

**Board of Education Meeting  
January 23, 2006**

The Board of Education of the Findlay City Schools met in regular session at 6:30 p.m. in the Board Room at Central Middle School.

President Brown called the meeting to order. Present were: Mrs. Brown, Dr. Browning, Mr. Cavallero, Mrs. Rothey, Mr. Shrader, Superintendent Wittwer and Treasurer Barnhart.

**2006-01-017 Executive Session**

It was moved by Mr. Shrader, seconded by Mrs. Rothey to recess to executive session to discuss employment and compensation of personnel at 6.31 p.m.

Roll call: Mr. Shrader, aye; Mrs. Rothey, aye; Mrs. Brown, aye; Dr. Browning, aye; Mr. Cavallero, aye. President Brown declared the motion carried.

The Board of Education returned to regular session at 7:15 p.m.

**CELEBRATIONS**

Dr. Browning celebrated Bigelow Hill for its learning environment.

Mrs. Rothey acknowledged Jefferson is celebrating the kindergartners and their teachers for recent achievements.

Mr. Shrader recognized Donnell is celebrating their goal settings and improvements to hall discipline thanks to the Delaney tools. Northview is preparing for Right to Read Week.

Mr. Cavallero noted Jacobs is preparing for Literacy Night and the appearance of Clifford the dog.

Mrs. Brown stated that Wilson Vance has a talent show coming up.

**STAFF RECOGNITION**

Jennie Ryan, Bigelow Hill – Title 1, received a \$440.00 grant for the Title 1 Program at Bigelow Hill School from the HancockREADS Fund through The Community Foundation to increase year-round reading opportunities for 44 students and families.

Debora Reynolds, High School – Library Media Specialist, received a \$700.00 grant from the Findlay/Hancock County Community Foundation to pay for a visiting author at the high school.

Presentations were made to board members by middle school representatives for board appreciation month.

**PUBLIC PARTICIPATION**

FEA President Dee Groman congratulated Dr. Blaine on his contract extension; reported on the healthcare training seminar; congratulated the grant recipients; noted that negotiations would begin soon; and invited board members to attend tomorrow's roundtable meeting.

Two Findlay High School Student Council members, Haley Todd and Emily Church, did a power point presentation advocating for a new sign in front of the high school.

**2006-01-018 Approval of Minutes**

It was moved by Mrs. Rothey, seconded by Mr. Shrader to approve the minutes of the regular meeting on January 9, 2006.

Roll call: Mrs. Rothey, aye; Mr. Shrader, aye; Mrs. Brown, aye; Dr. Browning, aye; Mr. Cavallero, aye. President Brown declared the motion carried.

**CORRESPONDENCE**

Mr. Barnhart presented a copy of a letter from the Ohio Department of Education, which extended the deadline date to March 10, 2006 for the district's plan to avoid future deficits; a letter to STRS opposing increases to employer contributions as discussed in the last meeting; and a copy of the Finance Committee, January 17, 2006, meeting minutes.

Dr. Wittwer noted that the Mayor's Visioning Committee is meeting tonight and Jen Ruhe is attending on behalf of the district; a parent from Whittier stopped in to thank him for his help in working with her diabetic child; and he spoke about the school delay process.

**CONSENT ITEMS**

**2006-01-019 Consent Items A-I**

It was moved by Mr. Shrader, seconded by Mrs. Rothey to approve Consent Items A-I as follows:

**CERTIFICATED PERSONNEL**

A. Retirements

The superintendent recommends that the following retirements be accepted:

Sue Becker (Computer Coordinator) Effective: 3/3/06	30 years
Cindy Shoupe-Parke (FHS, Social Studies) Effective: 2/25/06	26 years

B. Appointments

The superintendent recommends approval of the following appointments, at salaries in accordance with the adopted salary schedules; and contingent upon subsequent receipt by the Board of a report from B.C.I. which is not inconsistent with the applicant's answers on the employment application:

1. Interim Assistant Superintendent Extension  
Dr. Paul F. Blaine – Interim Assistant Superintendent  
Effective: 8/1/06 – 7/31/07  
Salary: \$95,000.00
2. Adult Education Instructor – 2005/2006 School Year  
Step 0 @ \$19.21/hour  
Volker (Rock) Snow
3. Substitute Teacher @ \$82.00/day  
Cassandra Luginbill
4. Home Instructors – 2005/2006 School Year  
Step 0 @ \$19.21/hour  
Deb Beachler  
Step 2 @ \$19.73/hour  
JoAnn Welker
5. LAMP, II Coordinator (Paid from Adolescent Literacy Grants)  
Vera Snelling – Glenwood @ \$1000.00 (for second semester)
6. Gifted Identification Testing – as needed  
Kim Cosiano @ \$19.21/hour (remainder of the 2005-06 school year)  
Patricia Majors @ \$19.21/hour (remainder of the 2005-06 school year)

**CLASSIFIED PERSONNEL (C thru E)**

C. Retirement

The superintendent recommends that the following retirement be accepted:

Naomi Davis (Central, Food Service Worker) Effective: 1/9/06	6 years
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D. Leave of Absence

The superintendent recommends that the following leave of absence, without pay, be granted to the following classified personnel:

Molly Donley (Jefferson, Food Service Worker) Reason: Personal Effective: 12/19/05 – 12/22/05
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E. Appointments

The superintendent recommends approval of the following appointments, at salaries in accordance with the adopted salary schedules; and contingent upon subsequent receipt by the Board of a report from B.C.I. which is not inconsistent with the applicant's answers on the employment application:

1. Noon Hour Monitors @ \$8.14/hour – 2005/2006 School Year

Pat DeMuth – Northview  
Effective: 1/9/06

Sharon Cain – Whittier  
Effective: 1/17/06

2. School Nurses @ \$18.67/hour – 2005/2006 School Year

Emily Price – Northview  
Effective: 1/19/06

3. Substitute and/or Per Diem Employees

Donald Beichler – substitute noon hour monitor @ \$8.00/hour  
Sharon Cain – substitute educational aide @ \$9.00/hour  
Chris Caskel Daniels – substitute food service worker @ \$8.00/hour  
Andy Fields – substitute educational aide @ \$9.00/hour  
Rita Jones – substitute food service worker @ \$8.00/hour  
Lucinda Myers – substitute noon hour monitor @ \$8.00/hour  
Catharine Shaffer – substitute noon hour monitor @ \$8.00/hour

F. Student Activity Budget

The superintendent recommends that the Student Activity Budget for the Findlay High School Key Club be accepted as shown in EXHIBIT A.

G. Acceptance of Gifts

The superintendent recommends the acceptance and written expression of appreciation for the gifts received, as listed below:

GIFT: \$440.00 one-year grant EXHIBIT B  
FROM: HancockREADS Fund through The Community Foundation  
TO: Bigelow Hill Title 1 Program

GIFT: \$700.00 six-month grant EXHIBIT C  
FROM: HancockREADS Fund through The Community Foundation  
TO: Findlay High School

H. Resolution of Commendation

The superintendent recommends adoption of the Resolution of Commendation for a classified employee who recently retired:

Tom Jameson EXHIBIT D

I. Correction to November 21, 2005 Minutes

Melanie Smith (Lamp, II Coordinator)  
From: \$2,000.00  
To: \$1,000.00

Roll call: Mr. Shrader, aye; Mrs. Rothery, aye; Mrs. Brown, aye; Dr. Browning, aye; Mr. Cavallero, aye. President Brown declared the motion carried.

**REPORTS**

A. Financial Health Plan

Dr. Wittwer presented the Financial Health Plan.

**ACTION ITEMS**

**2006-01-020 Resolution of Necessity**

It was moved by Mrs. Rothery, seconded by Mr. Shrader to approve the superintendent's recommendation for the Resolution of Necessity for a Permanent Improvement Levy as shown in EXHIBIT E

Roll call: Mrs. Rothery, aye; Mr. Shrader, aye; Mrs. Brown, aye; Dr. Browning, aye; Mr. Cavallero, aye. President Brown declared the motion carried.

**2006-01-021 Family and Medical Leaves of Absence Policy – 7.11a**

It was moved by Mrs. Rothery, seconded by Mr. Shrader to approve the superintendent's recommendation of board policy 7.11a as viewed in EXHIBIT F. Dr. Browning questioned the need for the board to approve such a policy given that it is federal law.

Roll call: Mrs. Rothery, aye; Mr. Shrader, aye; Mrs. Brown, nay; Dr. Browning, aye; Mr. Cavallero, aye. President Brown declared the motion carried.

**2006-01-022 Teacher Retirement/Resignation Incentive**

It was moved by Mr. Shrader, seconded by Mr. Cavallero to approve the superintendent's recommendation to implement an early retirement/resignation incentive plan for teachers as presented by Dr. Blaine.

Roll call: Mr. Shrader, aye; Mr. Cavallero, aye; Mrs. Brown, aye; Dr. Browning, aye; Mrs. Rothery, aye. President Brown declared the motion carried.

**DISCUSSION ITEMS**

A. Job Description for Technology Support/Web Coordinator EXHIBIT G

Dr. Wittwer presented the job description for the Technology Support/Web Coordinator.

B. Special Areas Compensation Plan – pg. 6 EXHIBIT H

Dr. Wittwer presented the Special Areas Compensation Plan – pg. 6.

**SUPERINTENDENT'S COMMENTS**

Dr. Wittwer said he appreciates the board's discussions and insight on the Financial Health Plan.

**BOARD'S COMMENTS**

Dr. Browning thanked the educators and administrators for their creative and innovative manner to address the financial situation.

Mr. Shrader thanked the middle school principals for their board appreciation recognition.

Mrs. Rothery thanked the negotiation team and bus drivers for reaching a tentative agreement; she welcomed Charity Rauschenberg and Dick Hoffman to the Business Advisory Committee.

Mr. Cavallero thanked the administration for a well thought out data driven retirement/resignation plan.

**2006-01-023 ADJOURNMENT**

It was moved by Mr. Shrader, seconded by Mrs. Brown to adjourn at 9:07 p.m.

Roll call: Mr. Shrader, aye; Mrs. Brown, aye; Dr. Browning, aye; Mr. Cavallero, aye; Mrs. Rothery, aye. President Brown declared the motion carried.

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President

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Treasurer

Read and Approved February 13, 2006.