GARFIELD HEIGHTS BOARD OF EDUCATION GARFIELD HEIGHTS, OHIO

RECORD OF PROCEEDINGS Minutes – Regular Board Meeting June 15, 2020

The Board of Education of the Garfield Heights City School District met regular session on Monday, June 15, 2020 virtually 6:00 p.m. with Mr. Joseph M. Juby, President of the Board, presiding.

ROLL CALL

Present:

Mr. Juby, Mrs. Kitson, Mrs. Daniels, Ms. Thomas, Mrs. Tucker

Absent:

RECOMMEND ADOPTION OF AGENDA AS PRESENTED

Moved by Mrs. Daniels, seconded by Mrs. Kitson to approve the agenda as adopted.

Ayes: Kitson, Daniels, Thomas, Tucker, Juby

Nays: None

MOMENT OF SILENT REFLECTION & PLEDGE OF ALLEGIANCE

READING & APPROVAL OF MINUTES

Moved by Mr. Juby, seconded by Mrs. Daniels to approve the minutes from the Regular Board Meeting of May 18, 2020.

Ayes: Juby, Daniels, Kitson, Thomas, Tucker

Nays: None

BOARD PRESIDENT'S REPORT

Good evening & welcome to our June 15th Board meeting. On behalf of the Board, we would like to congratulate the Class of 2020 upon their graduation.

We would also like to thank the Administration & Staff for all their hard work in making this year's graduation a tremendous success.

We wish everyone a safe & healthy summer. That concludes my report.

COMMITTEE REPORTS:

Cuyahoga Valley Career Center - Christine A. Kitson

Work status for CVCC is being changed from 'Remote Work' to 'Regular Work' effective July 6, 2020, and contracted employees will be required to report to work per their contracted hours.

For the upcoming year: flexibility is the key. At this time, the plan is to open doors on August 19, 2020 with social distancing protocols and work in the hands-on labs. Staff will be on-hand for instructions. Work-based learning for high school students will be on hold for the first semester.

Board of Education meeting will take place Thursday to complete Superintendent and Treasurer evaluations.

Student Activities - Ashley M. Thomas, M. Ed.

Congratulations to the Class of 2020. Special thanks to the entire staff and administrator who helped carry out that production! It was so amazing! It was so nice to see all of the students, families and administrators come together despite the pandemic to celebrate our seniors and their accomplishments!

I have no official report from Dale but football has begun workouts following OSHAA guidelines. There are 3 phases of opening the athletic department back up, of course with protocols changing daily.

I have also been in touch with OSBAs Student Activity Liaison Committee about the state of student activities for the upcoming school year. I wanted to share some relevant information from a regional meeting that we recently had.

We all know that sports performing arts and other activities are essential to the well-being of our students. As a district we must continue to place a focus on educating the whole student. Governor DeWine holds the Wellness Fund very near and dear to his heart.

Some of the suggestions from the conference were to use community assets, always assume that families have positive intentions. Make sure information is accessible and readily available including constant updates to the districts website. Make sure that we are addressing learning gaps and making adjustments to our curriculum as we see fit. Having a hotline for parents to call with any questions. Hosting a parent virtual university to keep parents informed on changes.

We also discussed different learning environments and how looping may have a positive impact on students of color and an increase in teacher effectiveness. We talked about the importance of board representation on the curriculum committee as well. One district even talked about how they broke their middle school into tiers provided by PBIS in order to make more meaningful connections and interventions with students and families.

Lastly, they talked about the house bill that will allow special certificates to our teachers to teach other subjects.

Legislative Liaison – Joseph M. Juby City Liaison – Millette Tucker, M.Ed. L.S.W.

Policy Liaison - Joseph M. Juby & Nichelle N. Daniels

The board policy committee met on Wednesday, May 20, 2020 to review several new polices and policy updates recommended by OSBA. The meeting was conducted by President Juby, Mr. Hanke, Mr. Patton and Mr. Sluka. Nichelle Daniels was excused from meeting due to family matters. Most of the policy updates were taking out or adding new language to the policies. Listed below is a breakdown of what was discussed during the meeting.

BDC-Executive Sessions- Policy updated take out the language of students.

BDBG-Minutes Policy- Added Language Board minutes must be accurate and with sufficient facts.

GBCB- Staff Conduct- Updates language for all educators to comply with licensure code of professional conduct.

JM/GBH Staff/Student Relations- Language has been changed to align with staff conduct as well and update the professional code of conduct for all educators.

IJA-Career Advising- Align with the new graduation plans from ODE.

IND/INDA- School Ceremonies and Observances Patriotic Exercises –Updated policy needs to be submitted to ODE by October 1st.

JED-Student -Absences and Excuses Updated and changed the language for student absences and excuses from school

JEE-Student Attendance Accounting Added the language without a legitimate excuse from school.

JFCF/JFCF-R Hazing and Bullying Added discipline procedures will not infringe on First Amendment Rights.

GBRA-GBRA-R- Family and Medical Leave Act Expansion. This is an update to the Coronavirus pandemic-We sent this to legal counsel who looked at the language and made the recommendations for the board to adopt.

IKFC-IKF- New Graduation requirements will be put on the July meeting for review. 13

The Policy Committee hereby request that Board considers their recommendations and approve the first reading per Item No. 13 of tonight's agenda.

PRESENTATIONS

Michelle Henry, Center for Marketing and Opinion Research, gave that Board a summary of the parent survey methodology and an overview/results of the survey's feedback.

Deborah Write Keys, Write Keys 2 Consulting, Inc. presented to the Board her credentials and gave a power point presentation on Effective School Board Governance Practices. Work with Board as facilitator to review these practices at a Board retreat.

Del Johnson of Orgametrics gave the Board on overview of his company, measures alignment to equity, diversity, and inclusion in an organization. Work with leadership team and employees to determine if they are aligned with the strategic plan.

RECOGNITIONS/COMMENDATIONS

SUPERINTENDENT'S REPORT

Thank you, Mr. Juby:

The Garfield Heights City Schools concluded the unprecedented 2019-2020 School Year will several significant events. First, our beloved Class of 2020 symbolically walked across the stage during the week of May 25th in what resulted in a tremendous individualized graduation ceremony, given the circumstances. Each graduate had their opportunity to receive their diploma, have their name announced, turn their tassels and throw their caps in the air. Thank you to Ms. Hager and her High School staff for their great job. Thank you also to the Board Members who attended to show their support. Student pickup of final materials from their respective buildings also took place during the week of June 8th and the teachers and staff members did an amazing job assembling left over materials. Thank you to everyone who participated. Thank you also goes out to GHTA for your continued support as well.

Next, please keep in mind that the Garfield Heights City Schools is taking appointments for enrollment and registration through the month of June. Those interested in registering must make first make an appointment by contacting the main line at 216-475-8100 to schedule an appointment. Given the COVID-19 present circumstance, no walk-ins will be permitted. Simply call to make an appointment and you will be on your way.

In terms of recapping the latter part of the 2019-2020 School Year, I want to briefly share some departmental statistics for the Board's knowledge and information.

- From a <u>Teaching and Learning standpoint</u>, Mrs. Reisland is working around the clock to prepare from a curriculum standpoint for the 2020-2021 School Year. One point of update for the board is that we have actively been working on a 100% completely viable online learning platform for students who do not feel comfortable returning to the classroom. We are calling it our Bulldog Digital Academy, and we've already begun preparing a curriculum, and have a brand and flyer that we'll be preparing to push-out to parents in the next several weeks. Let's take a look.
- The <u>Special Education Department</u> is closing out the 2019-20 school year and preparing for the 2020-21 school year by finalizing Progress Reports and IEP/ ETR Compliance from the 2019-20 school year, reviewing Branching Minds data to ensure all SWD were provided specially designed instruction to the best of our ability during the 4th quarter using the virtual platform, and continuing coordination of out of district placements. The preparation for the 2020-21 school year includes developing class lists for 2020-21, preparing Progress Book Classic Special Services records and documents for migration to the new Progress Book Special Services system in July, providing professional development opportunities for special education staff on using the new Progress Book Special Services platform, and preparing the CCIP IDEA budget.
- The <u>Pupil Services Department</u> has been busy working to pilot a program through TransUnion improve the efficiency of residency checks. They are also collaborating with various mental health agencies and providers since March and throughout the school closings to confirm that their services will still be available to us through Zoom and/or onsite once school starts up again. There have been multiple meetings with Jessica Walters from Big Brothers/Big Sisters and her staff about the programs we would like to provide to our students and families once school begins again, and even online, if possible. They continue their work with Bellefaire about continuing to provide services for our staffs about sex trafficking and will have more information in the near future. Dr. Dupree's meetings with Mike Conibear, from the Boys & Girls Club of NE Ohio, along with other Board members about bringing a BGC program to Garfield Heights, are moving along nicely.

He and Gina Wilson will be meeting next week with the staff of the Boys Hope/Girls Hope program that will work with students year-round, after school, in the evenings, and during the summer to provide students with academic support, social/emotional support, and college and career exploration opportunities.

• From a <u>Technology Standpoint</u>, once the Governor closed all public schools, and instruction was going to be completed entirely online, Mrs. Baily and her team quickly mobilized to provide our students with the resources they would need at home, including more than 1800 Chromebooks to families in grades K-12. The District secured hot spots for those families that did not have internet access, and both Chromebooks and hot spots were delivered to families if they were unable to pick them up. We provided phone support to families at home who could not get their devices to work for various reasons. Staff members were also supported with chromebooks and we set up laptops for the administrative support staff and building secretaries, if needed, to work from home. With the amount of free resources for teachers, the Technology Department set up a padlet so they could go to one place to view them. We assisted teachers and staff with any technical difficulties they had. Members of the technology team passed out chromebooks through the 2nd week in May in conjunction with the Grab and Go meals at the Middle School. For communications, staff used Google Meet or Zoom to communication with students. We purchase Zoom licenses for all administrators and teachers so they could have secure sessions.

This summary from several departments represents what has been done in light of COVID-19 and what is still in progress. Let's take a "look-ahead" to the forthcoming school year, beginning with some important information from Mr. Sluka relative to facilities preparation.

- We are exploring Thermal Imaging of Students of Staff for a Cost \$45,000 for all five-school buildings. Students and staff would be thermal imaged upon entering the building. Body temperature would be shown and if above set points, a second test would be performed with a non-contact thermometer.
- <u>Ionization of Air Flow</u> Ionization units would be placed in each of building's HVAC systems, and as airflow passes over them, air would be ionized and while there is no direct evidence that this kills the corona virus, it has been proven to kill all other types of bacteria. We are currently seeking quotes from two yendors.
- Daily Cleaning staff hired to wipe down frequently touched surfaces in all buildings.
- Sanitization centers have been strategically placed throughout the buildings. Supplies have already been ordered.
- Masks have been order and purchased for all students.
- Backpack misters are prepared for all buildings that would allow housekeepers to spray down classrooms in a matter of minutes daily.
- A Reconfiguration of traffic flow and classroom set-up will be in place once the reopen plan is determined to maintain social distancing guidelines.

In terms of Transportation, Mr. Sluka and his team are actively working to

- Move all routes to the state minimum two-mile limit,
- Configure all bus seating to meet social distancing requirements,
- · Look to cluster families together regardless of school they attend, and
- · Spray down all busses after every route.

Relative to the widely used Food Services operation, we plan that:

- Grab and Go breakfast and lunch will be served,
- All meals will be consumed in classroom, and
- There will be no sit down eating in the cafeteria.

These items are actively being addressed, and will continue to be the topic of discussion in our *COVID-19 Task Force*, which has met on a weekly basis since April, to adapt to orders given by the Governor, ensure safety, make plans and respond to the daily changes during the coronavirus pandemic that closed school. This is a dedicated group of individuals and they deserve our gratitude. The Task Force also recognizes that their job is not over, but in many ways is only just beginning. As the Garfield Heights City Schools prepares for the 2020-2021 School Year, the COVID-19 Task Force will continue to meet as it prepares plans and communications for the items listed above. We plan to share this information with the community throughout the summer months as we await final directives from Governor Mike DeWine about the 2020-2021 school year. We know that how school will function next year is a top priority of parents in our community, and we are dedicated to making thoughtful and strategic plans and then sharing those plans with the community.

Finally, I would like to conclude my report by paying special tribute to the individuals who have lost their lives at the hands of brutality and violence in the last several weeks... and also...over the many decades and decades in this country due to senseless bigotry and hatred. I echo the statement released to the public by the Garfield Heights City Schools Board of Education last week and commend you all on your leadership regarding this issue. Systemic racism has no place in our modern culture and certainly no place in the Garfield Heights City Schools. After attending the prayer vigil for peace and to end racial injustice last Sunday with our Board Members, civic leaders and public safety officials, it became clear that real accountability for extinguishing racism in all forms will elevate as a priority. We will continue to rely on our Diversity Consultant, our Family Engagement Coordinator, student-based initiatives such as the Project Mosaic, our forthcoming Strategic Planning effort in which Diversity, Equity and Inclusion will be a main pillar of focus for the District and more... to do everything we can to ensure that our students have the opportunity to pursue their goals and aspirations free from hatred, racism and bigotry of any form. Thank you.

REMARKS FROM THE PUBLIC REGARDING AGENDA ITEMS

REPORTS & RECOMMENDATIONS OF THE TREASURER:

Moved by Mr. Juby, seconded by Mrs. Daniels to approve the financials for May 2020, as presented in Exhibit "A".

Ayes: Juby, Daniels, Kitson, Thomas, Tucker

Nays: None

Moved by Mr. Juby, seconded by Mrs. Daniels to approve Resolution No. 2020-23, a resolution approving temporary appropriations for the months of July, August, and September 2020, as presented in Exhibit "B".

Ayes: Juby, Daniels, Kitson, Thomas, Tucker

Nays: None

Moved by Mr. Juby, seconded by Mrs. Daniels to approve Resolution No. 2020-24, a resolution approving the appropriation amendments, as presented in Exhibit "C".

Ayes: Juby, Daniels, Kitson, Thomas, Tucker

Nays: None

Moved by Mr. Juby, seconded by Mrs. Daniels to approve Resolution No. 2020-25, a resolution approving the transfers and advances, as presented in Exhibit "D".

Ayes: Juby, Daniels, Kitson, Thomas, Tucker

Nays: None

RECOMMENDATIONS OF THE BOARD OF EDUCATION:

RECOMMENDATIONS OF THE SUPERINTENDENT TO THE BOARD:

PERSONNEL:

Moved by Mrs. Daniels, seconded by Ms. Thomas to approve the following Administrative Contract:

Name Title Days Contract Effective
Gordon Dupree Director of Pupil Services 225 08/01/20 - 7/31/2021

Ayes: Daniels, Thomas, Kitson, Tucker, Juby

Nays: None

Moved by Mrs. Daniels, seconded by Ms. Thomas to accept the resignation of Carolyn Wells, Part-Time Vehicle Driver, effective May 29, 2020.

Ayes: Daniels, Thomas, Kitson, Tucker, Juby

Nays: None

Moved by Mrs. Daniels, seconded by Ms. Thomas to accept the resignation of Victoria Charvat, Language Arts at the Middle School, effective July 1, 2020.

Ayes: Daniels, Thomas, Kitson, Tucker, Juby

Nays: None

Moved by Mrs. Daniels, seconded by Ms. Thomas to approve the certified contract(s) for the 2020-2021 school year as follows:

Name Position Degree Step
Alyssa Maki Science - MS B+0 1

(based on updated BCI/FBI background check)

Ayes: Daniels, Thomas, Kitson, Tucker, Juby

Nays: None

Moved by Mrs. Daniels, seconded by Ms. Thomas to approve the following qualified retired/rehire contract for the 2020-2021 as follows:

Name

Position

Degree

<u>Days</u> Step

Chris Mather

Resident Educator Program Lead

M/Lvl.3

75 6

Ayes: Daniels, Thomas, Kitson, Tucker, Juby

Nays: None

Moved by Mrs. Daniels, seconded by Ms. Thomas to approve the classified retire/rehire contract for the 2020-2021 school year as follows:

Name

Position

Hours

Ceil Shields

Elementary Cafeteria Lead (3C) - WF

Ayes: Daniels, Thomas, Kitson, Tucker, Juby

Nays: None

Moved by Mrs. Daniels, seconded by Ms. Thomas to approve the following teachers as Credit Recovery Course Graders to be paid a stipend of \$2005.00 from student course fees, effective June 10, 2020 and end June 9, 2021:

Doug Sommers - Science Kelly Rauschkolb - English Michelle Milosevic - Math Christy Walcoff - Math Jeff Papesh - Physical Ed.

Ashley Turner - Social Studies Carla Saunders - English

Paula Kijowski - Math

Lance Reisland - Health

Ayes: Daniels, Thomas, Kitson, Tucker, Juby

Nays: None

Moved by Mrs. Daniels, seconded by Ms. Thomas to approve the athletic supplemental contracts for the 2020-2021 as follows:

Football:

Jamison Hultine - Assistant Coach Mike Ruggiero - Assistant Coach John Klag - Assistant Coach Hassan Brown - Assistant Coach Cross Country: Michelle Milosevic - Head Varsity (Girls) Scott Mingus - Head Varsity (Boys)

Ayes: Daniels, Thomas, Kitson, Tucker, Juby

Nays: None

POLICY:

Moved by Ms. Thomas, seconded by Mrs. Daniels to approve the first reading of the proposed board policies as presented in Exhibit "E".

Ayes: Thomas, Daniels, Kitson, Tucker, Juby

Nays: None

CONTRACTS:

Moved by Ms. Thomas, seconded by Mrs. Daniels to approve the proposal from Todd Associates for property/fleet/liability insurance through Liberty Mutual effective July 1, 2020 through June 30, 2021.

Ayes: Thomas, Daniels, Kitson, Tucker, Juby

Nays: None

Moved by Ms. Thomas, seconded by Mrs. Daniels to approve the agreement between Garfield Heights City Schools and Star Therapy & Sales Corp. to serve students on Individualized Education Programs needing occupational therapy services for 2 years, the 2020-21 and 2021-2022 school year.

Ayes: Thomas, Daniels, Kitson, Tucker, Juby

Nays: None

Moved by Ms. Thomas, seconded by Mrs. Daniels to approve the contract for Re-education ACCESS (All Children with Autism Can Experience School Success) program is for students with Autism. The program provides educational, communication, and social/behavioral needs for students with Autism for the 2020-2021 school year.

Ayes: Thomas, Daniels, Kitson, Tucker, Juby

Nays: None

Moved by Ms. Thomas, seconded by Mrs. Daniels to approve the service agreement between Garfield Heights City Schools and ASG Education Services, Inc. (Leap) to provide alternative educational services for the 2020-2021 school year for students on Individualized Education Programs.

Ayes: Thomas, Daniels, Kitson, Tucker, Juby

Nays: None

RENTALS & FACILITY USAGES:

MISCELLANEOUS:

Moved by Mrs. Daniels, seconded by Mrs. Tucker to designate Guarantee Trust Life as the agent of record to provide student accident and sickness insurance and football insurance coverage to the Garfield Heights City Schools' parents at no cost to the Board for the 2020-2021 school

Ayes: Daniels, Tucker, Kitson, Thomas, Juby

Nays: None

Moved by Mrs. Daniels, seconded by Ms. Thomas to approve the Class of 2020 for graduation as presented in Exhibit "F".

Ayes: Daniels, Thomas, Kitson, Tucker, Juby

Nays: None

REMARKS FROM THE PUBLIC REGARDING MISCELLANEOUS SCHOOL ITEMS

Mrs. Renae Bolton asked the following questions through email during this portion of the Board meeting:

Will parents have the option of opting for entirely virtual learning for their students next school year? Answer was yes.

Is information available online from previous board meetings, which address the situation with schools for next school year? Answer was no as no decision for next year has not yet been made.

Will teachers be communicating about summer reading activities soon? Answer was yes.

ANNOUNCEMENT OF NEXT BOARD MEETINGS

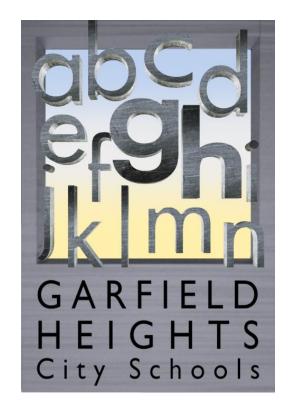
Board of Education Regular Meeting – 6:00 P.M. July 20, 2020

Moved by Mrs. Daniels, seconded by Mrs. Tucker to adjourn at 8:10 p.m.

Ayes: Daniels, Tucker, Kitson, Thomas, Juby

Nays: None

Treasure



Financial Report

May 31, 2020



Forecast Comparison - General Operating Fund



	May 2020 Forecast Estimate	May 2020 Actuals	May 2019 Actuals	Variance - Actuals to Estimate	Explanation of Variance Greater tham 5%
Revenue:					
1.010 - General Property Tax (Real Estate)	\$ -		\$ 556,000	\$ -	
1.020 - Public Utility Property Tax	\$ -		-	\$ -	
1.035 - Unrestricted Grants-in-Aid	\$ 1,856,800				
1.040 - Restricted Grants-in-Aid	\$ 54,180	\$ 54,180	\$ 46,677	\$ -	
1.050 - Property Tax Allocation	\$ 1,361,738			, ,	Our Homestead and Rollback payment from the state came in lower than estimated.
1.060 - All Other Operating Revenues	\$ 209,000	· ·			
1.070 - Total Revenue	\$ 3,481,718	\$ 3,427,036	\$ 2,669,645	\$ (54,682)	
Other Financing Sources:			T.	T -	_
2.050 - Advances In	\$ -	\$ -	\$ -	\$ -	
2.060 - All Other Financing Sources	\$ -	\$ -	\$ -	\$ -	
2.080 Total Revenue and Other Financing Sources	\$ 3,481,718	\$ 3,427,036	\$ 2,669,645	\$ (54,682)	
Expenditures:					
3.010 - Personnel Services	\$ 1,880,000				
3.020 - Employees' Retirement/Insurance Benefits	\$ 740,000	\$ 743,030	\$ 705,019	\$ (3,030)	
3.030 - Purchased Services	\$ 700,000	\$ 875,099		,	The district incurred an increase in Community School and Ed-Choice tuition along with a significant Excess Cost deduction and Out of District tuition payments that were not anticipated so close to the end of the school year
3.040 - Supplies and Materials	\$ 50,000		\$ 104,781		
3.050 - Capital Outlay	\$ -	\$ 2,900		\$ (2,900)	
4.055 - Debt Service Other	\$ 88,801	\$ 88,801		\$ -	
4.300 - Other Objects	\$ 11,950				
4.500 - Total Expenditures	\$ 3,470,751	\$ 3,619,872	\$ 3,876,202	\$ (149,121)	
Other Financing Uses:					
5.010 - Operating Transfers-Out	\$ -	\$ -	\$ -	\$ -	
5.020 - Advances Out	\$ -	\$ -	\$ -	\$ -	
5.050 - Total Expenditures and Other Financing Uses	\$ 3,470,751	\$ 3,619,872	\$ 3,876,202	\$ (149,121)	
Surplus/(Deficit) for Month	\$ 10,967	\$ (192,836)) \$ (1,206,557) \$ (203,803)]



Forecast Comparison - General Operating Fund - July 2019 to June 2020



Revenue:		FYTD 20 ast Estimate		FYTD 20 Actuals	FYTD 19 Actuals	С	Variance- current FYTD Actual to Forecast Estimate	Explanation of Variance Greater tham 5%
1.010 - General Property Tax (Real Estate)	\$	15,798,971	\$	16,506,763	\$ 17,079,629	\$	707,792	Delinquency collections eceeded estimates
1.020 - Public Utility Property Tax	\$	965,000		976,573			11,573	
1.035 - Unrestricted Grants-in-Aid	\$	21,892,716	\$	21,859,470	\$ 21,971,548	\$	(33,246)	
1.040 - Restricted Grants-in-Aid	\$	596,956	\$	596,276	\$ 610,219	\$	(680)	
1.050 - Property Tax Allocation	\$	2,764,568	\$	2,687,630	\$, ,		, ,	2nd half Homestead and Rollback payment from the state came in lower than estimated by \$60,000
1.060 - All Other Operating Revenues	\$	1,136,000	\$	1,149,892	\$ 1,716,356	_	13,892	
1.070 - Total Revenue	\$	43,154,211	\$	43,776,604	\$ 45,074,614	\$	622,393	
Other Financing Sources: 2.050 - Advances In 2.060 - All Other Financing Sources 2.080 Total Revenue and Other Financing Sources	\$ \$ \$	185,581 - 43,339,792	\$ \$	185,581 2,500 43,964,685	328,324 - 45,402,938	\$ \$ \$	- 2,500 624,893	
Expenditures:								
3.010 - Personnel Services	\$	22,832,500	\$	22,907,323	\$ 22,584,895	\$	(74,823)	
3.020 - Employees' Retirement/Insurance Benefits	\$	8,385,000	\$	8,234,036	8,364,853	\$	150,964	
3.030 - Purchased Services	\$	8,858,000		9,369,836				Out of District tutition, Community School, Ed- Choice and excess cost payments continue to exceed estimates.
3.040 - Supplies and Materials	\$	919,500	\$	890,228	\$ 1,008,992	\$	29,272	
3.050 - Capital Outlay	\$	126,000	\$	178,680	\$ 166,692	\$	(52,680)	Addt computer equipment and transportation van was needed that was not estimated for.
4.055 - Debt Service Other	\$	138,101	\$	138,118	\$ -	\$	(17)	
4.300 - Other Objects	\$	634,750	\$	622,660	\$ 775,266	\$	12,090	
4.500 - Total Expenditures	\$	41,893,851	\$	42,340,881	\$ 42,064,254	\$	(447,030)	
Other Financing Uses:								
5.010 - Operating Transfers-Out	\$	122,000	\$	122,000	\$ 119,105	\$	-	
5.020 - Advances Out	\$	-	\$	-	\$ -	\$	-	
5.050 - Total Expenditures and Other Financing Uses	\$	42,015,851	\$	42,462,881	\$ 42,183,359	\$	(447,030)	
Surplus/(Deficit) FYTD	\$	1,323,941	\$	1,501,804	\$ 3,219,579	\$	177,863	



Revenue Analysis Report - General Operating Fund Only - FY20



		L	ocal Revenue			Federal	St	ate Revenue			
2019-2020	Taxe Real Estate	Personal Property	Interest	Rentals	Other Local		Unrestricted Grants- in-Aid	Property Tax Allocation	Restricted Grants- in-Aid	Non- Operating*	Total Revenue
July	3,839,000	-	12,875	4,240	123,773	-	1,975,026	-	54,424	-	6,009,338
August	3,565,236	427,246	11,507	7,220	7,010	-	2,076,366	-	54,224	185,581	6,334,390
September	-	-	20,611	1,172	357,946	-	1,975,485	1,305,089	54,184	-	3,714,48
October	-	-	19,107	4,117	3,046	-	1,989,235	-	54,182	2,500	2,072,187
November	-	-	19,533	5,744	11,575	-	1,978,486	80,830	54,182	-	2,150,350
December	97,771	-	10,616	6,982	28,019	-	2,001,273	46	54,180	-	2,198,887
January	1,599,000		5,863	3,452	16,284	-	2,075,553	-	54,180	-	3,754,332
February	6,784,000	-	6,522	5,378	12,351	-	1,974,906	-	54,180	-	8,837,337
March	621,756	549,327	8,863	3,629	193,390	-	1,975,033	-	54,180	-	3,406,178
April	-	-	10,764	-	14,488	-	1,980,732	-	54,180	-	2,060,164
May	-	-	7,434	-	206,382	-	1,857,375	1,301,665	54,180	-	3,427,036
June											-
Totals	\$16,506,763	\$976,573	\$133,695	\$41,934	\$974,264	\$0	\$21,859,470	\$2,687,630	\$596,276	\$188,081	\$43,964,686
% of Total	37.55%	2.22%	0.30%	0.10%	2.22%	0.00%	49.72%	6.11%	1.36%	0.43%	



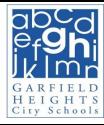
Expenditure Analysis Report - General Operating Fund - FY20



2019-2020							Non-	Total
	Salaries	Benefits	Services	Supplies	Equipment	Other	Operating*	Expenses
July	1,964,546	740,498	876,171	76,494	-	11,624	-	3,669,333
August	2,722,129	754,447	781,528	256,982	70,865	265,456	-	4,851,407
September	1,901,799	754,033	682,145	119,844	54,944	9,517	122,000	3,644,282
October	1,976,126	769,562	682,523	91,701	2,523	7,391	-	3,529,826
November	1,952,979	761,013	827,783	42,006	-	16,848	-	3,600,629
December	1,951,643	752,727	765,621	68,014	5,208	9,889	-	3,553,102
January	2,854,846	760,135	783,367	74,004	38,284	21,402	-	4,532,038
February	1,896,848	737,248	1,190,853	60,835	3,502	11,238	-	3,900,524
March	1,930,390	740,997	1,272,911	54,409	455	254,301	49,317	4,302,780
April	1,860,759	720,346	631,835	38,738		8,411	-	3,260,089
May	1,895,258	743,030	973,670	8,201	2,900	6,583	-	3,629,642
June								-
TOTALS	\$22,907,323	\$8,234,036	\$9,468,407	\$891,228	\$178,681	\$622,660	\$171,317	\$42,473,652
% of Total	53.93%	19.39%	22.29%	2.10%	0.42%	1.47%	0.40%	

^{*}Non-Operating expenses include advances and transfers out.

May 31, 2020



FINSUMM Financial Summary

Fund	Fund Name	Beginning Balance	Monthly Receipts	Fiscal Year To Date Receipts	Monthly Expenditures	Fiscal Year To Date Expenditures	Current Fund Balance	Current Encumbrances	Unencumbered Fund Balance
001	General Fund	\$3,068,444.00	\$3,427,036.00	\$43,964,682.00	\$3,619,894.00	\$42,463,905.00	\$4,569,221.00	\$829,179.00	\$3,740,042.00
002	Bond Retirement	\$3,890,126.00	\$282,885.00	\$4,117,169.00	\$99,560.00	\$3,395,667.00	\$4,611,628.00		4,611,628.00
003	Permanent Improvement	\$21,123.00	\$9,828.00	\$214,868.00		\$214,963.00	\$21,028.00	\$3,389.00	17,639.00
004	Building Fund	\$47,289.00	\$2,500.00	\$83,800.00	\$4,348.00	\$18,034.00	\$113,055.00	\$57,221.00	55,834.00
006	Food Service	\$1,389,648.00	\$107,362.00	\$1,597,857.00	\$129,435.00	\$1,676,322.00	\$1,311,183.00	\$96,962.00	1,214,221.00
007	Special Trust	\$16,869.00	\$2,000.00	\$2,600.00		\$8,250.00	\$11,219.00	\$10,500.00	719.00
008	Endowment Trust	\$102,557.00	\$64.00	\$1,610.00		\$1,000.00	\$103,167.00	\$0.00	103,167.00
009	Uniform Supplies	\$11.00	\$10,186.00	\$17,879.00	(\$1,200.00)	\$43,223.00	(\$25,333.00)	\$2,192.00	(27,525.00)
014	Rotary - Internal Services	\$72,278.00	\$1,190.00	\$25,775.00	\$646.00	\$140,749.00	(\$42,696.00)	\$5,563.00	(48,259.00)
018	Public School Support	\$2,205.00	\$77.00	\$25,537.00	\$558.00	\$6,549.00	\$21,193.00	\$1,612.00	19,581.00
019	Other Grants	\$5,252.00		\$150,169.00	\$7,559.00	\$232,177.00	(\$76,756.00)	\$16,699.00	(93,455.00)
022	District Agency	\$24,588.00		\$12,326.00	\$3,823.00	\$8,426.00	\$28,488.00	\$360.00	28,128.00
024	Employee Benefits Self Insurance	\$91.00		\$0.00	\$38,278.00	\$307,068.00	(\$306,977.00)	\$710,668.00	(1,017,645.00)
034	Classroom Facilities Maintenance	\$904,087.00	\$14,079.00	\$210,074.00	\$14,429.00	\$523,926.00	\$590,235.00	\$43,222.00	547,013.00
200	Student Managed Funds	\$9,617.00		\$16,508.00	\$80.00	\$16,346.00	\$9,779.00	\$6,658.00	3,121.00
300	District Managed Funds	\$1,694.00	\$3,750.00	\$184,577.00	\$5,887.00	\$199,147.00	(\$12,876.00)	\$16,254.00	(29,130.00)
401	Auxiliary Services	\$80,773.00	\$91.00	\$622,401.00	\$49,109.00	\$616,795.00	\$86,379.00	\$77,667.00	8,712.00
439	Public School Preschool	\$2.00	\$6,928.00	\$71,041.00	\$6,928.00	\$97,677.00	(\$26,634.00)		(26,634.00)
440	Entry Year Programs	\$183.00		\$0.00		\$0.00	\$183.00		183.00
451	OneNet (Data Communication)	\$22,125.00		\$9,000.00		\$31,117.00	\$8.00		8.00
452	Schoolnet Professional Development	\$9.00		\$0.00		\$0.00	\$9.00		9.00
461	Vocational Education Enhancements	\$3,199.00		\$0.00		\$0.00	\$3,199.00		3,199.00
463	Alternative Schools	\$334.00		\$0.00		\$0.00	\$334.00		334.00
467	Student Wellness and Success	\$0.00		\$959,528.00	\$63,725.00	\$520,034.00	\$439,494.00		439,494.00
499	Miscellaneous State Grants	\$6,144.00		\$0.00		\$2,683.00	\$3,461.00		3,461.00
506	Race to the Top	\$604.00		\$0.00		\$0.00	\$604.00		604.00
516	IDEA-B	(\$177,987.00)	\$25,432.00	\$1,122,926.00	\$14,151.00	\$1,125,508.00	(\$180,569.00)	\$59,462.00	(240,031.00)
533	Title IID Technology	\$76.00		\$0.00		\$0.00	\$76.00		76.00
536	Title I - School Improvement Part A	\$0.00	\$4,610.00	\$4,610.00		\$4,610.00	\$0.00	\$6,916.00	(6,916.00)
572	Title I - Disadvantaged Children	(\$397,582.00)	\$252,450.00	\$1,445,822.00	\$97,241.00	\$1,509,772.00	(\$461,532.00)	\$88,561.00	(550,093.00)
573	Title V	\$2,074.00		\$0.00		\$0.00	\$2,074.00		2,074.00
584	Drug Free School	\$7,777.00		\$0.00		\$0.00	\$7,777.00		7,777.00
587	Preschool Handicap	\$736.00	\$2,238.00	\$24,545.00	\$2,238.00	\$26,788.00	(\$1,507.00)		(1,507.00)
590	Title II-A - Improving Teacher Quality	\$0.00		\$115,142.00	\$5,889.00	\$173,546.00	(\$58,404.00)	\$19,100.00	(77,504.00)
599	Miscellaneous Federal Grants	\$2,049.00	\$3,808.00	\$70,931.00	\$2,735.00	\$71,924.00	\$1,056.00	\$34,426.00	(33,370.00)
	Grand Totals (ALL Funds)	\$9,106,395.00	\$4,156,514.00	\$55,071,377.00	\$4,165,313.00	\$53,436,206.00	\$10,741,566.00	\$2,086,611.00	\$8,654,955.00



Record of Advances for 2018/2019 Returned 2019/2020



	INITIAL	ADVA	NCE INF	ORMATION	N .	ADVANC	E RETURN
Date	Board	FROM	TO	Fund		Date	
Approved	Resolution	Fund	Fund	Name	Amount	Returned	Amount
				Students of			
7/15/2019	2019-15	001	019-916A	Promise	\$89,000.00	9/16/2019	\$89,000.00
				Public School			
7/15/2019	2019-15	001	439-9019	Preschool	\$14,200.00	9/16/2019	\$14,200.00
				Employee			
7/15/2019	2019-15	001	024	Benefits	\$39,000.00	9/16/2019	\$39,000.00
				Preschool			
7/15/2019	2019-15	001	587-9019	Handicap	\$2,996.00	9/16/2019	\$2,996.00
7/15/2019	2019-15	001	590-9019	Title II-A	\$40,385.00	9/16/2019	\$40,385.00
TOTAL Advan	ces for 2018-20	\$185,581.00		\$185,581.00			
Advances (Outstanding			\$0.00			
Tiavances C	Zawananiy						ψ0.00



Approved Grant Funds for 2019/2020



This report is a listing of all grant funds authorized and received throughout the 2019/2020 fiscal year. **Authorized Monthly Amount Fund Description** Received Amount **Amount** Received **Project-To-Date State Grants** 439/9020 Public School Preschool \$80,000.00 \$6,928.00 \$58,887.00 451/9020 Data Communications \$9,000.00 \$0.00 \$0.00 **Auxiliary Services** 401/9020 Trinity \$327,963.00 \$0.00 \$327,963.00 401/9620 St. Benedict \$292,857.00 \$0.00 \$292,857.00 \$688,707.00 **Total State Funds** \$700,820.00 \$6,928.00 Federal Grants 516/9020 IDEA-B Special Education \$1,068,669.00 \$23,820.00 \$983,565.00 516/920R IDEA-B Resoration \$66,328.00 \$0.00 \$51,627.00 587/920P IDEA Early Childhood Special Education \$18,558.00 \$0.00 \$5,324.00 516/920L IDEA Early Literacy SSIP \$22,497.00 \$1,611.00 \$14,175.00 536/9020 Title I Non Competitive School Imp. \$97,500.00 \$4,610.00 \$4,610.00 572/9020 Title I \$2,126,042.00 \$252,450.00 \$1,105,714.00 587/9020 Preschool Special Education \$14,805.00 \$2,238.00 \$16,230.00 590/9020 Title II-A Improving Teacher Quality \$80,763.00 \$314,919.00 \$0.00 599/9020 Title IV-A Student Supp/Academic Enrich \$194,462.00 \$3,808.00 \$58,046.00 \$3,923,780.00 **Total Federal Funds** \$288,537.00 \$2,320,054.00



Cash Reconciliation



May 31, 2020

FINSUM Balance	\$10,741,566.00

Ban	b	Ra	lan	CO:
Dall	к	Da	IAH	ice:

Key Bnk - Property Tax/Foundation Receipts\$ 2,052,218.00PNC - General\$ 558,868.00JP MorganChase - Payroll\$ (18,367.00)

\$ 2,592,719.00

Investments:

 STAR Ohio
 5,707,790.00

 Red Tree
 2,385,398.00

 PNC-Sweep
 2.00

 Citizens-Sweep
 174,069.00

\$ 8,267,259.00

Change Fund:

HS School Store50.00HS Library50.00High School Athletics1,050.00

\$ 1,150.00

Less: Outstanding Checks-PNC Bank (General Fund) (119,562.00)

Adjustments 0.00 In Transits 0.00

Bank Balance \$ 10,741,566.00

Variance \$ -



Investment Report May 31, 2020



Total Inves	tment Amount	\$ 8,267,258.96	\$ 8,359,540.00		
STAROhio	State Pool	\$5,707,789.57	\$5,707,789.57	0.73	N/A
Red Tree Investment	Accrued Interest	\$	\$ 7,852.46	0.55	
Red Tree Investment	Commercial Paper	\$ 98,625.11	\$ 99,959.00	1.87	14-Aug-20
Red Tree Investment	Commercial Paper	\$ 88,770.47	\$ 89,968.50	1.90	03-Aug-20
Red Tree Investment	Commercial Paper	\$ 113,307.17	\$ 114,996.55	2.00	12-Jun-20
Red Tree Investment	Certificate of Deposit	\$ 114,655.00	\$ 124,652.41	2.71	13-Jun-24
Red Tree Investment	Certificate of Deposit	\$ 58,941.00	\$ 63,773.45	2.89	10-Apr-24
Red Tree Investment	Certificate of Deposit	\$ 114,770.00	\$ 127,563.63	3.64	05-Dec-23
Red Tree Investment	Certificate of Deposit	\$ 29,997.00	\$ 32,096.16	2.87	29-Mar-23
Red Tree Investment	Certificate of Deposit	\$ 114,798.75	\$ 122,933.39	2.91	13-Mar-23
Red Tree Investment	Certificate of Deposit	\$ 129,805.00	\$ 135,910.06	2.55	31-May-22
Red Tree Investment	Certificate of Deposit	\$ 114,965.50	\$ 120,152.80	2.66	04-Apr-22
Red Tree Investment	Certificate of Deposit	\$ 114,850.50	\$ 120,316.10	2.85	14-Mar-22
Red Tree Investment	Certificate of Deposit	\$ 114,885.00	\$ 120,211.22	2.94	07-Feb-22
Red Tree Investment	Certificate of Deposit	\$ 114,942.50	\$ 120,153.84	2.92	31-Jan-22
Red Tree Investment	Certificate of Deposit	\$ 114,827.50	\$ 120,145.10	3.30	15-Nov-21
Red Tree Investment	Certificate of Deposit	\$ 75,000.00	\$ 76,119.75	1.76	17-Jun-21
Red Tree Investment	Certificate of Deposit	\$ 248,850.60	\$ 254,782.03	2.54	28-May-21
Red Tree Investment	Certificate of Deposit	\$ 109,890.00	\$ 110,986.70	2.27	28-Oct-20
Red Tree Investment	Certificate of Deposit	\$ 99,700.00	\$ 100,797.80	2.07	13-Oct-20
Red Tree Investment	U.S. Treasury Note	\$ 54,866.80	\$ 55,268.56	1.64	31-Oct-20
Red Tree Investment	Agency Note	\$ 99,725.00	\$ 99,792.52	0.34	22-May-23
Red Tree Investment	Agency Note	\$ 125,000.00	\$ 125,021.91	0.55	27-Apr-22
Red Tree Investment	Money Mkt Fund	\$ 134,225.22	\$ 134,225.22	0.06	N/A
PNC Bank	Business Perf Money Market	\$ 2.30	\$ 2.30	0.85	N/A
Citizens Bank	Municipal Money Market	\$ 167,363.75	\$ 167,363.75	0.00	N/A
Citizens Bank	Public Super NOW	\$ 6,705.22	\$ 6,705.22	0.00	N/A
<u>INSTITUTION</u>	<u>TYPE</u>	COST	<u>VALUE</u>	RATE	<u>DATE</u>
FINANCIAL	INVESTMENT		MARKET	YIELD	MATURITY
City Schools					

	 Monthly Interest	FYTD 2020 Interest		
General Fund	\$ 7,434.00	\$	135,198.68	
Food Service	785.00	\$	19,291.30	
Auxiliary Services-Trinity	40.00	\$	687.33	
Auxiliary Services-St. Benedict	51.00	\$	881.08	
Blaugrund Scholarship	64.00	\$	1,622.06	
	\$ 8,374.00	\$	157,680.45	

May 31, 2020



Appropriation Summary

Fund		Permanent Appropriation	Prior FY Carryover Encumbrances	FYTD Expendable	FYTD Actual Expenditures	MTD Actual Expenditures	Current Encumbrances	FYTD Unencumbered Balance	FYTD Percent Exp/Enc
001	General Fund	\$46,829,892.00	\$514,032.00	\$47,343,924.00	\$42,463,905.00	\$3,619,894.00	\$829,179.00	4,050,840.00	91.44%
002	Bond Retirement	\$3,894,000.00	\$0.00	3,894,000.00	\$3,395,667.00	\$99,560.00	\$0.00	498,333.00	87.20%
003	Permanent Improvement	\$210,000.00	\$0.00	210,000.00	\$214,963.00	\$0.00	\$3,389.00	(8,352.00)	103.98%
004	Building Fund	\$82,000.00	\$0.00	82,000.00	\$18,034.00	\$4,348.00	\$57,221.00	6,745.00	0.00%
006	Food Service	\$2,155,000.00	\$16,886.00	2,171,886.00	\$1,676,322.00	\$129,435.00	\$96,962.00	398,602.00	81.65%
007	Special Trust	\$12,200.00	\$19,150.00	31,350.00	\$8,250.00	\$0.00	\$10,500.00	12,600.00	59.81%
008	Edowment Trust	\$2,500.00	\$500.00	3,000.00	\$1,000.00	\$0.00	\$0.00	2,000.00	33.33%
009	Uniform Supplies	\$52,000.00	\$3,369.00	55,369.00	\$43,223.00	(\$1,200.00)	\$2,192.00	9,954.00	82.02%
014	Rotary - Internal Services	\$106,000.00	\$0.00	106,000.00	\$140,749.00	\$646.00	\$5,563.00	(40,312.00)	138.03%
018	Public School Support	\$13,500.00	\$3,500.00	17,000.00	\$6,549.00	\$558.00	\$1,612.00	8,839.00	48.01%
019	Other Grants	\$343,969.00	\$188.00	344,157.00	\$232,177.00	\$7,559.00	\$16,699.00	95,281.00	72.31%
022	District Agency	\$19,000.00	\$8,408.00	27,408.00	\$8,426.00	\$3,823.00	\$360.00	18,622.00	0.00%
024	Employee Benefits	\$369,000.00	\$138,769.00	507,769.00	\$307,068.00	\$38,278.00	\$710,668.00	(509,967.00)	0.00%
034	Classroom Facilities Maintenance	\$635,000.00	\$0.00	635,000.00	\$523,926.00	\$14,429.00	\$43,222.00	67,852.00	0.00%
200	Student Managed Funds	\$87,000.00	\$619.00	87,619.00	\$16,346.00	\$80.00	\$6,658.00	64,615.00	26.25%
300	District Managed Funds	\$191,675.00	\$276.00	191,951.00	\$199,147.00	\$5,887.00	\$16,254.00	(23,450.00)	112.22%
401	Auxiliary Services	\$505,350.00	\$78,247.00	583,597.00	\$616,795.00	\$49,109.00	\$77,667.00	(110,865.00)	119.00%
439	Public School Preschool	\$119,982.00	\$7.00	119,989.00	\$97,677.00	\$6,928.00	\$0.00	22,312.00	81.40%
451	OneNet (Data Communication)	\$17,100.00	\$0.00	17,100.00	\$31,117.00	\$0.00	\$0.00	(14,017.00)	181.97%
499	Miscellaneous State Grants	\$3,056.00	\$0.00	3,056.00	\$2,683.00	\$0.00	\$0.00	373.00	87.79%
516	IDEA-B	\$1,134,210.00	\$19,989.00	1,154,199.00	\$1,125,508.00	\$14,151.00	\$59,462.00	(30,771.00)	102.67%
536	Title I - School Improvement Part A	\$0.00	\$33,334.00	33,334.00	\$4,610.00	\$0.00	\$6,916.00	21,808.00	34.58%
572	Title I - Disadvantaged Children	\$1,941,667.00	\$84,292.00	2,025,959.00	\$1,509,772.00	\$97,241.00	\$88,561.00	427,626.00	78.89%
587	Preschool Handicap	\$21,546.00	\$0.00	21,546.00	\$26,788.00	\$2,238.00	\$0.00	(5,242.00)	124.33%
590	Title II-A - Improving Teacher Quality	\$290,785.00	\$3,194.00	293,979.00	\$173,546.00	\$5,889.00	\$19,100.00	101,333.00	65.53%
599	Miscellaneous Federal Grants	\$124,335.00	\$5,000.00	129,335.00	\$71,924.00	\$2,735.00	\$34,426.00	22,985.00	82.23%
Totals		\$59,160,767.00	\$929,760.00	\$60,090,527.00	\$52,916,172.00	\$4,101,588.00	\$2,086,611.00	\$5,087,744.00	91.53%



Check Register for Checks > \$5,000 May 2020



Vendor	Amount	Fund	Description
Applewood Centers	\$ 5,167.00	001	OOD Tuition
Houghton Mifflin	\$ 16,670.00	401	Non Public Instructional Supplies
Jefferson County	\$ 9,250.00	001	Virtual Learning Academy Licenses
RE-ED Access	\$ 9,555.00	001	OOD Tuition
Suburban Health Consortium	\$ 494,610.00	024	Employee Health Care for April
McKeon Education	\$ 8,312.00	401	Non public support services
Suburban School Transportation	\$ 10,460.00	001	Special Need Student Transportation
Education Service Center NEO	\$ 78,347.00	001	OOD Tuition
The Illuminating Co.	\$ 57,313.00	001	April Electric Bill
Damon Industries	\$ 5,061.00	001	Building Maintenance Supplies
De Lage Landen Public	\$ 6,458.00	001	Transformers Lease Purchase Payment
Education Service Center NEO	\$ 34,545.00	001	ELL Personnel Costs
Gordon Food Service	\$ 25,817.00	006	Food Supplies
RE-ED Access	\$ 7,735.00	001	OOD Tuition
PSI Affiliates, Inc.	\$ 31,363.00	Various	Health/Tutoring/Intervention Services Non Public
Renhill Group	\$ 14,628.00	001	Substitute Services
Taylor Consulting	\$ 10,752.00	034	CPA Façade Consulting
Friends Of Vocal Music	\$ 5,809.00	014	Refund of Disney Trip
Pisanick Partners	\$ 5,695.00	006	Food Service Management Services
North Coast Therapy	\$ 6,072.00	467	OT/PT Services
Connect	\$ 18,937.00	001	ProgressBook Core Service/License
Huntington	\$ 82,342.00	001	Lease Purchase Payment
JP Morgan Chase	\$ 1,047,845.00	Various	May #1 Payroll
JP Morgan Chase	\$ 1,051,376.00	Various	May #2 Payroll



Legal Fees Analysis Report - FY20



	General	COVID-!9 Issues	BOR/BTA	GHTA	OAPSE	Special Ed	Personnel	Cell Tower	Lighting Transpt Project	Lease- Purchase/ AIF	Totals
July	1,240	-	2,693	31	9,114	9,620	5,923	753	1,738	-	31,112
August	1,716	-	3,573	31	744	6,117	13,454	-	-	-	25,635
September	3,225	-	4,545	-	248	1,662	1,643	-	-	-	11,323
October	2,664	-	2,418	-	217	422	155	-	-	-	5,876
November	3,348	-	3,844	-	1,581	-	2,325	-	-	-	11,098
December	5,828	-	1,116	-	589	-	-	-	-	-	7,533
January	1,200	-	1,062		2,883					12,668	17,812
February	-	-	-	-	-	-	-	-	-	-	-
March	2,671	2,053	6,564	-	2,627	-	763	-	-	-	14,678
April	982	2,153	2,363	2,101		330	5,691		182	2,066	15,868
May	-	-	1,077	-	-	-	-	-	-	-	1,077
June											-
TOTALS	\$22,874	\$4,206	\$29,255	\$2,163	\$18,003	\$18,151	\$29,954	\$753	\$1,920	\$14,734	\$142,012

GARFIELD HEIGHTS CITY SCHOOL DISTRICT Resolution No. 2020-23

TEMPORARY APPROPRIATION RESOLUTION FOR THE FISCAL YEAR 2021

FOR THE FISCAL YEAR 2021	7	Готпонони	
	Temporary Amount		
GENERAL FUND			
001 GENERAL FUND		25,000,000	
	_		
TOTAL GENERAL FUND	\$	25,000,000	
SPECIAL REVENUE FUNDS			
018 PUBLIC SCHOOL SUPPORT FUND		10,000	
019 LOCAL GRANTS		100,000	
034 CLASSROOM FACILITIES MAINTENANCE		200,000	
300 DISTRICT MANAGED STUDENT ACTIVITIES		50,000	
401 AUXILARY SERVICE NON-PUBLIC FUND		200,000	
439 PUBLIC SCHOOL PRESCHOOL		50,000	
451 DATA COMMUNICATIONS		9,000	
467 STUDENT WELLNESS AND SUCCESS		250,000	
499 MISCELLANEOUS STATE GRANTS		50,000	
516 TITLE VI-B		200,000	
536 TITLE I SCHOOL IMPROVEMENT STIMULUS SUBSIDY A		50,000	
572 TITLE I		500,000	
587 PRE-SCHOOL HANDICAPPED 590 TITLE II-A		20,000	
590 TITLE 11-A 599 MISCELLANEOUS FDERAL GRANTS		50,000 25,000	
	Φ.	ŕ	
TOTAL SPECIAL REVENUE FUNDS	\$	1,764,000	
<u>DEBT SERVICES FUNDS</u>			
002 BOND RETIREMENT	\$	500,000	
TOTAL DEBT SERVICE FUNDS	\$	500,000	
		, , , , , , , , , , , , , , , , , , ,	
CAPITAL PROJECTS FUNDS			
003 PERMANENT IMPROVEMENT		150,000	
004 BUILDING		100,000	
TOTAL CAPITAL PROJECTS FUNDS	\$	250,000	
ENTERPRISE FUNDS			
006 FOOD SERVICE		1,000,000	
009 UNIFORM SCHOOL SUPPLY		25,000	
TOTAL ENTERPRISE FUNDS	\$	1,025,000.00	
INVERDALA CEDAVICE EURIDO			
<u>INTERNAL SERVICE FUNDS</u> 014 AGENCY INTERNAL SERVICE		50,000	
022 DISTRICT AGENCY		-	
024 HEALTH BENEFITS RESERVE		350,000	
TOTAL INTERNAL SERVICE FUNDS	\$	400,000	
TRUST FUNDS			
007 LOCAL SCHOLARSHIPS - Expendable		5,000	
008 BLAUGRUND SCHOLARSHIP - Nonexpendable		500	
TOTAL TRUST FUNDS	\$	5,500	
TOTAL TRUST FUNDS	Ψ	3,300	
AGENCY FUNDS			
200 STUDENT MANAGED ACTIVITY		25,000	
TOTAL AGENCY FUNDS	\$	25,000	
GRAND TOTAL TEMPORARY APPROPRIATIONS - ALL FUNDS	\$	28,969,500	

APPROPRIATION AMENDMENT FY20 REQUEST #1 Resolution #2020-24

	Original Est Resource Appropriation Amount		Amended Est Resource Appropriation Amount		Difference Increase (Decrease)	
CENEDAL ELIND (001)						
GENERAL FUND (001) 1100 REGULAR INSTRUCTION	\$	18,207,050.00	•	18,107,050.00	\$	(100,000.00)
1200 SPECIAL INSTRUCTION	э \$	3,043,600.00	\$ \$	2,893,600.00	э \$	(150,000.00)
1900 OTHER INSTRUCTION	э \$	8,710,000.00	\$ \$	9,465,000.00	э \$	755,000.00
2100 SUPPORT SERVICES - PUPILS	\$	3,412,900.00	\$	2,927,900.00	\$	(485,000.00)
2200 SUPPORT SERVICES - INSTRUCTIONAL STAFF	\$	1,524,450.00	\$	1,254,450.00	\$	(270,000.00)
2300 SUPPORT SERVICES - BOARD OF EDUCATION	\$	80,700.00	\$	90,700.00	\$	10,000.00
2400 SUPPORT SERVICES - ADMINISTRATION	\$	4,202,350.00	\$	4,107,350.00	\$	(95,000.00)
2500 SUPPORT SERVICES - FISCAL	\$	1,019,250.00	\$	1,019,250.00	\$	(23,000.00)
2600 SUPPORT SERVICES - BUSINESS	\$	422,250.00	\$	402,250.00	\$	(20,000.00)
2700 SUPPORT SERVICES - OPERATION/MAINTENANCE PLANT	\$	3,500,800.00	\$	3,690,800.00	\$	190,000.00
2800 SUPPORT SERVICES - PUPIL TRANSPORTATION	\$	1,032,350.00	\$	1,292,350.00	\$	260,000.00
2900 SUPPORT SERVICES - CENTRAL	\$	582,550.00	\$	685,550.00	\$	103,000.00
4000 EXTRACURRICULAR ACTIVITIES	\$	409,300.00	\$	409,300.00	\$	-
5000 FACILITIES ACQUISITION/CONSTRUCTION	\$	-	\$	_	\$	-
6100 DEBT SERVICE	\$	82,342.00	\$	134,342.00	\$	52,000.00
7200 TRANSFERS OUT	\$	300,000.00	\$	300,000.00	\$, -
7400 ADVANCES OUT	\$	300,000.00	\$	300,000.00	\$	_
7500 REFUND OF PRIOR YEAR RECEIPTS	\$, =	\$, -	\$	-
7900 CONTINGENCY	\$	-	\$	-	\$	-
TOTAL GENERAL FUND APPROPRIATION/FUNCTION	\$	46,829,892.00	\$	47,079,892.00	\$	250,000.00
PERSONAL SERVICES	\$	25,047,000.00	\$	24,957,000.00	\$	(90,000.00)
EMPLOYEE RETIREMENT AND INSURANCES	\$	9,446,550.00	\$	9,159,550.00	\$	(287,000.00)
PURCHASED SERVICES	\$	9,894,300.00	\$	10,157,300.00	\$	263,000.00
SUPPLIES AND MATERIALS	\$	917,500.00	\$	1,142,500.00	\$	225,000.00
CAPITAL OUTLAY - NEW	\$	170,000.00	\$	207,000.00	\$	37,000.00
DEBT SERVICE/LEASE PURCHASE	\$	82,342.00	\$	134,342.00	\$	52,000.00
OTHER OBJECTS	\$	672,200.00	\$	722,200.00	\$	50,000.00
OTHER FINANCING SOURCES	\$	600,000.00	\$	600,000.00	\$	-
TOTAL GENERAL FUND APPROPRIATION/OBJECT	\$	46,829,892.00	\$	47,079,892.00	\$	250,000.00
PERMANENT IMPROVEMENT FUND(003)	\$	210,000.00	\$	227,000.00	\$	17,000.00
BUILDING FUND (004)	\$	82,000.00	\$	100,000.00	\$	18,000.00
ROTARY-INTERNAL SERVICES FUND (014)	\$	106,000.00	\$	147,000.00	\$	41,000.00
CLASSROOM FACILITIES MAINTENANCE FUND (034)	\$	635,000.00	\$	835,000.00	\$ \$	200,000.00
DISTRICT MANAGED ACTIVITY FUND (300)	\$	191,675.00	\$	215,175.00	\$	23,500.00
AUXILIARY SERVICES FUND (401)	\$			619,166.00		
DATA COMMUNICATION FUND (451)	э \$	505,350.00 17,000.00	\$ \$	31,200.00	\$ \$	113,816.00 14,200.00
STUDENT WELLNESS AND SUCCESS FUND (467)		17,000.00		900,000.00		900,000.00
	\$	2.056.00	\$		\$	
MISCELLANEOUS STATE GRANTS FUND (499)	\$	3,056.00	\$	103,056.00	\$	100,000.00
IDEA PART B GRANT FUND (516)	\$	1,134,210.00	\$	1,188,210.00	\$	54,000.00
TITLE I SCHOOL IMPROVEMENT A FUND (536)	\$	-	\$	97,500.00	\$	97,500.00
TITLE I DISADVANTAGED CHILDREN FUND (572)	\$	1,941,667.00	\$	2,176,312.00	\$	234,645.00
IDEA PRESCHOOL-HANDICAPPED FUND (587)	\$	21,546.00	\$	31,815.00	\$	10,269.00
IMPROVING TEACHER QUALITY FUND (590)	\$	290,785.00	\$	326,380.00	\$	35,595.00
MISCELLANEOUS FEDERAL GRANTS FUND (599)	\$	124,335.00	\$	197,395.00	\$	73,060.00
TOTAL ALL OTHER FUNDS APPROPRIATIONS	\$	12,329,775.00	\$	14,262,360.00	\$	1,932,585.00

TRANSFERS/ADVANCES Resolution #2020-25

Transfers							
Fund To	Fund From	Amount					
Uniform School Supplies (009)	General Fund (001)	\$	27,000.00				
Band Fund (300-912B)	General Fund (001)	\$	17,600.00				
Music Express Fund (300-912B)	General Fund (001)	\$	9,300.00				
Dance Line Fund (300-912B)	General Fund (001)	\$	6,300.00				
Public School Preschool Grant (439)	General Fund (001)	\$	17,000.00				
Preschool Handicap Grant (587-9020)	General Fund (001)	\$	1,800.00				
Employee Benefits Self Insurance (024)	General Fund (001)	\$	50,000.00				
	\$	129,000.00					

Advances								
Fund To	Fund From	Amount						
Rotary Fund (014)	General Fund (001)	\$	50,000.00					
Public School Preschool Grant (439-9020)	General Fund (001)	\$	9,000.00					
IDEA Part B (516-9020)	General Fund (001)	\$	185,000.00					
Title IIA Federal Grant (590-9019)	General Fund (001)	\$	58,500.00					
	Total Advances	\$	302,500.00					

File: JM (Also GBH)

STAFF-STUDENT RELATIONS

The relationship between the District's staff and students must be one of cooperation, understanding and mutual respect. Staff members have a responsibility to provide an atmosphere conducive to learning and to motivate each student to perform to his/her capacity.

Staff members should strive to secure individual and group discipline, and should be treated with respect by students at all times. By the same token, staff members should extend to students the same respect and courtesy that they, as staff members, have a right to demand.

Although it is desired that staff members have a sincere interest in students as individuals, partiality and the appearance of impropriety must be avoided. Excessive informal and/or social involvement with students is prohibited. Such conduct is not compatible with professional ethics and, as such, will not be tolerated.

Staff members are expected to use good judgment in their relationships with students both inside and outside of the school context including, but not limited to, the following guidelines.

- Staff members shall not make derogatory comments to students regarding the school, its staff and/or other students.
- 2. The exchange of purchased gifts between staff members and students is discouraged.
- 3. Staff-sponsored parties at which students are in attendance, unless they are a part of the school's extracurricular program and are properly supervised, are prohibited.
- 4. Staff members shall not fraternize, written or verbally, with students except on matters that pertain to school-related issues.
- 5. Staff members shall not associate with students at any time in any situation or activity that could be considered sexually suggestive or involve the presence or use of tobacco, alcohol or drugs.
- 6. Soliciting, encouraging, engaging or consummating an inappropriate relationship with any student, minor or individual who was a student in the preceding 12 months Dating between staff members and students is prohibited.
- 7. Staff members shall not use disparaging remarks, insults or sarcasm against students under any circumstances as a method of forcing compliance with requirements or expectations.
- 8. Staff members shall maintain appropriate professional, emotional and social boundaries in a reasonable standard of care for the supervision, control and protection of students commensurate with their assigned duties and responsibilities.

BOE: 06/15/20 Exhibit: E Page 2 of 44

File: JM (Also GBH)

- 9. Staff members shall not send students on personal errands.
- 10. Staff members shall, pursuant to law and Board policy, immediately report any suspected signs of child abuse or neglect.
- 11. Staff members shall not attempt to diagnose or treat a student's personal problem relating to sexual behavior, substance abuse, mental or physical health and/or family relationships but, instead, should refer the student to the appropriate individual or agency for assistance.
- 12. Staff members shall not willingly or knowingly violate any student confidentiality required by Federal or State law. disclose information concerning a student, other than directory information, to any person not authorized to receive such information.

 This includes, but is not limited to, information concerning assessments; ability scores, grades, behavior, mental or physical health and/or family background.
- 13. Staff members shall not groom a student or minor for the purpose of establishing an inappropriate emotional, romantic or sexual relationship.

(Permissive language)

Social Media

- District staff are prohibited from posting data, documents, photographs or inappropriate
 information on any social media platform that might result in a disruption of classroom
 activity or that violates State or Federal law relating to staff and student privacy. The
 Superintendent/designee has full discretion in determining when a disruption of
 classroom activity has occurred.
- 2. District staff are prohibited from providing personal social media passwords to students.
- 3. Fraternization between District staff and students via the internet, personal email accounts, text messaging, personal social media and other modes of virtual technology is also prohibited.
- 4. Access of personal social media during school hours is prohibited.

Violation of the prohibitions listed above will may result in staff and/or student discipline in accordance with State law, Board policies and regulations, the staff and student codes of conduct and handbooks and/or staff negotiated agreements. Violations by staff also may be reported to the Ohio Department of Education for further investigation. Nothing in this policy prohibits District staff and students from the use of educational websites and/or use of social media created for curricular, cocurricular or extracurricular purposes.

BOE: 06/15/20 Exhibit: E Page 3 of 44

File: JM (Also GBH)

[Adoption date:]

LEGAL REF.: ORC 3313.20; 3319.31; 3319.311

OAC Chapter 3301-73

CROSS REFS.: GBC, Staff Ethics

GBCA, Staff Conflict of Interest

GBCB, Staff Conduct

GBI, Staff Gifts and Solicitations

IIBH, District Websites

JFC, Student Conduct (Zero Tolerance)

JG, Student Discipline JHF, Student Safety

JHG, Reporting Child Abuse and Mandatory Training

JL, Student Gifts and Solicitations

JO, Student Records

KBA, Public's Right to Know

Staff Handbooks Student Handbooks

CONTRACT REFS.: Teachers' Negotiated Agreement

Support Staff Negotiated Agreement

NOTE: The success or failure of the instructional program is influenced heavily upon the relationship between staff and students. Boards are encouraged to use this policy as a tool in which to set the parameters for the relationship between staff and students. Specific provisions may be added, modified or removed.

> The popularity of social media is yet another concern for districts. Social mediaThese sites adds another layer of responsibility and accountability to the relationship between staff and students. The language suggested in this section is permissive, meaning that boards may or may not choose to include this language in the policy, but is strongly recommended.

> The Licensure Code of Professional Conduct for Ohio Educators (Licensure Code) is adopted and updated by the State Board of Education (SBOE) due to legislative requirements. The Licensure Code serves as a basis for decisions on issues relating to licensure and provides a guide for conduct having professional implications. It covers teachers, principals, superintendents, educational aides, coaches, substitute teachers and other individuals credentialed by the SBOE. It is used in conjunction with applicable statutes and administrative rules.

> > 3 of 3

HAZING AND BULLYING (Harassment, Intimidation and Dating Violence)

The prohibition against hazing, dating violence, harassment, intimidation or bullying is publicized in student handbooks and in the publications that set the standard of conduct for schools and students in the District. In addition, information regarding the policy is incorporated into employee handbooks and training materials.

School Personnel Responsibilities and Complaint Procedures

Hazing, bullying behavior and/or dating violence by any student/school personnel in the District is strictly prohibited, and such conduct may result in disciplinary action, up to and including suspension and/or expulsion from school. Hazing, bullying and/or dating violence means any intentional written, verbal, graphic or physical acts, including electronically transmitted acts, either overt or covert, by a student or group of students toward other students/school personnel with the intent to haze, harass, intimidate, injure, threaten, ridicule or humiliate. Such behaviors are prohibited on or immediately adjacent to school grounds, at any school-sponsored activity; in any District publication; through the use of any District-owned or operated communication tools, including but not limited to District email accounts and/or computers; on school-provided transportation or at any official school bus stop.

Hazing, bullying and/or dating violence can include many different behaviors. Examples of conduct that could constitute prohibited behaviors include, but are not limited to:

- 1. physical violence and/or attacks;
- 2. threats, taunts and intimidation through words and/or gestures;
- 3. extortion, damage or stealing of money and/or possessions;
- 4. exclusion from the peer group or spreading rumors;
- 5. repetitive and hostile behavior with the intent to harm others through the use of information and communication technologies and other Web-based/online sites (also known as "cyberbullying"), such as the following:
 - A. posting slurs on websites, social networking sites, blogs or personal online journals;
 - B. sending abusive or threatening emails, website postings or comments and instant messages;

- C. using camera phones to take embarrassing photographs or videos of students and/or distributing or posting the photos or videos online and
- D. using websites, social networking sites, blogs or personal online journals, emails or instant messages to circulate gossip and rumors to other students.
- 6. excluding others from an online group by falsely reporting them for inappropriate language to Internet service providers.

In evaluating whether conduct constitutes hazing or bullying, special attention is paid to the words chosen or the actions taken, whether such conduct occurred in front of others or was communicated to others, how the perpetrator interacted with the victim and the motivation, either admitted or appropriately inferred.

Teachers and Other School Staff

Teachers and other school staff who witness acts of hazing, bullying and/or dating violence, as defined above, promptly notify the building principal/designee of the event observed, and promptly file a written incident report concerning the events witnessed.

Teachers and other school staff who receive student or parent reports of suspected hazing, bullying and/or dating violence promptly notify the building principal/designee of such report(s). If the report is a formal, written complaint, the complaint is forwarded to the building principal/designee no later than the next school day. If the report is an informal complaint by a student that is received by a teacher or other professional employee, he/she prepares a written report of the informal complaint that is forwarded to the building principal/designee no later than the next school day.

Complaints

1. Formal Complaints

Students and/or their parents or guardians may file reports regarding suspected hazing, harassment, intimidation, bullying and/or dating violence. The reports should be written. Such written reports must be reasonably specific including person(s) involved; number of times and places of the alleged conduct; the target of suspected harassment, intimidation and/or bullying and the names of any potential student or staff witnesses. Such reports may be filed with any school staff member or administrator. They are promptly forwarded to the building principal/designee for review and action.

2. Informal Complaints

Students, parents or guardians and school personnel may make informal complaints of conduct that they consider to be harassment, intimidation and/or bullying by verbal report to a teacher, school administrator or other school personnel. Such informal complaints must be reasonably specific as to the actions giving rise to the suspicion of hazing, harassment, intimidation and/or bullying, including person(s) involved, number of times and places of the alleged conduct, the target of the prohibited behavior(s) and the names of any potential student or staff witness. The school staff member or administrator who receives the informal complaint promptly documents the complaint in writing, including the above information. This written report by the school staff member and/or administrator is promptly forwarded to the building principal/designee for review and action.

3. Anonymous Complaints

Students who make informal complaints as set forth above may request that their name be maintained in confidence by the school staff member(s) and administrator(s) who receive the complaint. The anonymous complaint is reviewed and reasonable action is taken to address the situation, to the extent such action (1) does not disclose the source of the complaint, and (2) is consistent with the due process rights of the student(s) alleged to have committed acts of hazing, bullying and/or dating violence.

4. False Complaints

Students are prohibited from deliberately making false complaints of harassment, intimidation or bullying. Students found responsible for deliberately making false reports of harassment, intimidation or bullying may be subject to a full range of disciplinary consequences.

Intervention Strategies

1. Teachers and Other School Staff

In addition to addressing both informal and formal complaints, school personnel are encouraged to address the issue of hazing, bullying and/or dating violence in other interactions with students.

School personnel may find opportunities to educate students about harassment, hazing, intimidation and bullying and help eliminate such prohibited behaviors through class discussions, counseling and reinforcement of socially appropriate behavior. School personnel should intervene promptly whenever they observe student conduct that has the purpose or effect of ridiculing, humiliating or intimidating another student/school personnel, even if such conduct does not meet the formal definition of harassment, hazing, intimidation or bullying.

2. Administrator Responsibilities

A. Investigation

The principal/designee is notified of any formal or informal complaint of suspected harassment, hazing, intimidation or bullying. Under the direction of the building principal/designee, all such complaints are investigated promptly. A written report of the investigation is prepared when the investigation is complete. The report includes findings of fact, a determination of whether acts of hazing, bullying and/or dating violence were verified, and when prohibited acts are verified, a recommendation for intervention, including disciplinary action, is included in the report. Where appropriate, written witness statements are attached to the report.

Notwithstanding the foregoing, when a student making an informal complaint has requested anonymity, the investigation of such complaint is limited as is appropriate in view of the anonymity of the complaint. Such limitation of the investigation may include restricting action to a simple review of the complaint (with or without discussing it with the alleged perpetrator), subject to receipt of further information and/or the withdrawal by the complaining student of the condition that his/her report be anonymous.

When hazing and/or bullying is based on race, color, national origin, sex, or disability, and the behavior creates a hostile environment, the hazing and bullying investigation is suspended while the applicable nondiscrimination grievance procedures are implemented.

B. Nondisciplinary Interventions

When verified acts of hazing, bullying and/or dating violence are identified early and/or when such verified acts do not reasonably require a disciplinary response, students may be counseled as to the definition of the behavior, its prohibition and their duty to avoid any conduct that could be considered harassing, hazing, intimidating and/or bullying.

If a complaint arises out of conflict between students or groups of students, peer mediation may be considered. Special care, however, is warranted in referring some cases to peer mediation. A power imbalance may make the process intimidating for the victim and therefore inappropriate. The victim's communication and assertiveness skills may be low and could be further eroded by fear resulting from past intimidation and fear of future intimidation. In such cases, the victim should be given additional support. Alternatively, peer mediation may be deemed inappropriate to address the concern.

C. <u>Disciplinary Interventions</u>

When acts of harassment, intimidation and bullying are verified and a disciplinary response is warranted, students are subject to the full range of disciplinary consequences. Discipline procedures will not infringe on any student's rights under the First Amendment to the Constitution of the United States.

Anonymous complaints that are not otherwise verified, however, cannot provide the basis for disciplinary action.

In and out-of-school suspension may be imposed only after informing the accused perpetrator of the reasons for the proposed suspension and giving him/her an opportunity to explain the situation.

Expulsion may be imposed only after a hearing before the Board, a committee of the Board or an impartial hearing officer designated by the Board in accordance with Board policy. This consequence is reserved for serious incidents of harassment, intimidation or bullying and/or when past interventions have not been successful in eliminating prohibited behaviors.

Allegations of criminal misconduct are reported to law enforcement, and suspected child abuse is reported to Child Protective Services, per required time lines.

Report to the Custodial Parent or Guardian of the Perpetrator

If, after investigation, acts of harassment, intimidation and bullying by a specific student are verified, the building principal/designee notifies the custodial parent or guardian of the perpetrator, in writing, of that finding. If disciplinary consequences are imposed against such student, a description of such discipline is included in such notification.

Strategies are developed and implemented to protect students from new or additional harassment, intimidation or bullying, and from retaliation following reporting of incidents.

Reports to the Victim and His/Her Custodial Parent or Guardian

If, after investigation, acts of bullying or hazing against a specific student are verified, the building principal/designee notifies the custodial parent/guardian of the victim of the finding. In providing such notification, care must be taken to respect the statutory privacy rights of the perpetrator.

Bullying matters, including the identity of both the charging party and the accused, are kept confidential to the extent possible. Although discipline may be imposed against the accused upon a finding of guilt, retaliation is prohibited.

BOE: 06/15/20 Exhibit: E Page 9 of 44

File: JFCF-R

School administrators shall notify both the custodial parents or guardians of a student who commits acts of harassment, intimidation, bullying and/or dating violence and the custodial parents or guardians of students against whom such acts were committed, and shall allow access to any written reports pertaining to the incident, to the extent permitted by law.

Police and Child Protective Services

In addition to, or instead of, filing a complaint through this policy, a complainant may choose to exercise other options including, but not limited to, filing a complaint with outside agencies or filing a private lawsuit. Nothing prohibits a complainant from seeking redress under any other provision of State law or common law that may apply.

The District must also investigate incidents of hazing, bullying and/or dating violence for the purpose of determining whether there has been a violation of District policy or regulations, even if law enforcement and/or the public children's services are also investigating. All District personnel must cooperate with investigations by outside agencies.

(Approval date:)

NOTE: THIS IS A REQUIRED REGULATION

HAZING AND BULLYING (Harassment, Intimidation and Dating Violence)

Hazing means doing any act or coercing another, including the victim, to do any act of initiation into any student or other organization that causes or creates a substantial risk of causing mental or physical harm to any person.

Throughout this policy the term bullying is used in place of harassment, intimidation and bullying.

Bullying, harassment and intimidation is an intentional written, verbal, electronic or physical act that a student has exhibited toward another particular student more than once. The intentional act also includes violence within a dating relationship. The behavior causes mental or physical harm to the other student and is sufficiently severe, persistent or pervasive that it creates an intimidating, threatening or abusive educational environment for the other student. This behavior is prohibited on school property, on a school bus or at a school-sponsored activity. Students found responsible for harassment, intimidation or bullying by an electronic act may be suspended. Discipline procedures will not infringe on any student's rights under the First Amendment to the Constitution of the United States.

Permission, consent or assumption of risk by an individual subjected to hazing, bullying and/or dating violence does not lessen the prohibition contained in this policy.

The District includes, within the health curriculum, age-appropriate instruction in dating violence prevention education in grades 7 to 12. This instruction includes recognizing warning signs of dating violence and the characteristics of healthy relationships.

Prohibited activities of any type, including those activities engaged in via computer and/or electronic communications devices or electronic means, are inconsistent with the educational process and are prohibited at all times. The District educates minors about appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms and cyberbullying awareness and response.

No administrator, teacher or other employee of the District shall encourage, permit, condone or tolerate any hazing and/or bullying activities. No students, including leaders of student organizations, are permitted to plan, encourage or engage in any hazing and/or bullying.

Administrators, teachers and all other District employees are particularly alert to possible conditions, circumstances or events that might include hazing, bullying and/or dating violence. If any of the prohibited behaviors are planned or discovered, involved students are informed by the discovering District employee of the prohibition contained in this policy and are required to end all such activities immediately. All hazing, bullying and/or dating violence incidents are reported immediately to the principal/designee and appropriate discipline is administered.

File: JFCF

The Superintendent/designee must provide the Board President with a semiannual written summary of all reported incidents and post the summary on the District's website, to the extent permitted by law.

The administration provides training on the District's hazing and bullying policy to District employees and volunteers who have direct contact with students and by November 30 annually reports to the Ohio Department of Education compliance with this requirement through the consolidated school mandate report. If the District reports noncompliance the Superintendent/designee must provide a written explanation to the Board within 30 days explaining this noncompliance and a written plan of action for accurately and efficiently addressing the problem.

Additional training is provided to elementary employees in violence and substance abuse prevention and positive youth development.

District employees, students and volunteers have qualified civil immunity for damages arising from reporting an incident of hazing and/or bullying. Administrators, teachers, other employees and students who fail to abide by this policy may be subject to disciplinary action and may be liable for civil and criminal penalties in compliance with State and Federal law.

No one is permitted to retaliate against an employee or student because he/she files a grievance or assists or participates in an investigation, proceeding or hearing regarding the charge of hazing and/or bullying of an individual.

[Adoption date:]

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LEGAL REFS.: Children's Internet Protection Act; 47 USC 254 (h)(5)(b)(iii);
(P.L. 106-554, HR 4577, 2000, 114 Stat 2763)

ORC 117.53
2307.44
2903.31
3301.22
3301.68
3313.666; 3313.667
3319.073; 3319.321
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File: JFCF

CROSS REFS.: AC, Nondiscrimination

ACA, Nondiscrimination on the Basis of Sex

ACAA, Sexual Harassment

EDE, Computer/Online Services (Acceptable Use and Internet Safety)

IGAE, Health Education IIBH, District Websites

JFC, Student Conduct (Zero Tolerance)

JFCEA, Gangs

JFCK, Use of Electronic Communications Equipment by Students

JG, Student Discipline

JHG, Reporting Child Abuse and Mandatory Training

JO, Student Records Student Handbooks

NOTE: The terminology of bullying in this policy also includes harassment and intimidation and is defined as an intentional written, verbal, electronic or physical act that a student has exhibited toward another particular student more than once. The behavior causes mental or physical harm to the other student and is sufficiently severe, persistent or pervasive that it creates an intimidating, threatening or abusive educational environment for the other student.

Violence within a dating relationship is also included in this prohibition against harassment, intimidation and bullying.

The Children's Internet Protection Act added a requirement that effective July 1, 2012, all school districts participating in the E-Rate program must include language in their Internet safety policy regarding the education of minors concerning appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms and cyberbullying awareness and response and to develop an educational plan to implement the program. Helpful resources are available at OnGuardOnline.gov.

HB 116 (The Jessica Logan Act), signed by the Governor on February 2, 2012, requires districts to update Hazing and Bullying policies to include several new requirements by November 2012. The majority of language changes appear in Ohio Revised Code Section (RC) 3313.666.

Senate Bill 216 (2018) enacted RC 3301.68 requiring the Ohio Department of Education (ODE) to establish, distribute and monitor a consolidated school mandate report for school districts. Except where specifically required by law, ODE cannot require a separate report for the items included in the report. Each district must complete and file the report by November 30 annually.

File: JFCF

The report must require each district or school to denote "yes" to indicate compliance or "no" to indicate noncompliance with the following prescribed items and to provide any other information that the department requests regarding those items:

- Training on the use of physical restraint or seclusion on students;
- Training on harassment, intimidation, or bullying;
- Training on the use of cardiopulmonary resuscitation and an automated external defibrillator;
- Training on crisis prevention intervention;
- The establishment of a wellness committee;
- The reporting of a district's or school's compliance with nutritional standards;
- Screening for hearing, vision, speech and communications, and health or medical problems and for any developmental disorders of students enrolled for the first time in kindergarten or first grade and
- Compliance with interdistrict and intradistrict open enrollment requirements.

If a district or school denotes "no" on any item it must provide a written explanation to the board within 30 days for why that item was not completed and a written plan of action for accurately and efficiently addressing the problem.

THIS IS A REQUIRED POLICY

File: JEE

STUDENT ATTENDANCE ACCOUNTING (Missing and Absent Children)

The Board believes in the importance of trying to decrease the number of missing children; therefore, efforts are made to identify missing children and to notify the proper adults or agencies.

Except where required by State law, at the time of initial entry into school, a student shall present to the person in charge of admission an official copy of a birth certificate and copies of those records pertaining to him/her that were maintained by the school that he/she most recently attended. In lieu of a birth certificate, birth documentation may include:

- 1. a passport or attested transcript thereof filed with a registrar of passports at a point of entry of the United States showing the date and place of birth of the child;
- an attested transcript of the certificate of birth;
- 3. an attested transcript of the certificate of baptism or other religious record showing the date and place of birth of the child;
- 4. an attested transcript of a hospital record showing the date and place of birth of the child or
- 5. a birth affidavit.

Except where required by State law, if the student does not present copies of the required documents, the principal shall call the school from which the student transferred and request the information. If that district has no record on file of the student or if that district does not send the records within 14 days, the principal shall notify the law enforcement agency having jurisdiction in the area where the student resides of the possibility that the student might be a missing child.

The primary responsibility for supervision of a student resides with his/her parent(s). The staff provides as much assistance as is reasonable to parents with this responsibility.

Parents must notify the school on the day a student is absent unless previous notification has been given in accordance with school procedure for excused absences. The District makes an attempt to contact the parent, guardian, or other person having care of a student who has not notified the school of the student's absence that day regarding that student's unexcused absence without legitimate excuse within 120 minutes of the start of the school day. The Board authorizes the Superintendent to determine and use the appropriate notification procedure and methods consistent with State law.

File: JEE

Parents or other responsible persons shall provide the school with their current home and/or work telephone numbers, home addresses and any emergency telephone numbers.

The Board designates the Superintendent to develop informational programs for students, parents and community members relative to the subject of missing children.

[Adoption date:]

LEGAL REFS.: ORC 109.65

2901.30

3313.205; 3313.672; 3313.96

3319.321; 3319.322

3321.12 3321.141 3705.05

CROSS REFS.: JEC, School Admission

JECAA, Admission of Homeless Students
JED, Student Absences and Excuses
JEDB, Student Dismissal Precautions

JHF, Student Safety

NOTE: In developing your own policy and complying with the spirit of the law, you may want to consider the following:

- Building administrators should be consulted during the development of this policy and any related regulations.
- Materials for informational programs may be obtained from the State Department of Education.
- Ohio Revised Code Section (RC) 3313.96 authorizes school districts to develop a voluntary student-fingerprinting program in conjunction with local law enforcement agencies.
- RC 3319.322 requires the school principal to request any person authorized to take student photographs to provide a wallet size photograph of each student for inclusion in his file.

Each school district should make its own decision as to what best suits the needs of their particular district.

File: JEE

House Bill (HB) 367 (2014) defines a "protected child" as a child placed in a foster home as defined by Ohio Revised Code Section (RC) 5103.02 or in a residential facility defined as a group home for children, a children's crisis care facility, children's residential center, residential parenting facility that provides 24-hour childcare, county children's home or district children's home. A protected child or their parent/guardian has 90 days from initial entry to the school to present a birth certificate or comparable document. The definition and accompanying prohibition on denying a protected child admission based solely on inability to present a birth certificate upon enrollment is found in RC 3313.672.

HB 166 added a requirement that districts will attempt to contact the parent, guardian, or other person having care of a student regarding that student's unexcused absence without legitimate excuse within 120 minutes of the start of the school day using a method consistent with State law. The following methods are acceptable:

- A telephone call placed in-person
- An automated telephone call (via a system that includes verification that each call was actually placed)
- A notification sent through the school's automated student information system
- A text message
- An email
- An in-person visit
- Any other notification procedure that has been adopted by resolution of the board of education

Schools are not required to notify a parent who notifies the school of the student's absence within the first 120 minutes after the beginning of the school day. In addition, an immunity provision is included in the new law, which states that a school district or any officer, director, employee, or any member of the district board of education is not liable in a civil action for injury, death, or loss to person or property from an employee's action or inaction in good faith compliance with the law.

THIS IS A REQUIRED POLICY

STUDENT ABSENCES AND EXCUSES

Regular attendance by all students is very important. In many cases, irregular attendance is the major reason for poor schoolwork; therefore, all students are urged to make appointments, do personal errands, etc., outside of school hours.

Reasons for which students may be medically excused include, but are not limited to (customize to reflect District reasons):

- 1. personal illness of the student;
- 2. illness in the student's family necessitating the presence of the child;
- needed at home to perform necessary work directly and exclusively for parents or legalguardians for a limited period of time when approved by the Superintendent (applies tostudents over 14 years of age only);
- 4. death in the family (applies to absences of up to 18 school hours unless a reasonable cause may be shown for a longer absence);
- 3.5. quarantine for contagious disease or;
 - 6. observance of religious holidays consistent with a student's truly held religious belief;
 - 7. traveling out of state to attend a Board-approved enrichment activity or extracurricular-activity (applies to absences of up to 24 school-hours);
 - 8. college visitation;
 - 9. absences due to a student's placement in foster care or change in foster care placement or any court proceedings related to their foster care status;
- 10. absences due to a student being homeless or
- 4.11. as determined by the Superintendent emergency or other set of circumstances in which the judgment of the Superintendent constitutes a good and sufficient cause for absence from school, which may include but not be limited to absences due to documented medical appointments.

Reasons for which students may be nonmedically excused include, but are not limited to (customize to reflect District reasons):

- 1. needed at home to perform necessary work directly and exclusively for parents or legal guardians for a limited period of time when approved by the Superintendent (applies to students over 14 years of age only);
- 2. death in the family (applies to absences of up to 18 school hours unless a reasonable cause may be shown for a longer absence);
- 3. observance of religious holidays consistent with a student's truly held religious belief;
- 4. traveling out of state to attend a Board-approved enrichment activity or extracurricular activity (applies to absences of up to 24 school hours);
- 5. college visitation;
- 6. absences due to a student's placement in foster care or change in foster care placement or any court proceedings related to their foster care status;
- 7. absences due to a student being homeless or
- 8. as determined by the Superintendent.

The District makes an attempt to contact the parent, guardian, or other person having care of a student who has not notified the school of the student's absence that day regarding that student's unexcused absence without legitimate excuse within 120 minutes of the start of the school day. The Board authorizes the Superintendent to determine and use the appropriate notification procedure and methods consistent with State law.

Each student who is absent must immediately, upon return to school, make arrangements with his/her teacher(s) to make up work missed. Students who are absent from school for reasons not permitted by State law may, or may not, be permitted to make up work. Each case is considered on its merits by the principal and the respective teacher(s). Students who are absent due to an inschool or out-of-school suspension are permitted to make up missed classroom assignments in accordance with District level policies and procedures. Students are requested to bring a note to school after each absence explaining the reason for the absence or tardiness in accordance with procedures and timelines defined in District level policies and procedures.

The Board does not believe that students should be excused from school for vacations or other nonemergency trips. The responsibility for such absences resides with the parent(s), and they must not expect any work missed by their child to be retaught by the teacher. If the school is notified in advance of such a trip, reasonable efforts are made to prepare a general list of assignments for the student to do while he/she is absent.

The Board authorizes the Superintendent to establish a hearing and notification procedure for the purpose of denying a student's driving privileges if that student of compulsory school age has been absent without legitimate excuse for more than 60 consecutive hours during a school month or a total of at least 90 hours during a school year.

[Adoption date:]

LEGAL REFS.: ORC 3313.609; 3313.66

3321.01; 3321.03; 3321.04; 3321.13; 3321.14; 3321.141; 3321.19;

3321.38 4510.32 OAC 3301-69-02

CROSS REFS.: IGAC, Teaching About Religion

IKB, Homework

JEDB, Student Dismissal Precautions

JEE, Student Attendance Accounting (Missing and Absent Children)

JHC, Student Health Services and Requirements

JHCC, Communicable Diseases

NOTE:

Boards should ensure that policies and procedures clearly reflect reasons for which a student's absence is deemed excused as well as whether the reason is then classified as a medically or nonmedically excused absence. Districts should review the reasons outlined in Ohio Administrative Code 3301-69-02 when making these determinations. This policy can be further customized to reflect these determinations.

In 2009, the Ohio General Assembly enacted House Bill (HB) 1, which directed school districts to count – up to 24 school hours as excused absences – time that a student is absent from school for the sole purpose of traveling out of state to a board-approved enrichment activity or an extracurricular activity. The student is required to make up all missed classroom assignments.

In addition, if the student will be out of the state for 24 or more consecutive school hours for a board-approved enrichment activity or extracurricular activity, a classroom teacher employed by the board must accompany the student to provide instructional assistance.

HB 166 added a requirement that districts will attempt to contact the parent, guardian, or other person having care of a student regarding that student's unexcused absence without legitimate excuse within 120 minutes of the start of the school day using a method consistent with State law. The following methods are acceptable:

- A telephone call placed in-person
- An automated telephone call (via a system that includes verification that each call was actually placed)
- A notification sent through the school's automated student information system
- A text message
- An email
- An in-person visit
- Any other notification procedure that has been adopted by resolution of the board of education

Schools are not required to notify a parent who notifies the school of the student's absence within the first 120 minutes after the beginning of the school day. In addition, an immunity provision is included in the new law, which states that a school district or any officer, director, employee, or any member of the district board of education is not liable in a civil action for injury, death, or loss to person or property from an employee's action or inaction in good faith compliance with the law.

HB 491 requires boards to adopt a policy establishing parameters for completing and grading assignments missed due to a student's suspension. The policy must permit the completion of classroom assignments missed and students must receive at least partial credit for completed assignments. The policy may permit grade reductions and must prohibit the receipt of a failing grade solely on account of the student's suspension. Districts may further customize this policy to reflect parameters or outline in detail in student handbooks.

THIS IS A REQUIRED POLICY

File: IND/INDA

SCHOOL CEREMONIES AND OBSERVANCES/PATRIOTIC EXERCISES

The Board believes that special recognition should be given to national holidays. The building principal should encourage a discreet observance of these holidays, which have become a part of the American heritage. These observances may, in some instances, be in the form of a school assembly while in other instances they are a part of the classroom work.

The Board directs the administration to develop specific activities within each building to convey the meaning and significance of Veterans Day. The observance must be at least one hour long, except in buildings that schedule class periods of less than an hour. In those buildings, the observance must be at least one standard class period in length.

Religious Holidays and Observances

The following guidelines govern the observance of, and teaching about, religious holidays in the schools.

1. The public schools must be neutral in matters of religion. The schools must show no preference for one religion over another. They must refrain from the promotion of any religion or all religions; consequently, no religious celebrations may be conducted by the public schools.

"Religious celebration" is defined as:

- A. a formal observance, including worship or religious services of any kind, whether or not conducted by a member of the clergy. Religious observances cannot be justified by the fact that the majority of students or individuals in a given community happen to approve of the practice or by the fact that individual students may absent themselves upon parental request;
- B. the display of religious objects or symbols, except those that are integral parts of a short-term study in the curriculum, such as art, history, etc., or
- C. the presentation of religious music, except to the extent that such music is presented for its musical rather than its religious content. Songs or music programs that have significance for a particular religion should not be sung or performed in the school during the period that coincides with the community celebration of the events portrayed in the music. Festive songs that cannot be associated with a religious celebration are permitted.

BOE: 06/15/20 Exhibit: E Page 22 of 44

File: IND/INDA

- 2. A program or observance related to a religious holiday in theme or timing should be evaluated as to its purpose and effect. If either the purpose or the effect is judged to be religious rather than secular, the activity should not be undertaken.
- 3. The school should avoid any activity, display or exhibit that promotes or gives its approval to religious matters.

Patriotic Exercises

(Choose one of the following two paragraphs.)

The Board requires all students, grades kindergarten through 12, to recite the Pledge of Allegiance during the school day at a time and manner specified by the building principal.

OR

The Board does not require the daily recitation of the Pledge of Allegiance. However, the Board encourages reciting of the pledge on a regular basis as determined by the classroom teacher or building principal. The District is prohibited from preventing a teacher from having students recite the Pledge of Allegiance in the teacher's classroom.

In addition, District administrators, staff and students are prohibited from altering the wording of the Pledge of Allegiance.

The Board recognizes that beliefs of some persons prohibit participation in the pledge, the salute to the United States flag or other opening exercises. Therefore, such persons are excused from participation.

The Board prohibits the intimidation of any student by other students or staff aimed at coercing participation in reciting the pledge.

School Prayer

The Board certifies that it does not have, nor will it adopt, any policies that deny or prevent participation in constitutionally protected school prayer. This certification is submitted annually by October 1 to the Ohio Department of Education.

(Permissive language)

Moment of Silence

The Board may provide for a moment of silence with participation of students for prayer, reflection or meditation upon a moral, philosophical or patriotic theme.

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File: IND/INDA

The Board, administrators or any District employee shall not require a student to participate in a moment of silence.

Constitution Day

On September 17 of each year, the District may participate in the celebration of Constitution Day by reciting the Preamble of the Constitution at 2:00 p.m. EST. When the 17th falls on a weekend, the day of celebration will be announced.

[Adoption date:]

LEGAL REFS.: U.S. Const. Amend. I, Establishment Cl.

The Elementary and Secondary Education Act; 20 USC 1221 et seq.

ORC 5.23

3313.601; 3313.602; 3313.63; 3313.80

OAC 3301-35-04

NOTE: THIS IS A REQUIRED POLICY

File: IJA

CAREER ADVISING

The Board views career advising as helping students understand themselves relative to their abilities, aptitudes, interests, attitudes, strengths and limitations. This process is meant to assist students in the development of their potential and their decisions relating to educational and career matters. This policy is supplemented by student graduation plans developed in accordance with law.

This policy is reviewed biennially and made available to students, parents, guardians/custodians, local postsecondary institutions and residents of the District. This policy is posted in a prominent location on the District website.

The District will do all of the following.

- 1. Provide students with grade-level examples linking schoolwork to one or more career field(s) through use of the State Board adopted career connections.
- 2. Create a plan to provide career advising to students in grades six through 12.
- 3. Provide additional interventions and career advising for students who are identified as at risk of dropping out of school using both research- and locally-based methods developed with input from classroom teachers and guidance counselors.
- 4. Train employees on advising students on career pathways, including the use of online tools.
- 5. Develop multiple, clear academic pathways students can use to earn a high school diploma.
- 6. Identify and publicize courses in which students can earn both traditional academic and career-technical credit.
- 7. Document career advising provided to each student.
- 8. Prepare students for their transition from high school to their postsecondary destinations.

Student success plans (SSP) are developed for students identified as at risk of dropping out of school. A SSP identifies the student's chosen academic pathway to graduation and the role of career-technical and competency based education and experiential learning, as appropriate in that chosen pathway. The student's parents, guardians or custodians are invited to assist in the development of the SSP. A copy of the SSP, a statement regarding the importance of a high

BOE: 06/15/20 Exhibit: E Page 25 of 44

File: IJA

school diploma and the academic pathways available to the student for successful graduation is provided to parents, guardians or custodians who do not participate in development of the student's SSP. Following SSP development, the District provides career advising aligned with the student's individual plan and the District's plan for career advising.

[Adoption date:]

LEGAL REF.: ORC 3313.617; 3313.6020

CROSS REFS.: AFI, Evaluation of Educational Resources

IJ, Guidance Program

IKFC, Graduation Plans and Students at Risk of Not Qualifying for a

High School Diploma

IL, Testing Programs

JK, Employment of Students

NOTE:

House Bill 487 (2014) requires board's to adopt policy language on career advising by the 2015-2016 school year. Much of the details associated with implementing the items listed in the policy will be a local decision, therefore, policy language should be customized to reflect the board's chosen strategies for carrying out these requirements.

Some details of associated requirements may be set forth in either an associated regulation or in a district-specific plan. Boards should consult Ohio Department of Education's resources on both career advising and student success plans in order to determine procedures for carrying out these requirements. The requirements for career advising and board policy are set forth by Ohio Revised Code Section 3313.6020.

Ohio Revised Code (RC) 3313.617 requires each board to adopt by June 30, 2020 a policy regarding students at risk of not qualifying for a high school diploma. The policy must address all the requirement components of RC 3313.617 and must supplement a district's policy on career advising.

THIS IS A REQUIRED POLICY

BOE: 06/15/20 Exhibit: E Page 26 of 44

File: GBCB

STAFF CONDUCT

All staff members have a responsibility to make themselves familiar with, and to abide by, the laws of the state of Ohio, and the negotiated agreement, the policies of the Board and the administrative regulations designed to implement them. All educators also are required to comply with the Licensure Code of Professional Conduct for Ohio Educators.

The Board expects staff members to conduct themselves in a manner that not only reflects credit to the District, but also presents a model worthy of emulation by students. Unless otherwise permitted by law, staff members are not permitted to bring a deadly weapon or dangerous ordinance into a school safety zone.

All staff members are expected to carry out their assigned responsibilities. Essential to the success of ongoing operations and the instructional program are the following specific responsibilities, which are required of all personnel:

- 1. faithfulness and promptness in attendance at work;
- 2. support and enforcement of policies of the Board and regulations of the administration;
- 3. diligence in submitting required reports promptly at the times specified;
- 4. care and protection of District property and
- 5. concern and attention toward their own and the District's legal responsibility for the safety and welfare of students, including the need to ensure that students are under supervision at all times.

[Adoption date:]

LEGAL REFS.: Gun-Free Schools Act; 20 USC 7151

Gun-Free School Zones Act; 18 USC 922

ORC 124.34

2923.1210; 2923.1212; 2923.122

3319.081; 3319.16; 3319.31; **3319.311**; 3319.36

OAC Chapter 3301-73

CROSS REFS.: GBCA, Staff Conflict of Interest

GBCC, Staff Dress and Grooming

GBH, Staff-Student Relations (Also JM) JFC, Student Conduct (Zero Tolerance)

JHF, Student Safety

KGB, Public Conduct on District Property

File: GBCB

NOTE: Ohio's concealed-carry gun laws enable an individual with a valid concealed-carry license or temporary emergency license who is either a driver or passenger in a motor vehicle in a school safety zone to have a loaded handgun if one of the following applies: (1) the loaded handgun is in a holster on the person's person; (2) the loaded handgun is in a closed case, bag, box or other container that is in plain sight and that has a lid, cover or closing mechanism with a zipper, snap or buckle, which lid, cover or closing mechanism must be opened for a person to gain access to the handgun; or (3) the loaded handgun is securely encased by being stored in a closed glove compartment or vehicle console or in a case that is locked.

Senate Bill 199 revisions to Ohio Revised Code Section (RC) 2923.122, effective March 19, 2017, now allow a person who has a valid concealed handgun license to leave the firearm in a motor vehicle while in a school safety zone, so long as the vehicle is locked.

In addition, new RC 2923.1210 states that a public or private employer may not establish, maintain, or enforce a policy that prohibits a person who has a valid concealed handgun license from transporting or storing a firearm or ammunition when both of the following conditions are met:

- Each firearm and all of the ammunition remains inside the person's privately-owned motor vehicle while the person is physically present inside the motor vehicle, or each firearm and all of the ammunition is locked within the trunk, glove box, or other enclosed compartment or container within or on the person's privately-owned motor vehicle and
- The vehicle is in a location where it is otherwise permitted to be.

The Licensure Code of Professional Conduct for Ohio Educators (Licensure Code) is adopted and updated by the State Board of Education (SBOE) due to legislative requirements. The Licensure Code serves as a basis for decisions on issues relating to licensure and provides a guide for conduct having professional implications. It covers teachers, principals, superintendents, educational aides, coaches, substitute teachers and other individuals credentialed by the SBOE. It is used in conjunction with applicable statutes and administrative rules.

BOE: 06/15/20 Exhibit: E Page 28 of 44

File: BDDG

MINUTES

The minutes of the meetings of the Board constitute the written record of Board actions. The Treasurer records in the minutes of each meeting all actions taken by the Board. Minutes need-reflect-only the general subject matter of discussion in executive sessions.

Minutes shall specify the nature of the meeting (regular or special); time, place and members present; approval of minutes of the preceding meeting or meetings; complete record of official actions taken by the Board relative to the Superintendent's recommendations, communications and all business transacted; items of significant information bearing on action; and a record of adjournment.

Full and accurate minutes must contain sufficient facts and information to permit the public to understand and appreciate the rationale behind the Board's decisions.

The Treasurer records the motion, the names of the members making and seconding the motion and the vote of each member present.

A complete and accurate set of minutes shall be prepared and become a regular part of the monthly agenda. The Treasurer must make draft minutes available for public inspection. Following approval of the minutes by the Board at the next meeting, the minutes are signed by the President and attested to by the Treasurer as to the accuracy of the information contained. The attestation is not an authorization of any action taken or not taken during the meeting.

The official minutes shall be bound and kept in the office of the Treasurer, who shall, after they have been approved by the Board, make them available to interested citizens the public and news media. Copies are made available at cost during normal office hours.

[Adoption date:]

LEGAL REFS.: ORC 121.22(C)

149.43 3313.26

CROSS REFS.: BCE, Board Committees

BD, School Board Meetings BDC, Executive Sessions

BF, Board Policy Development and Adoption

KBA, Public's Right to Know

Selected Sample Policy
OHIO POLICY REFERENCE MANUAL©

File: BDC

EXECUTIVE SESSIONS

Educational matters should be discussed and decisions made at public meetings of the Board. Some matters are more properly discussed by the Board in executive session. As permitted by law, such matters may involve:

- the appointment, employment, dismissal, discipline, promotion, demotion or compensation of an employee or, official, or student or the investigation of charges or complaints against such individual, unless an employee or, official or student requests a public hearing (the Board will not hold an executive session for the discipline of one of its members for conduct related to the performance of his/her official duties or for his/her removal from office);
- 2. the purchase of property for public purposes or for the sale of property at competitive bidding, if premature disclosure of information would give an unfair advantage to a person whose personal, private interest is adverse to the general public interest;
- 3. specialized details of security arrangements where disclosure of the matters discussed might reveal information that could be used for the purpose of committing, or avoiding prosecution for, a violation of the law;
- 4. matters required to be kept confidential by Federal law or State statutes;
- 5. preparing for, conducting or reviewing negotiations with public employees concerning their compensation or other terms and conditions of their employment;
- 6. in-person conferences with an attorney for the Board concerning disputes involving the Board that are the subject of pending or imminent court action or
- 7. consideration of confidential information related to the marketing plans, specific business strategy, production techniques, trade secrets or personal financial statements of an applicant for economic development assistance, or negotiations with other political subdivisions respecting requests for economic development assistance provided that:
 - A. the information is directly related to a request for economic development assistance that is to be provided or administered under provisions of State law authorized in Ohio Revised Code Section 121.22(G)(8)(1), or involves public infrastructure improvements or the extension of utility services that are directly related to an economic development project and

BOE: 06/15/20 Exhibit: E Page 30 of 44

File: BDC

B. a unanimous quorum of the Board has determined by a roll-call vote the executive session is necessary to protect the interests of the applicant or possible investment or expenditure of public funds to be made in connection with the economic development project.

Conferences with a member of the Auditor of State's Office or an appointed certified public accountant for the purpose of an audit are not considered meetings subject to the Open Meetings Act (Sunshine Law).

The Board meets in executive session only to discuss legally authorized matters. Executive sessions are held only as part of a regular or special meeting and only after a majority of the quorum determines, by a roll-call vote, to hold such a session.

When the Board holds an executive session for any of the reasons stated above, the motion and vote to hold the executive session shall state one or more of the purposes listed under such paragraph for which the executive session is to be held, but need not include the name of any person to be considered in the executive session. The minutes shall reflect the information described above.

In compliance with law, no official action may be taken in executive session. To take final action on any matter discussed, the Board reconvenes into public session.

The Board may invite staff members or others to attend executive sessions at its discretion.

Board members shall not disclose or use, without appropriate authorization, any information acquired in the course of official duties (which is confidential because of statutory provisions) or which has been clearly designated as confidential because of the status of proceedings or the circumstances under which the information was received.

[Adoption date:]

LEGAL REFS.: ORC 102.03

121.22

CROSS REFS.: AFBA, Evaluation of the Treasurer (Also BCCB)

BCD, Board-Superintendent Relationship (Also CBI)

BCE, Board Committees

BCF, Advisory Committees to the Board

BD, School Board Meetings

BDDG, Minutes

KBA, Public's Right to Know

KLD, Public Complaints About District Personnel

BOE: 06/15/20 Exhibit: E Page 31 of 44

File: BDC

NOTE: This policy has incorporated the substance of State law on public meetings into its

policy.

THIS IS A REQUIRED POLICY

File: GBRA

FAMILY AND MEDICAL LEAVE ACT EXPANSION (Families First Coronavirus Response Act)

The Board complies with the Families First Coronavirus Response Act (FFCRA) to assist employees affected by the COVID-19 outbreak with job-protected leave, the Board provides FFCRA-expanded Family and Medical Leave Act (FMLA) to eligible employees. This policy is in effect from April 1, 2020 until December 31, 2020. Leaves taken for these qualifying reasons are included in and not in addition to the total FMLA entitlement of up 12 weeks in the District defined 12-month period. The District's existing FMLA leave policy applies to all other eligible leave for reasons outside this policy.

The first two weeks of FFCRA-expanded FMLA leave are unpaid, although the employee can choose to use other forms of paid leave, including FFCRA Emergency Paid Sick Leave, during that time period. The remaining 10 weeks of FFCRA-expanded FMLA leave are paid as provided in FFCRA. The Board continues to pay the District's share of the employee's health benefits during the leave.

(Choose one of the following options.)

An employee who takes expanded Family and Medical Leave will be able to return to the same position or a position with equivalent status, pay, benefits and other employment terms. An employee has no greater right to reinstatement or to other benefits and conditions of employment than if the employee had been continuously employed during the FFCRA-expanded FMLA leave period.

(The following language shall remain in the policy)

In complying with the FFCRA and FMLA, the District adheres to the requirements of applicable State and Federal law.

Additional information is contained in the regulation, which follows this policy.

1 of 2

File: GBRA

[Adoption date:]

LEGAL REFS.:

Families First Coronavirus Response Act of 2020; 29 USC 2601 et seq.;

29 CFR Part 825

Genetic Information Nondiscrimination Act of 2008; 42 USC 2000ff et seq.

ORC

124.38 (for city districts only)

3319.13; 3319.141

CROSS REFS.: GBR, Family Medical Leave Act GBRAA, Emergency Paid Sick Leave

CONTRACT REFS.: Teachers' Negotiated Agreement Support Staff Negotiated Agreement

File: GBRA-R

FAMILY AND MEDICAL LEAVE ACT EXPANSION (Families First Coronavirus Response Act)

Eligibility

All full-time or part-time employees who have been employed with the District for at least 30 days.

Leave Entitlement

An eligible employee is allowed to take up to 12 workweeks of Families First Coronavirus Response Act (FFCRA) expanded Family Medical Leave Act (FMLA) leave between April 1, 2020 and December 31, 2020. Leaves taken for these qualifying reasons are included in and not in addition to the total FMLA entitlement of up 12 weeks in the District's defined 12-month period. The District's existing FMLA leave policy applies to all other eligible leave for reasons outside this policy.

Types of Leave

An eligible employee may take FFCRA-expanded FMLA leave if the employee is unable to work (or telework) due to a need to care for their child when the school or place of care has been closed, or the regular childcare provider is unavailable due to a public health emergency with respect to COVID-19.

An eligible employee may elect to use any accrued and unused paid vacation, personal or sick leave concurrently with the first two weeks of unpaid FFCRA-expanded FMLA leave, subject to the District's policies governing such leave.

1 of 4

File: GBRA-R

Benefits

The Board maintains the employee's health coverage under the group health insurance plan during the period of FFCRA-expanded FMLA leave at the same level and under the same conditions as provided in policy GBR.

Pay During Leave

Leave will be unpaid for the first 10 days of leave; however, employees may use any accrued paid vacation, sick or other leaves which may be allowable during this time, provided employees otherwise meet the eligibility requirements for use of those accrued leaves. The employee may also elect to use the paid leave provided under the Emergency Paid Sick Leave Act.

After the first 10 days, leave will be paid at two-thirds of an employee's regular rate of pay for the number of hours the employee would otherwise be scheduled to work. Pay will not exceed \$200 per day, and \$10,000 in total. Any unused portion of this pay will not carry over to the next year.

For employees with varying hours, one of two methods for computing the number of hours paid will be used:

- 1. The average number of hours that the employee was scheduled per day over the six-month period ending on the date on which the employee takes leave, including hours for which the employee took leave of any type or
- 2. If the employee has worked less than six months, the expected number of hours to be scheduled per day at the time of hire.

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Notice and Requesting Leave

All employees requesting family and medical leave must provide written notice, where possible, of the need for leave as soon as practicable. Verbal notice will otherwise be accepted until written notice can be provided. A form will be provided to District employees in a manner accessible to all.

The <u>completed request form that</u> the employee provides should include a brief statement as to the reason for leave, and if possible, the expected duration.

On a basis that does not discriminate against employees on FFCRA-expanded FMLA, the District may require an employee to report periodically on the employee's status and intent to return to work.

Definitions

"Child" means a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing in loco parentis, who is:

- 1. under 18 years of age or
- 2. 18 years of age or older and incapable of self-care because of a mental or physical disability.

"Childcare provider" means:

- 1. a provider who receives compensation for providing childcare services on a regular basis, including:
 - a center-based childcare provider;
 - B. a group home childcare provider;
 - C. a family childcare provider (one individual who provides childcare services for fewer than 24 hours per day, as the sole caregiver, and in a private residence);
 - D. other licensed provider of childcare services for compensation.
- 2. a childcare provider that is 18 years of age or older who provides childcare services to children who are either the grandchild, great grandchild, sibling (if such provider lives in a separate residence), niece, or nephew of such provider, at the direction of the parent.

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File: GBRA-R

A family member or friend of an employee who regularly cares for an employee's child can be a childcare provider for purposes of this regulation even if he/she is not compensated or licensed.

"School" means an elementary or secondary school.

(Approval date:)

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File: GBRAA

EMERGENCY PAID SICK LEAVE (Families First Coronavirus Response Act)

To comply with the Families First Coronavirus Response Act (FFCRA), the Board provides emergency paid sick leave to eligible employees affected by the COVID-19 outbreak. This policy is in effect from April 1, 2020 until December 31, 2020. Paid emergency sick leave under this policy will not be provided beyond December 31, 2020. Any unused paid emergency sick leave will not carry over to the next year or be paid out to employees. The District's existing sick leave provisions apply to all other eligible leave for reasons outside this policy.

Emergency paid sick leave will be paid as provided in FFCRA. Eligible full-time employees are entitled to up to 80 hours of paid emergency sick leave for reasons described in FFCRA. Eligible part-time employees are entitled to paid emergency sick leave for the number of hours worked, on average, over a two-week period.

Employees on FFCRA-expanded family medical leave act (FMLA) leave may use emergency paid sick leave during the first 10 days of that normally unpaid leave.

In complying with the FFCRA, the District adheres to the requirements of applicable State and Federal law.

Additional information is contained in the regulation, which follows this policy.

[Adoption date:]

LEGAL REFS.:

Families First Coronavirus Response Act of 2020; 29 USC 2601 et seq.;

29 CFR Part 825

Genetic Information Nondiscrimination Act of 2008; 42 USC 2000ff et seq.

ORC

124.38 (for city districts only)

3319.13; 3319.141

CROSS REFS.: GBR, Family and Medical Leave Act GBRAA, Family and Medical Leave Act Expansion

CONTRACT REFS.: Teachers' Negotiated Agreement Support Staff Negotiated Agreement

(03173480 - 1) Selected Sample Policy OHIO POLICY REFERENCE MANUAL©

File: GBRAA-R

EMERGENCY PAID SICK LEAVE (Families First Coronavirus Response Act)

Eligibility and Reasons for Leave

Any full-time or part-time employee who is employed with the District is eligible to take emergency paid sick leave if the employee is unable to work (or telework) because the employee:

- 1. is subject to a federal, state or local quarantine or isolation order related to COVID-19;
- 2. has been advised by a healthcare provider to self-quarantine due to concerns related to COVID-19;
- 3. is experiencing symptoms of COVID-19 and seeking a medical diagnosis;
- 4. is caring for an individual who is subject to either number 1 or 2;
- 5. is caring for his/her child if the school or place of care of the child has been closed, or the childcare provider of such child is unavailable, due to COVID-19 precautions;
- 6. is experiencing any other substantially similar condition specified by the secretary of health and human services in consultation with the secretary of the treasury and the secretary of labor.

Emergency Paid Sick Leave Entitlement

An eligible full-time employee is entitled to up to 80 hours of Families First Coronavirus Response Act (FFCRA) emergency paid sick leave. Eligible part-time employees are entitled to emergency paid sick leave for the number of hours worked, on average, over a two-week period. Emergency paid sick leave is available between April 1, 2020 and December 31, 2020. Emergency paid sick leave under this policy will not be provided beyond December 31, 2020. Any unused emergency paid sick leave will not carry over to the next year or be paid out to employees.

For employees with varying hours, one of two methods for computing the number of hours paid will be used:

1. The average number of hours that the employee was scheduled per day over the six-month period ending on the date on which the employee takes leave, including hours for which the employee took leave of any type or

File: GBRAA-R

2. If the employee has worked less than six months, the expected number of hours to be scheduled per day at the time of hire.

Pay During Leave

The employee's rate of pay for emergency paid sick leave depends on the reason for which the employee is taking leave. For an employee taking leave for reasons 1 through 3, the rate of pay for emergency paid sick leave will be the employee's regular rate of pay (or minimum wage, whichever is greater). Pay for leave taken for reasons 1 through 3 will not exceed \$511 per day and \$5,110 in total.

For an employee taking leave for reasons 4 through 6, the rate of pay for emergency paid sick leave will be two-thirds of the employee's regular rate of pay (or minimum wage, whichever is greater). Pay for leave taken for reasons 4 through 6 will not exceed \$200 per day or \$2,000 in total.

Interaction with Other Paid Leave

An employee may use emergency paid sick leave under this policy before using any other paid time off for the qualifying reasons stated above.

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Notice and Requesting Leave

All employees requesting emergency paid sick leave must notify the District of the need and specific reason for leave under this policy. A form will be provided to District employees in a manner accessible to all. Verbal notice will be accepted until it is practicable to provide written notice.

Once emergency paid sick leave has begun, the employee and the District must determine reasonable procedures for the employee to report periodically on the employee's status and intent to continue to use paid sick leave.

Definitions

"Child" means a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing in loco parentis, who is:

- 1. under 18 years of age or
- 2. 18 years of age or older and incapable of self-care because of a mental or physical disability.

"Childcare provider" means:

- 1. a provider who receives compensation for providing childcare services on a regular basis, including:
 - A. a center-based childcare provider;
 - B. a group home childcare provider;
 - C. a family childcare provider (one individual who provides childcare services for fewer than 24 hours per day, as the sole caregiver, and in a private residence);
 - D. other licensed provider of childcare services for compensation.
- 2. a childcare provider that is 18 years of age or older who provides childcare services to children who are either the grandchild, great grandchild, sibling (if such provider lives in a separate residence), niece, or nephew of such provider, at the direction of the parent.

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BOE: 06/15/20 Exhibit: E Page 43 of 44

File: GBRAA-R

A family member or friend of an employee who regularly cares for an employee's child can be a childcare provider for purposes of this regulation even if he/she is not compensated or licensed.

"Individual" means an employee's immediate family member, a person who regularly resides in the employee's home, or a similar person with whom the employee has a relationship that creates an expectation that the employee would care for the person if he/she were quarantined or self-quarantined. "Individual" does not include persons with whom the employee has no personal relationship.

"School" means an elementary or secondary school.

(Approval date:)

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Garfield Heights High School Graduates 2020

Graduates 2020	
First Name	Last Name
Gerald	Allen
Marshawn	Ambers
Marvin	Ambers
Erin	Anderson
Kobe	Anderson
Wayonna	Anderson
Nyla	Archibald
Andrew	Ashford
Bezawit	Atnafseged
Jazmine	Bacon
Tiara	Bacon
Annisha	Bagley
Nadira	Baker
Tashiana	Baker
Oumnia	Baqacem
Tyshon	Barber
Melvon	Barnes
Aaron	Barnett
Marvin	Bell
Te'Andre	Bell
Marvin	Bell
Kyron	Benton
Justin	Bhuller
Karlton	Bohanon-Gray
Adrian	Bolling
Tomarian	Bond
Roosevelt	Boone
Markieo	Bouldin
Ger'Mya	Bradley
Mariana	Bradley
Jailen	Breedlove
Da'Lonzo	Broaden
Shawnell	Brown
Patrisio	Browning
Kaybriona	Bryant

Harley	Bulfinch
Keith	Bumpers
Tyreek	Burge
Alicia	Burry
Anthony	Byrd
Marshall	Cain
Chanae	Calloway
Jeremiah	Carlisle
Jayla	Carothers
Thomas	Ciganko
Savanna	Clay
Gabriel	Cole
Adriane	Creel
Christopher	Curry
Gilbert	Davis
LaLisha	Davis
Ronald	Davis
Torrance	Davis
Jacob	Desimone
Kelvin	Diaz
Christian	Discenza
Amir	Dixon
Khyla	Dotson
Avyon	Drew
Ryan	Drusky
Sa'liah	Eatmon
Darius	Eberhardt
Jaylen	Edmonds
Renard	Edmonds
Jayden	Edwards
Martino	Eubanks
Divine	Ezeagwu
Jeremy	Ferrell
Josephline	Figueroa
Rayneil	Finley
Shakyra	Fips
Tamara	Fisher
Tamica	Fisher

Dyeshawn	Fleetwood
Jameal	Fleetwood
Di'Naz	Freeman
Malachi	Fruits
Mylee	Fruits
Armando	Galvez Jr.
Isreal	Garnett
Ibrahim	Ghazy
Makia	Gibran
DeKhaira	Gooden
Jorden	Gooden
Floyd	Graham
Nathaniel	Greene
Edward	Greenwood
Ashanti	Griffin
Janae	Griffin
Chad	Gudat
Merical	Hairston
Leah	Hambrick
Maranda	Hampton
Isaiah	Hanzel
Isaiah	Hanzel
Jaydan	Harden
Tarah	Harriel
Ayanah	Harris
Jordan	Harris
Mia Simone	Harvey
Jay'llen	Hathman
Dylan	Hegedis
Jahmed	Henderson
Michael	Hensley
Akela	Higginbottom
Emmanual	Higginbottom
Malaika	Hightower
Camille	Hinton
Tyrease	Hudson
Suraj	Hudson
Avanna	Hughes

Sheldon	Humphrey
Deasia	Humphries
Anthony	Hurd
Armani	Huston
Gabriela	Irvine
Marissa	Jackson
Terris	Jackson
Rani	Jackson
Nona	James
Haven	James
Ladrid	Johnson
Dond'Janay	Johnson
Amari	Jones
Surlena	Jones
James	Jones
Angelique	Jordan
Natalie	Joritz
Nicholas	Kazee
Mariam	Keita
Azariah	Kennedy
Tanae	Kilgore
Ty'shawan	Kimbro
Ebony	King
Ashaunti	Kirkland
Kaylia	Knowles
Chaunjanay	Kye
Alajah	Larkin
Jesse	Laster
Keyanna	Lee
Micayla	Lenzo-Cash
Jensaya	Leonard
Ashley	Letsky
Rashaad	Lewis
Jaliel	Little
Ronald	Lowe Banks
Justin	Lowry
Kobe	Luarca
Diamonique	Lynch

Naudaisya	Lynch
Shakara	MacArthur
Shaakir	Maddox
Tyjuan	Malachi
Corey	Marsh
Kobe	Marshall
Joshua	Martin
Justin James	Martinez
Jaki	May
Joseph	McArdle
Jason	McDaniel
Da'Von	McDonald
Kenaija	McElrath
Jermaine	McGhaw
Pierra	Mims
Davianna	Mincy
Mariah	Mitchell
Lenera	Morris
Jason	Mosier
Michael	Moss
Kennedy	Moyers
Ashmia	Muhammad
Skky	Mumphord
Alana	Muniz
Shantell-Salma	Musah
Grace Elsa Doriane	Nabolle
Tayla	Neal
Stephen	Nelson
Paris	Noisette
Graham	Parker
Alexis	Pickett
Nakayla	Pickett
Mena	Pobega
Isaiah	Porter
Isa	Rahman
James	Rankin
Mark	Rankin
Colton	Rasmusen

Amarri	Reynolds
Tyler	Rini
Ayanna	Robinson
Antoinette	Robinson
Daryonne	Rollins
Joseph	Roudabush
Nakia	Rucker
Jessica	Ruta
Rosalie	Sajovie
Ariona	Saunders
Kristopher	Schmidt
Chrissyonna	Scott
Ramani	Scott
Eric	Serrano
Jallon	Shaffold
Krista	Sharp
Aniyah	Shields
Diamond	Shields
Cameron	Shorterage
Jordan	Shotwell
Erionna	Showers
Makayla	Shurn
Mariah	Siggers
Daron	Sims
Riyan	Sita
Cyarra	Sledge
Adam	Smith
Aniysha	Smith
Deanne	Smith
Jennifer	Smith
R Moni	Smith
Ronald	Smith
Sereen	Soki
Jamier	Solomon
Jerry	Stevenson
Makyla	Stevenson
Jamiah	Stewart
Davionne	Stewart Boykins

Kaishai Story Gionni Tarver Alijah Tate Yariah Taylor Dwayne Thomas Mykela Thomas Ericka Troupe Anthony Turpin Chareana Tyes Jailyn Varner Evin Vartorella Daithan Vaughn Kayla Vaughn D'Sean Walker Kiliell Wallace Marrianna Ware Melody Warren Alexis Watson Meishay Weathersby Jamison Wells Omarion Wells Shaine Wells Jordan Wesolowski Ajiana White Briana White Briana Williams Anthony Williams Dashawna Wilson Shaela Wimbley Jasper Winchester	Daja	Stokes
Alijah Tate Yariah Taylor Dwayne Thomas Mykela Thomas Ericka Troupe Anthony Turpin Chareana Tyes Jailyn Varner Evin Vartorella Daithan Vaughn Kayla Vaughn D'Sean Walker Kiliell Wallace Marrianna Ware Michael Ware Melody Warren Alexis Watson Meishay Weathersby Jamison Wells Omarion Wells Shaine Wells Jordan Wesolowski Ajiana White Briana White Briana White Amber Williams Daisha Williams Donovan Williams Dashawna Wilson Shaela Wimbley Jasper Winchester	Kaishai	Story
Yariah Taylor Dwayne Thomas Mykela Thomas Ericka Troupe Anthony Turpin Chareana Tyes Jailyn Varner Evin Vartorella Daithan Vaughn Kayla Vaughn D'Sean Walker Kiliell Wallace Marrianna Ware Melody Warren Alexis Watson Meishay Weathersby Jamison Wells Omarion Wells Jordan Wesolowski Ajiana White Briana White Amber Williams Daisha Williams Donovan Williams Dashawna Wilson Shaela Wimbley Jasper Winchester	Gionni	Tarver
Dwayne Thomas Mykela Thomas Ericka Troupe Anthony Turpin Chareana Tyes Jailyn Varner Evin Vartorella Daithan Vaughn Kayla Vaughn D'Sean Walker Kiliell Wallace Marrianna Ware Michael Ware Melody Warren Alexis Watson Meishay Weathersby Jamison Wells Omarion Wells Shaine Wells Jordan Wesolowski Ajiana White Briana White Briana White Amber Williams Anthony Williams Donovan Williams Charles Willon Shaela Wimbley Jasper Winchester	Alijah	Tate
Mykela Thomas Ericka Troupe Anthony Turpin Chareana Tyes Jailyn Varner Evin Vartorella Daithan Vaughn Kayla Vaughn D'Sean Walker Kiliell Wallace Marrianna Ware Michael Ware Melody Warren Alexis Watson Meishay Weathersby Jamison Wells Omarion Wells Shaine Wells Jordan Wesolowski Ajiana White Briana White Briana White Briana Williams Anthony Williams Donovan Williams Donovan Williams Katie Williams Dashawna Wilson Shaela Wimbley Jasper Winchester	Yariah	Taylor
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Kiliell Wallace Marrianna Ware Michael Ware Melody Warren Alexis Watson Meishay Weathersby Jamison Wells Omarion Wells Shaine Wells Jordan Wesolowski Ajiana Whitaker Samuel White Briana White Amber Williams Anthony Williams Donovan Williams Katie Williams Dashawna Wilson Shaela Wimbley Jasper Winchester	Kayla	Vaughn
Marrianna Ware Michael Ware Melody Warren Alexis Watson Meishay Weathersby Jamison Wells Omarion Wells Shaine Wells Jordan Wesolowski Ajiana Whitaker Samuel White Briana White Amber Williams Anthony Williams Daisha Williams Vare Ware Wesolow Wells White White White White Williams W	D'Sean	Walker
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Shaine Wells Jordan Wesolowski Ajiana Whitaker Samuel White Briana White Amber Williams Anthony Williams Daisha Williams Donovan Williams Katie Williams Dashawna Wilson Shaela Wimbley Jasper Winchester	Jamison	Wells
Jordan Wesolowski Ajiana Whitaker Samuel White Briana White Amber Williams Anthony Williams Daisha Williams Donovan Williams Katie Williams Dashawna Wilson Shaela Wimbley Jasper Winchester	Omarion	Wells
Ajiana Whitaker Samuel White Briana White Amber Williams Anthony Williams Daisha Williams Donovan Williams Katie Williams Dashawna Wilson Shaela Wimbley Jasper Winchester	Shaine	Wells
Samuel White Briana White Amber Williams Anthony Williams Daisha Williams Donovan Williams Katie Williams Dashawna Wilson Shaela Wimbley Jasper Winchester	Jordan	Wesolowski
Briana White Amber Williams Anthony Williams Daisha Williams Donovan Williams Katie Williams Dashawna Wilson Shaela Wimbley Jasper Winchester	Ajiana	Whitaker
Amber Williams Anthony Williams Daisha Williams Donovan Williams Katie Williams Dashawna Wilson Shaela Wimbley Jasper Winchester	Samuel	White
Anthony Williams Daisha Williams Donovan Williams Katie Williams Dashawna Wilson Shaela Wimbley Jasper Winchester	Briana	White
Daisha Williams Donovan Williams Katie Williams Dashawna Wilson Shaela Wimbley Jasper Winchester	Amber	Williams
Donovan Williams Katie Williams Dashawna Wilson Shaela Wimbley Jasper Winchester	Anthony	Williams
Katie Williams Dashawna Wilson Shaela Wimbley Jasper Winchester	Daisha	Williams
Dashawna Wilson Shaela Wimbley Jasper Winchester	Donovan	Williams
Shaela Wimbley Jasper Winchester	Katie	Williams
Jasper Winchester	Dashawna	Wilson
•	Shaela	Wimbley
	Jasper	Winchester
John Wodell	John	Wodell
Ceniyah Woodard	Ceniyah	Woodard

Jacob	Woodford
Asia	Woods
Damian	Woods
Justin	Yarboro
Matthew	Yon
Leah	York
Jaylen	Zaid
Jade	Zernitz
Maya	Zym