coach
Monica Ciarniello – Boys Cross Country Coach

Approval of Volunteer Coaching Positions – Resolution #2019-191

Mrs. Zedaker moved and Dr. Dinopoulos seconded with all members present voting aye to accept the following as volunteer coaching positions for the Fall 2019 Athletic Season.

Jim Vivo – Varsity Football Coach
Brian Palmer – Junior Varsity Football Coach
Mike Mrakovich – Junior Varsity Football Coach
Jeff Sabrin – Freshman Football Coach
Robert Sainato – Varsity Football Coach
Sara Bashinski – Girls Cross Country Coach

Approval of Agreement with Campbell City Schools – Resolution #2019-192

Mr. Shovlin moved and Dr. Dinopoulos seconded with all members present voting aye to approve the Agreement with Campbell City Schools to confirm their understandings and

agreement with respect of services for Lisa Young, Literacy Professional Development, not to exceed thirty (30) days, with the Poland School District for the 2019-2020 school year.

Approval of Contract with MCCTC for FY20 – Resolution #2019-193

Dr. Dinopoulos moved and Mrs. Zedaker seconded with all members present voting aye to approve the contract between Poland Local School District and MCCTC regarding Brian Jones, teacher, who will teach students through Career Based Intervention (CBI) on behalf of MCCTC for the 2019-2020 school year and shared teaching services at PSHS.

Approval of Agreement with Struthers City Schools – Resolution #2019-194

Dr. Dinopoulos moved and Mr. Shovlin seconded with all members present voting aye to approve the Agreement with Struthers City Schools to confirm their understandings and agreement with respect to the sharing of services of an English Language Teacher (“ELL Teacher”) with the Poland School District for the 2019-2020 school year. The Struthers City Schools will be billed for 2/5 of all salary and fringe benefits for said ELL Teacher Services.

Approval of Agreement with Boardman Local Schools – Resolution #2019-195

Mrs. Zedaker moved and Dr. Dinopoulos seconded with all members present voting aye to approve the Agreement with Boardman Local Schools to confirm their understandings and agreement with respect to the sharing of services of a School Psychologist with the Poland School District for the 2019-2020 school year. The Boardman schools will be billed for 3/5 of all salary and fringe benefits for said School Psychologist Services.

Approval of MDESC Contract for FY20 – Resolution #2019-196

Mrs. Zedaker moved and Dr. Dinopoulos seconded with all members present voting aye to approve the contract with Mahoning County Educational Service Contract for Fy20 as presented to provide special education and related services, alternative program services, and other services specified in the contract. Furthermore, authorizes the Treasurer to make any adjustments, as necessary, to the contract for the 2019-2020 school year.

Approval of Memorandum of Understanding (MOU)–Retire/Rehire – Resolution #2019-197

Dr. Dinopoulos moved and Mrs. Zedaker seconded with all members present voting aye to approve the Memorandum of Understanding (MOU) with Poland Education Association (PEA) for retire/rehire of Eva Sullivan on BA Step 0 for the 2019-2020 school year. This position is not pursuant of R.C. 3319.111 and R.C. 3319.11.

This Memorandum of Understanding is entered into this 22nd day of July, 2019, by and between the Poland Local School District Board of Education (hereinafter “Board”) and the Poland Education Association (hereinafter “Association” or “PEA”).

WHEREAS, the Board and the Association are parties to a collective bargaining agreement (“Negotiated Agreement”) effective September 1, 2018, through August 31, 2021; and

WHEREAS, the Parties desire to enter into an agreement to establish the terms in which retired employees may be rehired into a bargaining unit position.

NOW THEREFORE, the Board and the Association agree as follows:

1. Employees who have retired from employment with the Board and who are or will receive benefits through the State Teachers Retirement System (“STRS”) may be reemployed by the Board; however, there is no expectation that any such employee will be offered such employment nor is the Board required to re-employ any retired individual.
2. Except as otherwise set forth herein, retired teachers employed or reemployed by the Board are considered bargaining unit members and subject to the terms of the current collective bargaining agreement, except for all provisions listed in #7 of this Memorandum of Understanding, including the right to Board provided health care benefits on par with other employees.
3. Employee shall be placed at the Level of **BA** at **Step 0** of the Salary Schedule adopted by the Board. Employee acknowledges that pursuant to R.C. §3317.13 s/he is entitled to have his/her prior years of service calculated into salary placement; however, employee agrees to waive his/her right to said placement based on years of service. Employee’s salary shall not be subject to Ohio Revised Code §3317 or any other section of the Revised Code.
4. Rehired retired employees shall be members of the PEA bargaining unit, subject to the provisions of this memorandum.
5. Rehired retired employees are not entitled and/or eligible to receive any severance benefits or retirement incentives provided by any agreement in effect between the Board and the Association when they separate from the Board's employment beyond their first retirement. Rehired retired employees are eligible for both sick leave and personal leave accumulation commencing with the first year of such re-employment; however, such accumulations do not carry-over.
6. In the event of a reduction in force, employees employed pursuant to this Agreement shall not have any seniority rights over other employees.
7. Employees employed pursuant to this Agreement shall receive one (1) year limited contracts and shall not be eligible to receive continuing contracts regardless of their years of service. The one (1) year contract shall automatically expire upon the completion of the school year and it is not necessary for the Board to conduct evaluations in accordance with R.C. § 3319.111 or take formal action not to re-employ the employee pursuant to R.C. § 3319.11. The employment relationship shall automatically end upon the expiration of the contract. Employees will need

to re-apply each year for future consideration of employment. Employees shall also be required to sign a release and waiver agreement whereby they agree not to bring a claim, lawsuit or cause of action against the Board as a result of age discrimination.

8. All other provisions of the Negotiated Agreement currently in effect between the parties hereto are not altered by this Agreement and shall remain in full force and effect for the term of the Negotiated Agreement and no other agreements shall serve to alter the provisions of the current Negotiated Agreement unless agreed to, in writing, between by the parties hereto.

Approval of Memorandum of Understanding (MOU)–Full-time to Part-time – Resolution #2019-198

Mr. Shovlin moved and Dr. Dinopoulos seconded with all members present voting aye to approve the Memorandum of Understanding (MOU) with Poland Education Association (PEA) for Christie Mitch to go from full-time Spanish to part-time (3/7) Spanish for the 2019-2020 school year.

This Memorandum of Understanding is entered into and effective as of this 22 day of July, 2019, by and between the Poland Local School District Board of Education (“Board”) and the Poland Education Association (“Association”).

Whereas, the Board and Association are parties to a Collective Bargaining Agreement (“Negotiated Agreement”) in effect for the period of September 1, 2018, through August 31, 2021; and

Whereas, the Contract does not speak directly to the rights, obligations and assumptions relating to teachers working less than a full schedule; and

Whereas, the Board has received a request from full time teacher Christie Mitch (“Ms. Mitch”) to teach part-time, beginning with the 2019-2020 contract year; and

Whereas, the Board is agreeable to such arrangement, subject to establishing appropriate parameters for such employment; and

Whereas, the parties are desirous of memorializing the limitations for such part-time employment;

It is therefore the agreement of the parties as follows:

1. Beginning with the 2019-2020 school year, Ms. Mitch will accept assignment to a part-time teaching position, with a 3/7ths day work schedule as assigned by the Superintendent.
2. The Board will pay Ms. Mitch 3/7ths of her full-time salary as determined by her placement on the salary schedule. The Board will pay fringe benefits proportional to the number of hours worked per week divided by thirty-seven and one-half (37.5), with Ms. Mitch paying the difference to receive full fringe benefits.
3. Ms. Mitch's current sick leave balance will be converted to hours due to movement from full-time to part-time status. Ms. Mitch will be entitled to both sick and personal days on a pro-rated basis based on contracted part-time hours and such accumulation will be on an **hourly basis**.

Personal Leave – 3 days per year/per contract	= 9 hours (annually)
Sick Leave – 15 days per year per ORC	= 3.75 hours accrual (monthly)
(15 days x 3 hours per day = 45 hrs)	(3.75 hours per mo. x 12 mo. = 45 hrs)

 If said part-time employee is awarded a full-time position; sick leave hours will be converted to days.
4. Ms. Mitch's seniority will be unaffected by her part-time status.
5. Following the 2019-2020 school year, Ms. Mitch's status as a part-time teacher will continue unless or until she is assigned to a full time position at the discretion of the Superintendent or unless or until she posts for and is awarded a full time position in accordance with the Contract.
6. Notwithstanding this agreement, all other provisions of the Contract remain unaffected by this Memorandum.
7. The parties understand that this Memorandum will not serve as precedent in any other matter, claim, grievance or case, nor may it be introduced in same, except as to enforce the specific terms of this limited time and purpose Memorandum.

Renewal of Athletic Trainer Services for FY20 – Resolution #2019-199

Dr. Dinopoulos moved and Mr. Riddle seconded with all members present voting aye to renew the Athletic Trainer Services Proposal for Mercy Health ("HM") to provide athletic training services to Poland Seminary High School for the 2019-2020 school year.

Renewal of Works International Contract – Resolution #2019-200

Mr. Riddle moved and Dr. Dinopoulos seconded with all members present voting aye to renew the contract with WORKS International (Public School Safety Program) for the 2019/2020 school year.

Approval of Tuition Student for FY20 – Resolution #2019-201

Mrs. Zedaker moved and Dr. Dinopoulos seconded with all members present voting aye to approve the application to enroll Nicole Petrarca, 9th grader, as a tuition paying student at Poland Seminary High School for the 2019-2020 school year. Tuition is calculated by the Ohio Department of Education, ORC 3313.64.

Approval of Contract with Rich Center for 2019-2020 school year – Resolution #2019-202

Mrs. Zedaker moved and Dr. Dinopoulos seconded with all members present voting aye to approve the settlement agreement contract with Rich Center for the 2019-2020 school year.

Approval of Contract with Kidslink for the 2019-2020 school year – Resolution #2019-203

Dr. Dinopoulos moved and Mr. Shovlin seconded with all members present voting aye to approve the settlement agreement contract with Kidslink for the 2019-2020 school year.

Informational Items

- T.I.P.S. Roofing for Poland Middle School Roof - Update

Reports/Presentations

Foundation – None.

Legislation – Mr. Riddle reported on how Ohio's new state budget bill will impact Ohio schools.

Adjournment – Resolution #2019-204

At 6:35 p.m. Mrs. Zedaker moved and Mr. Shovlin seconded with all members present voting aye to adjourn the meeting.

Meeting adjourned.

Treasurer

President