

**ELMWOOD LOCAL SCHOOLS
BOARD OF EDUCATION**

**Regular Meeting - Monday, May 13, 2024 / 5:30 p.m.
Elmwood Schools Auditoria
Bloomdale, Ohio 44817**

Board minutes are not official until approved at the June 2024 board of education meeting.

Roll: Time 5:30 pm

Mr. Arnold	Present
Mr. Heiser	Present
Mr. Lee	Present
Mr. Pennington	Present
Mrs. Simon	Present

Call to Order

At this time, we will call the meeting to order.

Pledge of Allegiance

85-24

Acceptance of Minutes of Previous Meeting:

- Regular Meeting – April 8, 2024

Motion by Mr. Lee Seconded by Mrs. Simon

**Mr. Lee Yes Mr. Arnold Yes Mr. Heiser Yes
Mrs. Simon Yes Mr. Pennington Yes**

Adjustment of Proposed Agenda for Tonight's Meeting

Superintendent Borton made any changes to the agenda at this time.

Superintendent's Recognition and Updates

- Student of the Month
- NEOLA – 1st read

Hearing of the Public

Public meeting on the issue of the re-employment of Marcia Benedict during her STRS service retirement.

86-24

Executive Session: Time 5:35 pm

President Pennington requested that the Board go into Executive Session to consider the employment of a public employee.

Motion by Mr. Lee Seconded by Mr. Arnold

**Mr. Pennington Yes Mr. Arnold Yes Mr. Lee Yes
Mr. Heiser Yes Mrs. Simon Yes**

Return from Executive Session: Time 5:42 pm

President Pennington certified that the Board did discuss the above aforementioned executive item.

As a reminder, from this point on, the remainder of the meeting will be audiotaped.

ELMWOOD BOARD OF EDUCATION

May 13, 2024

TREASURER'S REPORTS

Financial

87-24

It is recommended that the financial statements for the month of April be approved as presented by the Treasurer.

Motion by Mr. Arnold Seconded by Mr. Heiser

*Mrs. Simon Yes Mr. Lee Yes Mr. Arnold Yes
Mr. Pennington Yes Mr. Heiser Yes*

88-24

It is recommended to approve reimbursement from the General Fund to the Lunchroom Fund for unpaid student meal charges deemed bad debts as required by the new USDA/ODE mandate. Further, these charges will be added to the unpaid fee list for the affected students and will be deposited into the General Fund at the time of collection.

Motion by Mr. Lee Seconded by Mrs. Simon

*Mr. Arnold Yes Mr. Heiser Yes Mrs. Simon Yes
Mr. Lee Yes Mr. Pennington Yes*

89-24

It is recommended to participate in the Promedica 2025 Worker's Compensation Group Retrospective Rating Program with a targeted refund of 48% and an enrollment fee of \$625.00.

Motion by Mrs. Simon Seconded by Mr. Arnold

*Mr. Heiser Yes Mr. Pennington Yes Mr. Arnold Yes
Mrs. Simon Yes Mr. Lee Yes*

90-24

It is recommended to adopt the FY2024 Five-Year Forecast update and its corresponding assumptions. (Exhibit A)

Motion by Mr. Lee Seconded by Mrs. Simon

*Mr. Lee Yes Mr. Arnold Yes Mrs. Simon Yes
Mr. Pennington Yes Mr. Heiser Yes*

91-24

It is recommended to approve the following supplemental appropriation:

200	Student Activity Fund	Increase	\$1,059.77
-----	-----------------------	----------	------------

Motion by Mr. Arnold Seconded by Mr. Heiser

*Mr. Heiser Yes Mr. Arnold Yes Mrs. Simon Yes
Mr. Lee Yes Mr. Pennington Yes*

ELMWOOD BOARD OF EDUCATION

May 13, 2024

SUPERINTENDENT’S RECOMMENDATIONS & REPORTS

92-24

Consent Agenda

- a) It is recommended that the Class of 2024 be approved for participation in commencement exercises. Some students on this list may not have completed all requirements for graduation by Sunday, June 2, 2024, and will not receive a diploma until all graduation requirements are met and all obligations to the school are resolved. (Exhibit B)
- b) It is recommended that the Wood County Substitute Teacher & Aide List additions and deletions for the past month and all subsequent revisions be approved for the 2023-2024 school year.

It is recommended that Wood County Hospital – Ready Works & Wood County Schools Health Consortium Clinic be appointed to conduct the physical examinations for Elmwood’s school bus & van drivers for the 2024-2025 school year.

- c) It is recommended to accept the Superintendent’s certification of compliance of all safety plans as required by law.
- d) It is recommended that the following overnight/out-of-state trip be approved.

<u>Group</u>	<u>Date</u>	<u>Location</u>	<u>Purpose</u>
Girls Basketball	June 24-26, 2024	Adrian College	Improved GBK program

- e) It is agreed that Elmwood has adopted and is enforcing a nutrition standards policy that considers the requirements of Ohio Revised Code 3313.814 and governs the types of food and beverages that may be sold on the premises of its school(s).
- f) It is recommended that the Student Athlete Code of Conduct be approved for the 2024-2025 school year. [Complete document can be seen upon request] (Exhibit C)
- g) It is recommended that the HS/MS student handbooks and changes, if applicable, be approved for the 2024-2025 school year. [Complete documents can be provided upon request or viewed on the website under each building or Final Forms] (Exhibit D)

It is recommended that the contract with Northwest Ohio Educational Technology for the 2024-2025 school year be approved. We reduced it to the Basic Membership which is FREE.(Exhibit E)

It is recommended to approve the contract between the NwOESC (Northwest Ohio Educational Service Center) and the Elmwood Local School District for services to the visual impairment program, for the 2024-2025 school year, be approved on an as needed basis.

It is recommended that the following donation be accepted:

<u>Donator</u>	<u>Recipient</u>	<u>Amount</u>
Risingsun First Church of God	Elmwood Food Pantry	\$165.00

Motion by Mr. Heiser Seconded by Mr. Arnold

*Mrs. Simon Yes Mr. Arnold Yes Mr. Pennington Yes
Mr. Heiser Yes Mr. Lee Yes*

ELMWOOD BOARD OF EDUCATION

May 13, 2024

Action Agenda

93-24

It is recommended that the following resignations/retirements be accepted.

Kevin Mermin – Middle School Aide – resignation effective April 14, 2024
Amy Thomas – Middle School Aide – resignation effective May 30, 2024
Beth Rutter – Bus Driver – retirement effective August 1, 2024
Roger Frank – Middle School Principal – retirement effective October 31, 2024

Motion by Mrs. Simon Seconded by Mr. Heiser

*Mr. Pennington Yes Mr. Lee Yes Mr. Heiser Yes
Mr. Arnold Yes Mrs. Simon Yes*

94-24

It is recommended that the following individuals be hired as substitutes as indicated on an as needed basis for the 2023-2024 school year, pending BCII/FBI and licensure if applicable.

<u>AIDE (Library/Classroom/Building/Bus)</u>	<u>BUS DRIVER</u>
Kevin Mermin	James Hartman

Motion by Mr. Arnold Seconded by Mr. Lee

*Mrs. Simon Yes Mr. Lee Yes Mr. Heiser Yes
Mr. Arnold Yes Mr. Pennington Yes*

95-24

It is recommended that the following individuals be hired for 2024 Extended School Year (ESY) Services, on an as needed basis, at a rate of compensation of \$28.00 per hour, as needed.

Pam Frankforther Jill Dewey Kristine King

Motion by Mrs. Simon Seconded by Mr. Heiser

*Mr. Heiser Yes Mr. Lee Yes Mrs. Simon Yes
Mr. Pennington Yes Mr. Arnold Yes*

96-24

It is recommended to approve the continuation of the contract with CRC (Children’s Resource Center) to provide 2 full-time equivalent mental health professionals for the 2024-2025 school year for \$34,000.00.

Motion by Mr. Heiser Seconded by Mrs. Simon

*Mrs. Simon Yes Mr. Lee Yes Mr. Heiser Yes
Mr. Pennington Yes Mr. Arnold Yes*

ELMWOOD BOARD OF EDUCATION

May 13, 2024

97-24

It is recommended that the following individual be hired for a certified position for the 2024-2025 school year as indicated below, pending BCII/FBI and verification of employment, certification/licensure, and transcripts.

<u>Name</u>	<u>Tentative Placement</u>	<u>Contract</u>	<u>Column/Step</u>
Kayla Davis	STEM	One-Year Limited, 2024-2025	M/0

Motion by Mr. Lee Seconded by Mr. Arnold

*Mr. Pennington Yes Mr. Heiser Yes Mr. Lee Yes
Mr. Arnold Yes Mrs. Simon Yes*

98-24

It is recommended that the following individual be issued a 14 month, as needed, classified contract, effective May 15, 2024 - June 30, 2025.

<u>Name</u>	<u>Building</u>	<u>Tentative Placement</u>	<u>Contract</u>	<u>Step/Rate</u>
Carla Benarth	District	Asst. Transportation Supervisor	14 Month, Non-Teaching 3319.02 Supervisory (260 days)	Step 0

Motion by Mrs. Simon Seconded by Mr. Lee

*Mrs. Simon Yes Mr. Heiser Yes Mr. Pennington Yes
Mr. Arnold Yes Mr. Lee Yes*

99-24

It is recommended that the resignation of Kevin Wolfe, HS/MS Asst. Principal/ HS/MS Athletic Director, be accepted, effective July 31, 2024.

It is recommended that the following individual be issued an Administrative contract, effective August 1, 2024.

<u>Name</u>	<u>Position</u>	<u>Contract</u>	<u>Step</u>
Kevin Wolfe	Middle School Principal	One-Year, Administrative 2024-2025, 220 days	M30/17

Motion by Mr. Arnold Seconded by Mr. Lee

*Mr. Lee Yes Mr. Heiser Yes Mr. Arnold Yes
Mrs. Simon Yes Mr. Pennington Yes*

100-24

It is recommended that the following individual be issued an Administrative contract, effective August 1, 2024.

<u>Individual</u>	<u>Tentative Placement</u>	<u>Contract</u>	<u>Step</u>
Nolan Wickard	HS/MS Asst. Principal/ HS/MS Athletic Director	Two-Year Administrative, 2024-2026, 210 days	M/7

Motion by Mr. Arnold Seconded by Mrs. Simon

*Mr. Pennington Yes Mr. Arnold Yes Mr. Lee Yes
Mr. Heiser Yes Mrs. Simon Yes*

ELMWOOD BOARD OF EDUCATION

May 13, 2024

101-24

It is recommended to hire the following students, on an as needed basis, at a rate per the substitute salary schedule, for the Summer of 2024, effective June 3, 2024 through August 19, 2024.

Evan Barringer	Payton Ziegler
Grace Morgart	Janessa Childress
Bailey Dennis	Andrew Barber

Motion by Mr. Heiser Seconded by Mr. Lee

***Mr. Lee Yes Mr. Arnold Yes Mrs. Simon Yes
Mr. Pennington Yes Mr. Heiser Yes***

102-24

It is recommended that the following individuals be issued a Continuing, certified contract effective July 1, 2024.

Kelly Bates – Middle School – M/11
Ashley Kuehne – Middle School – M15/11
Elizabeth Giesige – Elementary – M/13
Kristin Long – Elementary – BA150/12

Motion by Mr. Lee Seconded by Mr. Heiser

***Mr. Pennington Yes Mr. Arnold Yes Mr. Lee Yes
Mr. Heiser Yes Mrs. Simon Yes***

103-24

It is recommended that the following individuals be issued a Three Year, certified contract effective July 1, 2024 – June 30, 2027.

Hanna Grass – High School – BA150/4
Victor Meyer – High School – BA150/16
Abbie Murray – High School – BA150/18
Monica Arnold – Middle School – BA150/32
Meagan Benner – Middle School – BA150/17
Betsy Bringman – Middle School – M/13
Theresa Guay – Middle School – M/11
Garrett Michalkiewicz – Middle School – BA150/4
Erica Aurand – Elementary – BA/7
Pamela Frankforther – Elementary – M15/14
Erin Peterson – Elementary – BA150/7
Stephanie Weiker – Elementary – BA150/25
Alexis Heiser – District – M/17
Melissa Hoerig – District – 7
Adam Holcombe – District – BA150/11

Motion by Mrs. Simon Seconded by Mr. Lee

***Mr. Lee Yes Mrs. Simon Yes Mr. Arnold Abstain
Mr. Pennington Yes Mr. Heiser Abstain***

ELMWOOD BOARD OF EDUCATION

May 13, 2024

104-24

It is recommended that the following individuals be issued a One Year, certified contract effective July 1, 2024 – June 30, 2025.

Kayla Bays – High School – BA/1
Matt Hauenstein – High School – BA/9
Elizabeth Kellemeier – High School – BA150/11
Michelle St. Jean – Middle School – M/4*
Meghan Davis – Elementary – M/11
Madison Hoffman – Elementary – BA150/3
Tyler Rosendale – Elementary – M30/3
Emily Avers – District – M/14
Rebecca Haas – District – M/8

* retire/rehire – one-year limited contracts only

Motion by Mr. Lee Seconded by Mr. Arnold

*Mrs. Simon Yes Mr. Lee Yes Mr. Heiser Yes
Mr. Pennington Yes Mr. Arnold Yes*

105-24

It is recommended to employ Brenda Schnitker* as Special Ed Director, effective July 1, 2024 - June 30, 2025, for 210 days at Step 4 of the Certified Supervisor/Director Salary Schedule.

* retire/rehire – one-year limited contract only

Motion by Mr. Lee Seconded by Mr. Heiser

*Mr. Lee Yes Mrs. Simon Yes Mr. Arnold Yes
Mr. Pennington Yes Mr. Heiser Yes*

106-24

It is recommended that the following individual be issued a Two Year, as needed, classified contract, effective July 1, 2024 - June 30, 2026, pending BCII/FBI and licensure if applicable.

<u>Name</u>	<u>Building</u>	<u>Tentative Placement</u>	<u>Step/Rate</u>
Ashley Wilson	District	Payroll/Bookkeeping	Step 11
Gail Amos	District	Cafeteria	Step 1
Amy Betz	District	Cafeteria	Step 8
Amanda Babcock	District	Cafeteria	Step 1
Kimberly Garner	District	Cafeteria	Step 8
Andrea Ziebold	District	Cafeteria	Step 1
Laurie Bateson	District	Custodian	Step 6
Ethan Karns	District	Custodian	Step 6
Gail Amos	District	Bus Driver	Step 1
Jennifer Artressia	District	Bus Driver	Step 1
Nathan Dean	District	Mechanic	Step 6
Glen (Chris) Sorensen	District	Bus Driver	Step 3
Andrea Ziebold	District	Bus Driver	Step 1
Jasmine Gibson	High School	Student Attendant/Aide	Step 3
Jennifer Artressia	Middle School	Student Attendant/Aide	Step 4
Danielle Beltz	Middle School	Student Attendant/Aide	Step 3
Amy Nelson	Middle School	Student Attendant/Aide	Step 1
Tammy Mathias	Middle School	Monitoring Aide	Step 3
Sandra Laborie	Middle School	Library Aide	Step 9
Susan Bloom	Elementary	Student Attendant/Aide	Step 3
Lynn Brown	Elementary	Student Attendant/Aide	Step 6
Robyn Casey	Elementary	Student Attendant/Aide	Step 7
Shelley Garner	Elementary	Student Attendant/Aide	Step 3
Jamie Gostnell	Elementary	Student Attendant/Aide	Step 9
Jenifer Holcombe	Elementary	Student Attendant/Aide	Step 9

ELMWOOD BOARD OF EDUCATION

May 13, 2024

106-24 continued

LeeAnna Martinez	Elementary	Student Attendant/Aide	Step 3
Chelsea Nungester	Elementary	Student Attendant/Aide	Step 4
Samantha Peters	Elementary	Student Attendant/Aide	Step 5
Kimberly Sander	Elementary	Student Attendant/Aide	Step 8
Amber Seedorf	Elementary	Student Attendant/Aide	Step 5
Rebecca Torres	Elementary	Student Attendant/Aide	Step 6
Ashley Weasner	Elementary	Student Attendant/Aide	Step 3
Michelle Weaver	Elementary	Preschool Aide	Step 7
Rachel Scherley	Elementary	Elementary Secretary	Step 9

Motion by Mr. Lee Seconded by Mrs. Simon

***Mr. Arnold Yes Mr. Pennington Yes Mr. Heiser Yes
Mr. Lee Yes Mrs. Simon Yes***

107-24

It is recommended that the following contracts be approved:

<u>Name</u>	<u>Position</u>	<u>Contract</u>
John Nelson	Maintenance	Two-Year, Non-Teaching 3319.02 Supervisory Contract (2024-2026)
Allison Betz	Cafeteria Supervisor	Two-Year, Non-Teaching 3319.02 Supervisory Contract (2025-2027)

Motion by Mr. Arnold Seconded by Mr. Lee

***Mr. Lee Yes Mr. Arnold Yes Mrs. Simon Yes
Mr. Pennington Yes Mr. Heiser Yes***

108-24

It is recommended that the following individuals be issued a One Year, as needed, classified contract, effective July 1, 2024 - June 30, 2025.

<u>Name</u>	<u>Building</u>	<u>Tentative Placement</u>	<u>Step/Rate</u>
Sheryl Wright	District	Cafeteria	Step 5 *
Kelli Reiser	District	Financial Specialist/ Treasurer's Secretary	Step 4 *
Laurie Lee	District	EMIS Coordinator	Step 4 *
Dawn Hamman	District	Custodian	Step 4 *

* retire/rehire – one-year limited contracts only

Motion by Mr. Lee Seconded by Mr. Heiser

***Mr. Heiser Yes Mr. Pennington Yes Mr. Arnold Yes
Mrs. Simon Yes Mr. Lee Yes***

ELMWOOD BOARD OF EDUCATION

May 13, 2024

109-24

It is recommended that the following individuals be issued a One Year, as needed, classified contract, at a rate per the substitute salary schedule, effective July 1, 2024 - June 30, 2025, pending BCII/FBI and licensure if applicable.

<u>Name</u>	<u>Building</u>	<u>Tentative Placement</u>
Kim Garner	Comm. Ctr.	Fitness Center Attend. Sub
Brooke Rosendale	Comm. Ctr.	Fitness Center Attend. Sub
Christina Schreiner	Comm. Ctr.	Fitness Center Attend. Sub

Motion by Mr. Lee Seconded by Mr. Arnold

***Mr. Lee Yes Mrs. Simon Yes Mr. Arnold Yes
Mr. Pennington Yes Mr. Heiser Yes***

110-24

It is recommended to hire Jace Grossman for strength coach services for the 2024-2025 school year at a cost of \$16,000.00. Contract will run from June 1, 2024 – May 31, 2025.

Motion by Mrs. Simon Seconded by Mr. Heiser

***Mr. Heiser Yes Mr. Pennington Yes Mrs. Simon Yes
Mr. Lee Yes Mr. Arnold Yes***

111-24

It is recommended that the following individual(s) be approved for extra hours for the 2024-2025 school year. (Exhibit F)

Motion by Mrs. Simon Seconded by Mr. Lee

***Mr. Heiser Yes Mr. Lee Yes Mr. Arnold Yes
Mr. Pennington Yes Mrs. Simon Yes***

112-24

It is recommended that the following be set for breakfast & lunch prices, for the 2024-2025 school year:

Breakfast:	\$2.00 (no change)
Lunch:	\$2.60 Elementary (\$.10 increase due to Federal requirement)
	\$2.80 Middle School (\$.05 increase due to Federal requirement)
	\$2.85 High School (\$.10 increase due to Federal requirement)
	\$3.50 Adult (no change)
Milk:	\$.60 (no change)
Entrée	\$2.00 (no change)

Motion by Mr. Arnold Seconded by Mr. Heiser

***Mr. Pennington Yes Mr. Heiser Yes Mrs. Simon Yes
Mr. Arnold Yes Mr. Lee Yes***

113-24

It is recommended to approve the Vasco Sports Contractors change order of \$74,000.00 for the mill and overlay of top layer of asphalt pertaining to the track reconstruction project.

Motion by Mr. Lee Seconded by Mr. Arnold

***Mr. Heiser Yes Mr. Arnold Yes Mr. Pennington Yes
Mrs. Simon Yes Mr. Lee Yes***

ELMWOOD BOARD OF EDUCATION

May 13, 2024

114-24

It is recommended that the tentative three year negotiated agreement between OAPSE, Chapter #482 and the Elmwood Board of Education for the period July 1, 2024 through June 30, 2027 be approved. (Exhibit G)

Motion by Mrs. Simon Seconded by Mr. Heiser

*Mr. Arnold Yes Mr. Lee Yes Mr. Heiser Yes
Mr. Pennington Yes Mrs. Simon Yes*

Building Reports High School

- Congratulations to our Engineering program and Mr. Poffenbaugh for being recognized as a PLTW Distinguished High School again this year!
- Here is a list of the dates of events we have to finish up the year...
 - May 14: AP History Field Trip to Hayes Museum and Wood County Museum
 - May 15: Spanish Club Field Trip
 - May 16: AP History Field Trip to Canal and Fort Meigs
 - May 17: Spring Fling
 - May 19: Spring Arts Festival and Senior Bacculaureate
 - May 20: Student Council Field Trip and Elmwood Academic Achievement Awards
- Ceremony
 - May 24: Seniors Last Day
 - May 30: Graduation Rehearsal and Last Day of School for Underclassmen
 - May 31: Teacher Workday
 - June 2: Graduation

Middle School

- The junior high track season is just about over as the BVC track meet is tonight at McComb. Results were not available at press time.
- On Monday, May 6th, the sixth grade went to the Wood County Courthouse where they visited Judge Reger's Courtroom, practiced voting, toured the courthouse, visited the emergency management agency, and Auditor Oestreich's office.
- The Spring Arts Festival is Sunday, May 19th
- EMS received word that it, again, received national recognition for our Project Lead The Way (PLTW) Program. Mr. Poffenbaugh has led us to this award for multiple years in a row. 336 middle schools in Ohio offer PLTW, only 12 received this award!!
- The 7th grade field trip to the Mudhens game is Wednesday, May 29
- The 8th grade field trip to Al-Mar Lanes is Wednesday, May 22
- May 30th is our last day with students and we will have awards ceremonies, and a field/fun day. Communication home, regarding the awards ceremonies, was sent last week.
- Last week was teacher appreciation week. On Wednesday, May 8th, a luncheon was held for the MS staff.
- 5th grade camp was held several weeks ago and went really well. The 5th grade trip next year may change venues.

Elementary

- The end of year state testing for students in grades 3-4 is complete.
- The Book Fair took place April 30-May 2.
- Kindergarten graduation will take place on May 16th at 6:30.
- Hawaii Day is May 24th
- Elementary Field Day will be held on May 28th
- Elementary Awards is May 29th at 10:00.
- PTO Royal Citizens for April are: Ava Smith, Kensley Eichenauer, Sierra Tyson, Zaine Harrison, Ahlonah Fleetwood, Dylan Bryant, Taylor Bucklew, Paige Buckingham, Cage Moody, Jozzlyn Bevelhymer, Naomi Callahan, Kaylee Moser, Walker Wilson, Lillian King, Juliette Bloom, Jamison Edwards, Carleigh Barringer, Braylon Devries, Bryley Hagemann, Madelyn Jacques, Lawson Hartman.
- PTO Royal Citizens for the month of May are: Liberty Shrewsbury, Tanner Miller, Sawyer Leone, Itzia Torrez Valencia, Haven Bickmyer, Duke Bryant, Carter Stager, Kennedy Nekorane, Jackson

ELMWOOD BOARD OF EDUCATION

May 13, 2024

Building Reports

Elementary – continued

Rothenbuhler, Olin Williams, Melody Stevens, Shannon Hiser, Wesley Beltz, Masyn Payne, Paisley Stefanka, Riley Huffine, Zoey Enright, Katie Stemen, Coen Wickard, Jarrett Miller, Zoey Fowlkes

Legislative Update

Committee Reports

Board Member Comments

- The next Board meeting is scheduled for Monday, June 10, 2024 at 5:30 pm in the Elmwood Schools Auditoria.

115-24

Executive Session: Time 6:42 pm

Superintendent Borton requested that the Board go into Executive Session to consider the compensation of a public employee.

Motion by Mr. Heiser Seconded by Mr. Arnold

***Mr. Pennington Yes Mrs. Simon Yes Mr. Lee Yes
Mr. Arnold Yes Mr. Heiser Yes***

Return from Executive Session: Time 8:31 pm

President Pennington certified that the Board did discuss the above aforementioned executive item.

116-24

Adjournment – Time 8:31 pm

Motion by Mr. Arnold Seconded by Mr. Heiser

***Mr. Pennington Yes Mr. Lee Yes Mr. Arnold Yes
Mr. Heiser Yes Mrs. Simon Yes***

Jenalee Niese, Treasurer

Jeremie Pennington, Board President

ELMWOOD BOARD OF EDUCATION

May 13, 2024

EXHIBIT A

Notes to the Five-Year Forecast FY2024 - FY2028 (Continued)

1.035 Unrestricted State Grants-in-Aid: State funding for schools is based on several factors all of which are subject to deliberations and approval of the Ohio General Assembly. Casino revenues have increased incrementally over the last two years, a 1.1% increase was seen in FY2024 with a conservative 1.2% forecasted through 2028. A new Biennium Budget - Fair School Funding Plan (FSFP) was phased in with the December 2021 foundation payment. This new funding plan changed the way our foundation payments are received in, but did not affect our overall state foundation funding revenue. Elmwood is on the guarantee and state funding is flatlined at FY2018 funding levels. We moved closer to being on the formula FY24 as the Fair School Funding Plan continues its phase in at 50%. However, personal property valuation from the pipeline is impacting our state funding, absorbing any increase we may have received, therefore the foundation payment has been flatlined through the remainder of this forecast.

1.040 Restricted State Grants-in-Aid: This line includes Career Tech weighted aid which the State requires 75% of this funding be spent on educational trips, supplies and equipment for these programs. Catastrophic cost reimbursement and DPFA - Disadvantaged Pupil Impact Aid funding (funds which Elmwood uses for intervention programs) are also included in this line. With the new biennium budget, the following changes took place beginning December 2021: restricted funding is being added for Gifted Education and English Learner Funding; Student Wellness and Success Funding was reduced in half and will now appear in this line moving from line 1.035 Unrestricted State Grants-in-Aid.

1.045 Restricted Federal Grants-in-Aid: Includes Restricted Federal Grants.

1.050 Property Tax Allocation: Included are Non-Business Credit, Owner Occupancy Credit, and Homestead Reduction Tax Credit which the State provides to homeowners on their real estate taxes. The same increases reflected on Line 1.010 Real Estate revenues are reflected here through FY2028. This was reduced beginning in FY2022 due to the movement of 1.2 inside mills to the Permanent Improvement fund.

1.060 All Other Operating Revenue: Other revenue consists of interest income, student fees, excess costs charged to other districts, facility rental, donations, membership dues for the fitness center, etc. Excess cost charged to other districts for special education was \$149,508 in FY21, \$137,269 for FY22, \$169,896 for FY23 and \$153,614 in FY24. A dividend of \$242,665 was received to help offset COVID-19 expenses in FY2021. With the phase in of the new Fair School Funding Plan, open enrollment as a separate line item has been removed as students are now funded in the district they are educated this reduced this line item by \$494,964 in FY2022. Interest income continues to increase dramatically as interest rates remain at 5% in FY2023 and FY2024, increasing by \$200,000 and \$123,000 respectively. Additional rental income from the new Life Wise Academy program. A 2% decrease is projected for FY2025 and a 4% through FY2028 as our cash balance continues to dwindle and interest rates are expected to fall.

2.060 All Other Financing Sources: This includes refunds of prior fiscal year expenditures and E-Rate reimbursement based on internet usage during the prior fiscal year - currently \$22,140. Also included are refunds of Workers' Compensation premiums. FY2021 refunds on this line included our 2019 BWC \$65,156 premium to offset the pandemic costs; fuel tax refunds: \$17,887 alternative fuel tax, and a \$3,332 excise fuel tax; and a refund of fleet insurance premiums for the time the buses were idle March 17 through June 30, 2020. In FY2022, Elmwood received a surcharge reimbursement from SERS in the amount of \$16,268 and a reimbursement of \$93,645 from ESSRB III - COVID Relief funds for online school purchased in FY2021. FY2023 Elmwood received a \$10,204 BWC refund and \$24,374 in fuel tax refunds. Elmwood plans to utilize an additional \$186,000 in category 2 E-rate funding in FY2025. Revenue is estimated to flatline in FY2026-FY2028.

Expenditures:

3.010 Personal Services: In May 2021, the Non-Certified staff negotiated increases of 2.5% in FY2022, and 2.0% for FY2023 and FY2024. Negotiations presented a salary column adjustment for FY2025, and increases of 2.75% for FY2026 and 3% for FY2027. The certified staff negotiated a 2% increase for FY2023-FY2025, which is projected out for the remainder of this forecast. In FY2022 the Student Wellness and Success Funds (SWSF) paid 100% of the elementary guidance counselor's salary; this was added back into the general fund for FY2023. An additional high school guidance counselor was funded utilizing the ARP-ESSRB III grant; 100% of the counselor's salary came out of the grant for FY2022 - FY2024 and will be added back to the general fund expenses beginning in FY2025. An increase in retirements was seen in FY2023 and 2024 with four retirements taking place in May, and seven more retirements between the months of August - November. FY2025 is expected to maintain this trend.

ASSUMPTIONS

May 2024

Notes to the Five-Year Forecast FY2024 - FY2028

This forecast has been projected using assumptions based on the current information available at the present time. The goal of this forecast is to project trends that may assist the Board in making financial decisions. While it is very difficult to project a full 5 years in the future, the first 2 years should be viewed as a respectable projection of the District's financial outlook. As with any forecast, all information is subject to change.

Revenues:

1.010 General Property Tax (Real Estate): Property Valuation for Elmwood Local School District for CY2020 (collected in CY2021) - CY2023 is listed below as certified to the Department of Education. In October 2021, the Board moved 1.2 inside mills of property taxes from current expense to permanent improvement giving Elmwood a property assessment of 4.2 inside mills and 30.6 outside mills which were voted as continuing levies. The Classroom Facilities Maintenance Bond expired in FY2023 at 1.6 mills which is not included in the above totals. In tax year 2023 the total inside/outside mills have a new effective rate of 15.236423 mills for Residential/Agricultural far surpassing the 20-mill floor allowing for instant growth and 19.854602 mills for Commercial/Industrial.

Total Valuation Assessed	2020/2021	2021/2022	2022/2023	2023/2024
Real Property:				
Residential/Agricultural:	141,258,130	142,594,310	143,960,880	198,118,730
Commercial/Industrial:	5,631,520	5,805,270	5,746,090	6,531,070
Public Utility Property:	163,170	184,200	206,870	234,760
Tangible Personal Property:	155,189,370	151,751,040	146,793,940	142,479,250
Total Assessed:	302,242,190	300,334,820	296,707,780	347,183,810

The triennial update in 2020 produced a decrease in CAUV values giving Elmwood an 1.85% increase in tax collections. FY2022 and FY2023 Elmwood saw 1.5% and 3% decreases respectively. In FY2024 Elmwood experienced a 22% increase in property tax revenue as we reached the 20-mill floor due to reappraisal. FY2025 will see the 2nd half of the reappraisal increase and is expected to generate similar revenue. Property Taxes are expected to flatline for FY2026 and a slight increase of 3% is expected in FY2027 and FY2028 due to an update.

1.020 Tangible Personal Property Tax: This includes Public Utilities Personal Property tax which is collected at the full millage rate on public utilities located within the district. Public utility values depreciate 2% each year. Elmwood collects tax revenue from two Rover pipelines with an estimated overall receipt of \$5 million. Rover appealed the assessed value requesting it to be reduced to 54% of the original value. The initial collections received in FY2019 were on the appealed value. The State Tax Commissioner ruled against the appeal which led Rover to appeal with the Board of Tax Appeals reducing it from 54% to 46%. The FY2021 payments were paid in the middle at 50% valuation. In FY2022 the pipeline appealed once more to 39.43% reducing our revenue by 30.3% or \$957,014. FY2023 collections saw a 2% increase of \$4,330. The FY2024 appealed value rose to 40.91%, allowing for an \$18,587 increase. While we are hopeful for a settlement, pipeline revenues are flatlined with a 2% depreciation carried out through the end of this forecast.

1.030 Income Tax: School District Income Tax collections comprise over 18% of the school district's total revenue. Elmwood has two five-year levies, which at the November 2023 general election, voters extended through 2030 and 2031 by a 57% and 52.68% passage rate. With the impact from COVID-19, collections decreased by \$12,937 or .6% for FY2021. In FY2022 a rebound in tax collections over the previous year generated an additional \$338,817, a 14.5% increase. FY2023 saw an unexpected \$561,728 increase and FY2024 leveled back out reflecting a 12% decrease from FY2023, but increasing 9.8% or \$230,879 more than FY2022. A conservative 2% increase is projected for the remainder of this forecast due to continued economic uncertainty.

ELMWOOD BOARD OF EDUCATION

May 13, 2024

EXHIBIT A continued

Notes to the Five-Year Forecast FY2024 - FY2028 (Continued)

4.300 Other Objects: The majority of the expenses in this category are for county auditor and treasurer's fees, Wood County Educational Service Center payments through the state foundation, annual audits, liability insurance, and school income tax administrative fees. In FY2022 the cost of liability insurance increased by 22% which is paid before FY2021 year-end. For all other expenses in this category a 2% increase has been projected in these categories for FY2025 - FY2028.

5.010 Transfers-Out: The Athletic Fund experienced a significant loss in ticket and concession sales in FY2021 due to spectator limitations, the Board transferred \$30,000 in FY2021 to help offset this loss in revenue. No additional transfers were made to the Athletic Fund until FY2024 when a \$18,000 transfer was deemed necessary. The Board also transfers money annually to the 035 Employee Termination Fund to set aside services pay for employees upon retirement. A transfer of \$42,950 was made in FY2021, \$20,000 in FY2022. In FY2023 the decision was made to set aside \$291,000 into the severance fund to prepare for upcoming retirements due to changes in STRS retirement eligibility. The Board annually transfers money to the 006 Cafeteria Fund to offset their struggle from decreased revenues and higher food cost as a result of federal guidelines. The Board transferred \$30,000 in FY2021, in FY2022 the federal government provided free lunch and breakfast for all students and increased the Federal subsidy reimbursement considerably ending the year with a positive balance of \$219,246. For FY2023 free lunches for all was removed in legislation and with that the federal reimbursement decreased by 29% for breakfast and 34% for lunch. This is combined with the increases in staff and student negative lunch balances and a 15% increase in food cost - the cafeteria was able to sustain their carryover cash balance from the prior year and no transfer was made at FY2023 year-end. Additional changes were made within the lunch program in FY2024 moving all students who qualify as reduced status to also receive free lunch and federal reimbursement - as of October 2023 43% of our student population is receiving free lunches. Due to these changes no transfer from the general fund is expected for the remainder of this forecast. The Board of Education is permitted to transfer .5% of its budget to student activity funds. No transfer is expected in FY2025 and a conservative transfer of \$20,000 is added to this line in years FY2026-2028.

5.030 Other Financing Uses: Includes refunds of prior year receipts.

6.010 Excess of Revenues over Expenditures: The appealed pipeline valuation has continued to impact our State funding. Revenues became less than expenditures beginning in FY2023 due to the expiration of COVID relief grants and the district begins to spend a portion of its carryover balance.

Final Note: Readers of this Forecast are cautioned that this forecast is based on assumptions. Actual circumstances will almost certainly differ from the assumptions required to be used in preparation of this projection. As a result, the actual future financial situation of the School District may be materially different from that stated in this projection.

Notes to the Five-Year Forecast FY2024 - FY2028 (Continued)

3.020 Employee Retirement/Insurance Benefits: Retirement 14%, Workers' Compensation .56% and Medicare 1.45% have been estimated using these standard percentages. In July of FY2023 medical premiums increased 20%, with a lump sum payment of \$124,921. FY2024 experienced a 5% increase in medical premiums and a 4% increase in medical and 10% increase in dental for FY2025. For the remaining years of this forecast a 5% increase is expected. Retirement and Workers Compensation adjustment were made for FY2024 through FY2028 that correspond to the retirements listed on line 3.010. In addition, benefits paid by the SWSE and ARF (ESSER III) grants for guidance counselors will be added back to the general fund expenditures in FY2023 and FY2025.

3.030 Purchased Services: Includes electric, natural gas, phones, water/sewer, legal services, contracted repairs, building and fleet insurance and excess costs paid to other districts; services purchased from the Wood County Educational Service Center including Psychologist, Physical Therapy, Behavior Support and costs for students attending ESC Special Education units. Wood County ESC services decreased by 13% in FY2023. In FY2024, ESC costs increased \$60,000 as we added ESL - English Learner Services and Adaptive Phys Ed and one additional student attending the ESC special education unit. Adaptive Phys Ed will be removed from our menu of services beginning in FY2025 as our teacher becomes credentialed. Beginning with the new FY2022 biennial budget students are being funded where they are educated eliminating special education scholarship deductions, open enrollment and community school costs from Purchased Services. Building and fleet insurance took a 17% leap in FY2023 due to increased property valuation and cost of replacement in a catastrophic event. In the spring of FY2023 we negotiated with Ohio School Plan and saved the district over \$20,000 by switching. In FY2024 the district was appraised which increased our valuation by almost \$20,000,000 which raised our premium \$9,800 annually combined with a 5% increase costing the district an additional \$12,800 in FY2024. A 5% increase is forecasted for the remaining years. In FY2023 and most of FY2024 Nursing Services were provided as a contracted service through the Wood County Hospital increasing our Purchased Services by \$100,000, then in April of 2024 we decided to hire the nurse once again reducing purchased services by this amount. After adjustments, an increase of 3% per year is projected for purchased services in FY2025 through FY2028.

3.040 Supplies and Materials: This category includes instructional supplies, textbooks, office supplies, custodial supplies, bus fuel and parts. A 3% increase is projected for FY2024 due to continued inflation with a 1.5% increase projected for all supplies through FY2028 after implementation of decreased budgets and utilizing bulk purchasing.

3.050 Capital Outlay: The purchase of two new buses every other year is our current bus replacement schedule. In FY2021 we purchased two new buses, the State School Bus Purchase Grant covered half the cost of one bus. In FY2022, a handicap bus was purchased. To keep with our replacement schedule and utilizing an additional \$45,000 in school bus grants - one bus was purchased in FY2022 utilizing an EPA grant for \$30,000. Two more buses were bid and encumbered in FY2023, paid in FY2024 utilizing an EPA grant for \$30,000. Two buses are scheduled to be bid in FY2025 for purchase in FY2026 and also in FY2028. In FY2023 seven new copiers were purchased for a total cost of \$55,623.83, an additional \$15,000 is budgeted in FY2025 to replace the last two existing copiers. A dump truck with a snow plow was purchased in FY2023 for \$51,000. A truck replacement is scheduled in FY2027 for \$65,000. A second mover was purchased in FY2024 for \$16,000. A replacement schedule of student desks and chairs began in FY2023 with \$20,000 cost added to this line item every other year. This line item also includes maintenance equipment and other district equipment purchases which is estimated to increase 4.1% in FY2024, due to continued inflation, according to the consumer price index to inflation. A 2% increase is projected for the remaining years of this forecast. In FY2025 \$186,000 is being earmarked to upgrade our fiber system throughout the district.

4.055 - 4.060: These lines reflect yearly principal and interest payments to retire the Certificates of Participation sold in FY2012 to finance the Athletic Complex Renovation Project, and Certificates of Participation sold in FY2014 to finance a new band room addition, LED Outdoor lighting and technology upgrades. The Band Room Addition was fully retired as of December 2023. In FY2020 the Athletic Complex Certificates of Participations were called and refinanced at 2.65%, saving the District \$85,664.13 in interest through December 2021 when they will be fully retired.

ELMWOOD BOARD OF EDUCATION
May 13, 2024

EXHIBIT B

Exhibit B

Elmwood High School Class of 2024

Clinton Ankney	Gavyn Lee Galbraith	Philip Caleb Shellenbarger
Luke Kenneth Armbruster	Tianna Alexis Galbraith	Owen Russel Simmons
Colton David Avery	Mariela Garcia	Victoria Lynne Skaggs
Lucas Ray Barringer	Brayden David Garner	Tristen St. Myer
Malachi Alexander Barton	Savanah R. Garner	Joseph Matthew Clair Stemen
Ethan L. Baum	Aydan N. Gheen	Allison Mary Strausbaugh
Danica Jean Beasley	Hayli Rae Gonyer	Deven Lee Treft
Jeremiah Willis	Caden Hamman	Audrey Ronnae Tummel
Bechstein-Helberg	Alayna Star Hensel	Thomas Tyson
Holley Joyann Beckford	Brennan Lee Hiser	Madison Paige Van Wormer
Margaret Bentley	Andrew Warren Holland	Shelby Faith Warner
Haylee Rose Betz	Havanna Noelle Holland	Simon C. Weaver
Kaden Thomas Tyde Biecheler	Christian M. Jeffrey	Sydney R. Wells
Liliana Rose Blachuta	James Kyle Jenkins Jr.	Aubrey Ann West
Elliot Daniel Bloom	Madlyn Mae Jensen	Jacob Matthew Whitaker
Kaylee Raquel Bomer	Whitney Mae Johnson	Rose-Medalion J. Whitman
Regan Rylee Nichole Borders	Kate Dolores Keiffer	Abigail Wilhelm-Walters
Meadow Grace Borsos	Kaydence May Kern	Shaylin R. Williams
Lauren Elizabeth Brooks	Kameron M. Kingery	Garrett Mitchell Wonderly
Ashleigh Nicole Burks	Phillip S. Klorer	Marc Christopher Young
Delanee C. Burr	River Kritzar	Jakob Frederick Zibbel
Bishop Shane Michael Camden	Brynn Susann Laugherty	Payton Renee Ziegler
Colin G. Campbell	Kade Robert Lentz	
Dre'Von Eugene Carver-Lee	Tegan Alisabeth Lewallen	
Katie Elizabeth Clark	Merryn Rebecca Lowery	
Lyllian Rae Clark	Brooklyn Piper McKee	
Isaiah M. Combs	Hayden Merritt	
Isabella R. Courtney	Ayden J. Merryman	
Riley Ann Daniels	Briyanna Lynn Mills	
Rylee Dean Daniels	Alisa Nicole Murphy	
Ethan William Davies	Dylan James Oberhouse	
Mary Deitrich	Annelise Taylor O'Dell	
Alexander Raymond Donald	Micah J. Oliver	
Kathleen M. Downard	Jimmie Wilson Palmer	
Cody Lee Edwards	Pierson J. Parsons	
Johnnessa Dakota Edwards	Rachel Elizabeth Patterson	
Sireya M. Elabed	Caleb Michael Pultz	
Harley LeeAnn Fleckner	Laurie Mae Sagendorf	
Aliyah Rose Flores	Owen Timothy Seedorf	
Tyler Joseph Flugga	Tanner D. Shaffer	

ELMWOOD BOARD OF EDUCATION
May 13, 2024

EXHIBIT C

EXHIBIT C

Change to page of the Athletic Code of Conduct to the All-Ohio recognition. Here is the change. We needed to update the criteria for Cross Country and Golf to reflect the changes in the All-Ohio recognition.

Individual: First, second, and third (excluding special mention and honorable mention) team All-Ohio in any recognized State Poll. Selection for an OHSAA officially recognized All-Ohio or All Star game. Place 1-8 in state competition in ~~Cross Country, Golf~~, Wrestling, Swimming/Diving or Track. **Cross Country and Golf will be determined All-Ohio Status at the state level tournament or meet.**

Team: Any team which finishes 1-6 in OHSAA State competition. (Recognition consists of those members of the squad who participated in the state competition)

Recognition does not occur until after the athlete graduates.

The Athletic Director has the right to rescind the honor to the All Ohio Wall for good and just cause.

ELMWOOD BOARD OF EDUCATION

May 13, 2024

EXHIBIT D

Exhibit D

HS/MS Student Handbook Changes Summary 24-25

A student enrolled in the first grading period after advancement from the eighth to ninth grade must have passed five four courses in the preceding grading period in which the student was enrolled and those grades must, when combined, generate a grade point average of at least 1.50 on a four (4) point (4.00) scale.

A) Unexcused absences could include, but not be limited to the following: ~~shall include the following:~~

Listed below are possible disciplinary actions: ~~from less severe to more severe:~~

- Warned and advised.
- Loss of Privileges
- Parent notification
- Conference with parents
- Lunch detention
- Detention
- Saturday School
- In-school suspension
- Out-of-school suspension (one to ten days)
- Referral to Juvenile Court
- Withdrawal of student under Elmwood Board's "18 year old policy"
- Expulsion

1) Cutting/Skipping (defined as an unexcused absence from any of the following)

- 1) Teachers may also assign detentions to be served in their classroom.
- 2) ~~Teacher assigned detentions will be served after school on any day of the week timely for forty-five minutes.~~
- 3) ~~Any advance notice must be given to the student being assigned a detention.~~
- 4) ~~Teachers may assign detentions to the following:~~
 - a) ~~Students who are absent from school.~~
 - b) ~~Students who are tardy to school.~~
 - c) ~~Students who are disruptive in class.~~
 - d) ~~Students who are disrespectful to the teacher.~~
 - e) ~~Students who have completed the detention; the teacher is to notify the office that the detention has been completed.~~
 - f) ~~If the student fails to complete the assigned detention; the teacher will notify the office the same day. Additional detention time will be assigned through the office.~~

4- ~~High School: Use of cell phones is permitted during non-academic time. Non-academic time is defined as any time not during a class period. Cell phones should not be used from "bell to bell" - all other pertaining to electronic devices apply to cell phone use. Teacher will issue detention for each offense.~~

2. High School: Cell phone use is a privilege not a right. Students may use cell phones during class changes and lunch. Upon entering classrooms, students must place cell phones in a central location determined by the teacher. Teachers may allow cell phone use at their discretion for academic purposes. Consequences for violation of the policy are as follows...

- a. Warning
- b. Turn in to the teacher to be returned at the end of the period.
- c. Cell phone will be housed in the office until the end of the day.
- d. Cell phone will be housed in the office until the end of the day and a Saturday School will be issued.
- e. Cell phone will be housed in the office until the end of the day and a Saturday School will be issued.
- f. Cell phone will be housed in the office until the end of the day and an In-School Detention will be issued.
- g. Any violations past this step will result in discipline to be determined at the discretion of the administration.

HS/MS Student Handbook Changes Summary 24-25

3. At the high school level, students must leave cell phones in the classroom when going to the bathroom.

A) ~~A medical doctor excuse will be required after six total days of absence during one semester or twelve days for the entire year.~~

~~Students who have either perfect attendance for the school year will be recognized during the annual Awards Assembly.~~

AI - For purposes of this policy, artificial intelligence ("AI") refers to technology that imitates human intelligence for problem solving and learning. Students who use AI must do so ethically and responsibly to enhance their learning in ways that do not compromise instructional objectives or academic integrity. The following principles shall apply to the use of AI by students:

- a. While AI may be used to supplement, aid, and/or assist students in their academic work, it should not be used as a substitute for a student's own critical thinking, analysis, and/or compositional creations, nor shall it be used in a way which otherwise undermines the instructional objectives of an assignment, as determined by the teacher.
- b. Teachers retain discretion to determine the extent to which AI use is appropriate in the completion of student work. Teachers may allow its use under certain conditions with prior approval, or allow its use for certain tasks but not others. In cases where AI is used, that fact should be documented and disclosed by the student in a manner consistent with the teacher's expectations. Students who have any doubt whether their intended use of AI for a particular assignment would violate this Board Policy or the teacher's expectations must consult with their teacher for guidance and clarification prior to completing the assignment.
- c. The use of AI in violation of this Board Policy or in violation of any restriction or limitations imposed by a teacher shall be considered an act of academic dishonesty, and may result in disciplinary action as outlined in the Elmwood student handbook. Students using AI are responsible for any violations of law, Board policy, classroom rules, or other regulations that may be violated through the use of such technology.
- d. The District's use of AI, including the adoption or recommendation of tools, applications, and services which employ such technology, will comply with Board policy and applicable law, including but not limited to the Children's Internet Protection Act (CIPA) and the Children's Online Privacy Protection Act (COPPA).

AP Grade Scale Policy

A = 100-87

B = 86-77

C = 76-67

D = 66-57

F = 56-0

**When you score a three or higher on the Advanced Placement Exam, you will receive an "A" for your final grade regardless of your earned class grade.

ELMWOOD BOARD OF EDUCATION
May 13, 2024

EXHIBIT D continued

HS/MS Student Handbook Changes Summary 24-25

Senior Privilege - Senior Privilege is an opportunity for our senior students to arrive to Elmwood before the start of 2nd period or leave Elmwood at the conclusion of 7th period. Students may only request one senior privilege for each year and must meet all of the following requirements to be eligible.

- **GPA:** In order to qualify for senior privilege, each student must have a cumulative gpa of at least a 2.5 at the conclusion of his/her junior year.
- **Credits:** A student will be allowed to request the senior privilege as long as he/she is not credit deficient. If a student does not have at least 16 credits or has not passed the required core classes to date, the student will not be allowed to have senior privilege on his/her schedule.
- **Discipline:** If a student receives an Out of School Suspension during his/her senior year, senior privilege will be revoked and the student will be placed in a traditional study hall.
- **Transportation:** District transportation will not be provided for students who select senior privilege.
- **Tardies/Absences:** The principal reserves the right at any time to revoke senior privilege if a student is excessively tardy or absent.
- **State tests:** A student can only request senior privilege if he/she has met the state testing graduation requirements. This includes earning a competent score on Algebra 1 and ELA 2 state tests (or meeting alternative requirements) and earning the two required seals.

23)Harassment/intimidation/bullying: Harassment, intimidation, or bullying behavior by any student in the Elmwood Local School District is strictly prohibited, and such conduct may result in disciplinary action, including suspension and/or expulsion from school. "Harassment, intimidation, or bullying", in accordance with R.C. 3313.666 means (a) Any intentional written, verbal, electronic, or physical act that a student has exhibited toward another particular student more than once and the behavior both: (i) Causes mental or physical harm to the other student; and (ii) Is sufficiently severe, persistent, or pervasive that it creates an intimidating, threatening, or abusive educational environment for the other student. Prohibited harassment, intimidation or bullying includes violence within a dating relationship. Such behaviors are prohibited on or immediately adjacent to school grounds, at any school-sponsored activity, on school provided transportation, or at any official school bus stop.

24)Harassment/Discrimination: The Board of Education does not discriminate on the basis of race, color, national origin, sex (including sexual orientation or gender identity), disability, age (except as authorized by law), religion, military status, ancestry, or genetic information (collectively, "Protected Classes") in its educational programs or activities. Harassment means any threatening, insulting, or dehumanizing gesture, use of technology, or written, verbal or physical conduct based on a protected class and directed against a student or school employee that: A. places a student or school employee in reasonable fear of harm to his/her person or damage to his/her property;
B. has the effect of substantially interfering with a student's educational performance, opportunities, or benefits, or an employee's work performance; or C. has the effect of substantially disrupting the orderly operation of a school.

ELMWOOD BOARD OF EDUCATION

May 13, 2024

EXHIBIT E



Additional Services from NWOET:

Add additional NWOET service hours to your contract

30, 60, 100 or more hours in-your-district Use for any NWOET service

NWOET COMPREHENSIVE MEMBERS may purchase additional service hours at the following rates.

- \$3,850 - 40 hrs. PLUS receive hrs. included with Comprehensive Membership
\$4,950 - 60 hrs. PLUS receive hrs. included with Comprehensive Membership
\$6,900 - 100 hrs. plus TWO YEARS of all other Comprehensive Member benefits
FOR NWOET BASIC MEMBERS
\$250 for 2 hours in-district
additional same-day hrs. are \$89/hr.

RENEWAL 2024 - 2025 LEARN360 Video Streaming

NW Ohio Area Media Center and NWOET offer video streaming in conjunction with LEARN360. For more information on LEARN360 video streaming, please call 800-966-9638 or e-mail nwoet@nwoet.org. Price subject to vendor increases which may occur prior to date of F.O. Prices submitted for pricing if your school is NEW to LEARN360.

Comprehensive Member Learn360 service through June 30, 2024

\$1.30 per student (\$475.00 minimum per building & \$700.00 maximum per building)

Building 1 Name: \$1.30 x ADM (\$475.00 min., \$700.00 max.)
Building 2 Name: \$1.30 x ADM (\$475.00 min., \$700.00 max.)
Building 3 Name: \$1.30 x ADM (\$475.00 min., \$700.00 max.)

You may attach a sheet listing additional buildings if needed. Thank You!

Basic & Non-Members:

Add \$50.00 processing fee per building to above pricing. # Buildings ___ X ___ buildings = \$

TOTAL STREAMING AMOUNT DUE \$ 0

For NEW Learn360 members, please call or email for pricing. 800-966-9638 or e-mail nwoet@nwoet.org

EXHIBIT E



2024-2025 NWOET CONTRACT RENEWAL

NWOET Basic (no cost) Membership - FREE

- Includes 2 hours free LIVE customized video professional development or in-district services plus 10-50% discount compared with non-member rates for most other services

Two Years Membership includes 100 Hours District Services \$6,900.00

NWOET staff will come to your district in person or by video and provide customized planning, professional development, teacher coaching, survey development/analysis, and more. Includes all of the services listed below. Includes 150 students, cost \$395. Example: 150 students, cost \$1725, receive 13 hrs. Call email to verify how many hours are provided with 2000 Camp Membership, plus additional PRIME services outlined below.

Traditional NWOET Comprehensive Membership \$2.25/student

NWOET staff will come to your district in person or by video and provide customized planning, professional development, teacher coaching, survey development/analysis, and more. Includes all of the services listed below. Includes 150 students, cost \$395. Example: 150 students, cost \$1725, receive 13 hrs. Call email to verify how many hours are provided with 2000 Camp Membership, plus additional PRIME services outlined below.

Workshops from NWOET - FREE to Comprehensive Members

- Over 100 free online NWOET classes available at no cost. Includes professional development, coaching, and more.
LIVE online or in-your-district workshops at no cost using the hours included with your membership.
Does not include cost of graduate credit (if available), Google testing fee (if required) or equipment.

District Technology Planning Support

No charge for tech planning services including Tech Curriculum Review, when you use hours included with your Comprehensive Membership to cover ANY services from NWOET!

Classroom Technology PD customized to meet your needs and time frame

Any workshop we offer can be customized (almost always at no cost to you) to meet your needs.

Please sign renewal and return by June 30, 2024. THANK YOU!

Questions? Call 800-966-9638 or Dr. Roger Miller, Executive Director at 419-360-2147, or email nwoet@nwoet.org

Superintendent or authorized representative Date 05/13/2024 POF or Invoice

Please PRINT Name Tony Banton

District Elmwood Local School District ADM 1136 Total Due \$0

Please scan and return to nwoet@nwoet.org, fax 888-338-3248, or email to NWOET, 1867 N. Research Drive, Bowling Green, Ohio 43402

ELMWOOD BOARD OF EDUCATION
May 13, 2024

EXHIBIT F

EXHIBIT F

EXTRA HOURS
2024-2025

NAME	BLDG	POSITION	HOURS	STEP
Debbie Bechstein	Elementary - Preschool	Bus Driver	As Needed	Step 8
Christie Kapelka	Elementary - Preschool	Bus Driver	As Needed	Step 11
Penny Osborne	Elementary - Preschool	Bus Driver	As Needed	Step 17
Victoria Riddle	District	Bus OBI	As Needed	Step 8

ELMWOOD BOARD OF EDUCATION

May 13, 2024

EXHIBIT G

Exhibit G

Summary of the OAPSE Settlement—3 Year Agreement

Elmwood Board of Education

Year 1:
\$1.00 for Bus Drivers and Cooks
\$0.75 for Secretaries
\$0.50 for Custodians

Year 2:
2.75%

Year 3:
3.0%

OAPSE members will switch their insurance plan on January 1st, 2025 (all district employees will be on the same plan at that point).

To Assist with this, all OAPSE employees who get our insurance will receive a one-time payment in January of 2025. The amount for single plans is \$250 and \$500 for those on family plans

Other changes:

Vacation

1. If a member in OAPSE who has worked in our district for over a year switches to a vacation eligible position within OAPSE, they will now get their 10 vacation days at transfer—prior they had to wait one year
2. When a person has been in the district for 5 years, they will then get 12 vacation days

Subcontracting

1. The Board will not subcontract any of the positions in the 3 years of the contract

Secretary

1. Clarification that if a secretary must call subs on off hours, they are paid overtime. This is current policy and only a clarification.
2. Secretaries have an option to take 5 days off their contract with a commensurate reduction of pay
3. The secretary stipend for calling goes from \$200 to \$400
4. Going to discuss in Labor Management other ways to handle sub calling.

Personal Leave

1. Use of personal leave put in kiosk 10 days before used unless Superintendent approves exception
2. Can roll over 2 in a given year so that they can have up to 5 days in a year (same as what the teachers get in this area)

Transportation

1. We will pay drivers for the 3 meetings to sign up for trips. Each meeting is limited to 30 minutes of pay
2. Pay any driver who gets initial or recertifies for a valid CDI/bus driver qualification gets paid \$300. This is paid in June, so we know the person has drove and is still driving for us
3. Trip rate went from 85% of step 0 to 100% of step 0
4. Any driver who reaches 10 or more trips for the school year gets a onetime stipend of \$500 paid out in June.
5. If we have an urgent need to move drivers from their regular routes to another to make sure we can cover everything, the driver is paid an additional \$15 for half day or \$30 for a full day.
6. Drivers are currently paid 35 minutes for pre/post trip inspections, fueling, cleaning and paperwork. This now goes to 40 minutes and this language is added to the contract Posting of Vacancies

1. We had 90 days in which we could put a sub in and not hire right away. This is now down to 75 days.

Posting of Vacancies

24 pay Periods

1. This is new language that allows us to go from 26 pays to 24 pays if the other union approves this. The language states the process and timeline for this to happen

Negotiations meetings

1. Changed timeline for either side to request to open negotiations (Went from 75 days to a window of 3 to 6 months)
2. Rewrote language on initial proposals. New language stresses that all topics must be presented at first meeting. This keeps either side from adding topics later

Association Rights

1. OAPSE president can be given paid released time to do union work if requested by the administration to do so
2. Paid released time will be given to one person (president or designee) to attend grievance hearings

Odds and Ends

1. Adds step-children and step-parents to match teachers' contract
2. Added Juneteenth as a paid holiday as required by Ohio Law
3. Clarifies that insurance ends on the last day of the month that an employee resigns or retires.
4. Changed calendar options from 3 to 2 that members get to vote on. This now matches the teachers' contract.