

Market Street School

7:30 p.m.

October 22, 2007

The New Richmond Exempted Village Board of Education met in regular session at 7:30 p.m. on October 22, 2007, at Market Street School, 212 Market Street, New Richmond, Ohio 45157, with the following members present:

David Painter, President
Ralph Shepherd, Vice-President
Kim Hayden
Kevin Walriven
David Hawkins

Thomas D. Durbin, Superintendent, and Teresa S. Napier, Chief Financial Officer, were also present.

Mr. Durbin had the following additions and changes to the agenda;

- Change: 2008-54 Approval of Minutes
,
should read:
...approve the minutes of the regular meeting held on September 17, 2007 and the *Personnel Committee* meeting held on August 28, 2007.
- Change: 2008-67 Acceptance of Resignations

It is recommended that the Board of Education accept resignations from the following:
- Add: 2008-67 3. Kimberly *Ellison*, New Richmond Middle School Assistant Swimming Coach
Acceptance of Resignations

It is recommended that the Board of Education accept resignations from the following:
4. Gregory S. Hackett, Administrator, effective July 31, 2008
- Change: 2008-68 Employment of Personnel

A. Classified Employee

3. Timothy Hoess, bus assistant, part-time, 188 days, one-year limited contract pro-rated, zero years experience, salary step 1, *effective September 10, 2007*

4. Helen Jones, bus assistant, part-time, 188 days, one-year limited contract pro-rated, zero years experience, salary step 1, *effective September 10, 2007*

C. Classified Substitutes

4. Susan Lambert, *effective September 18, 2007*

Market Street School

7:30 p.m.

October 22,

2007

E. Lay Coaches

- Add: 2008+68
1. Bethany Humphrey, Varsity Girls Basketball Head Coach, *Pay Level 12*
 - G. Intervention Tutors (\$20 per Hour, Upon Submission of a Timesheet)
 7. Adib Dixon, *effective October 1, 2007*
 12. *Bradley Hatfield*
 19. *Laura Prescott*
 23. *Jamie Utendorf*

2008-54 Moved by Mr. Hawkins, seconded by Mr. Walriven, to approve the agenda as amended. Roll call: Mr. Painter, ye; Mr. Shepherd, yea; Mrs. Hayden, yea; Mr. Walriven, yea; Mr. Hawkins, yea. Motion carried.

PUBLIC PARTICIPATION

David Sininger, CFO Clermont County MRDD, addressed the Board of Education requesting their support for the November 6th Tax Issue 14.

Rich Grogan addressed the Board of Education regarding his concerns in reference to students only being allowed to participate in one sport per season. He requested the Board of Education review the policy.

Joe Middeler addressed the Board of Education about repairs needed at the High School Concession Stand particularly the need for sink stoppers and an improved vent fan.

2008-55 Moved by Mr. Shepherd, seconded by Mrs. Hayden, to approve the minutes of the regular meeting held on September 17, 2007 and the Personnel Committee meeting held on August 28, 2007. Roll call: Mr. Painter, yea; Mr. Walriven, yea; Mr. Hawkins, yea; Mrs. Hayden, yea; Mr. Shepherd, yea. Motion carried.

2008-56 Moved by Mr. Walriven, seconded by Mr. Hawkins, to approve the financial report for the month ending September 30, 2007:

- Receipts
- Cash Position
- Expenditures
- Investments

Roll call: Mr. Painter, yea; Mr. Shepherd, yea; Mrs. Hayden, yea; Mr. Hawkins, yea; Mr. Walriven, yea. Motion carried.

2008-57 Moved by Mr. Shepherd, seconded by Mr. Walriven, to approve acceptance of the following:

1. \$10 to NRHS athletic department from Douglas Heflin
2. \$50 to NRHS athletic department from Holman Motors
3. \$50 to NRHS athletic department from the Mahon family
4. \$50 to NRHS athletic department from New Richmond Auto Sales
5. \$100 to NRHS athletic department from Emma Coulter

October 22, 2007

- 6. \$100 to NRHS athletic department from Window Fashion Designs
- 7. \$100 to NRHS athletic department from Kattos Pro Team Sports
- 8. \$100 to NRHS Troubadours from Production Machine Tools Co., Inc.
- 9. \$300 from the University of Cincinnati to the NRHS Band
- 10. \$251.41 from Target Take Charge of Elementary Program to NRE
- 11. \$50 to NRHS athletic department from VFW Post 6770

Roll call: Mr. Painter, yea; Mrs. Hayden, yea; Mr. Hawkins, yea; Mr. Walriven, yea; Mr. Shepherd, yea. Motion carried.

2008-58 Moved by Mr. Hawkins, seconded by Mrs. Hayden, to approve the disposal of the following:

- 1. One (1) Air Purifier, ICN 5495 from Locust Corner Elementary
- 2. One (1) Lexmark 2390 Form Printer, ICN 5638, S/N 11-9M064 from New Richmond Middle School
- 3. One (1) HP DeskJet 870cxi Printer, ICN 00782, S/N US75N110QV from New Richmond Middle School
- 4. Two (2) Lexmark E210 Printers, S/N's 1048269 and 1044736 from new Richmond Middle School
- 5. One (1) HP Printer Server, ICN 00651, S/N SG13030451 from New Richmond Middle School

Roll call: Mr. Painter, yea; Mr. Shepherd, yea; Mr. Walriven, yea; Mrs. Hayden, yea; Mr. Hawkins, yea. Motion carried.

2008-59 Moved by Mr. Hawkins, seconded by Mr. Walriven, to amend the appropriations as follows:

FY 07	Increase General Fund 001-000	\$87,682.75
FY 08	Decrease OhioReads Fund 452-9007	\$2,000.00
	452-9004	\$2,000.00
	452-9006	\$2,000.00

Roll call: Mr. Painter, yea; Mr. Shepherd, yea; Mrs. Hayden, yea; Mr. Walriven, yea; Mr. Hawkins, yea. Motion carried.

2008-60 Moved by Mr. Shepherd, seconded by Mr. Walriven, to approve the district's Five Year Forecast for fiscal years 2008, 2009, 2010, 2011, and 2012. The Treasurer of the Board of Education is directed to submit the document to the Ohio Department of Education. Roll call: Mr. Painter, yea; Mrs. Hayden, yea; Mr. Hawkins, yea; Mr. Walriven, yea; Mr. Shepherd, yea. Motion carried.

2008-61 Moved by Mr. Walriven, seconded by Mr. Hawkins, to membership for the 2007-2008 school year to the Coalition of Rural and Appalachian Schools (CORAS) at the cost of \$300.00. Roll call: Mr. Painter, yea; Mr. Shepherd, yea; Mrs. Hayden, yea; Mr. Hawkins, yea; Mr. Walriven, yea. Motion carried.

Market Street School

7:30 p.m.

October 22,

2007

2008-62 Moved by Mr. Hawkins, seconded by Mrs. Hayden, to approve a contract agreement with Neola, Inc. for school board policies, administrative guidelines and correlated forms as presented. Roll call: Mr. Painter, yea; Mr. Shepherd, yea; Mr. Walriven, yea; Mrs. Hayden, yea; Mr. Hawkins, yea. Motion carried.

2008-63 Moved by Mr. Shepherd seconded by Mrs. Hayden, to change orders:

Vendor	CO No.	Description	Amount
Central Insulation	1	Remove and dispose of asbestos in office area	\$5,300.26
Quality Mechanicals	3	Additional labor and materials costs to replace ten defective reversing relays from existing unit ventilators; repair leaking pipe above UV unit in room 210	4,853.00
R.J. Beischel	13	Additional drywall and plaster work, column enclosures, ceiling pads, concrete floor fill-ins and additional door stops	7,845.00
R.J. Beischel	14	Provide additional VCT in kiln room per owner's request	498.00
R. J. Beischel	15	Provide a stone bed on north side of chiller screen in lieu of seed; provide reconditioning and staining of existing chimney on high school roof	3,378.00
R. J. Beischel	16	Additional ceiling edge returns and miscellaneous finish work	2,348.00
Sidewinder Electric	6	UV Units in Rooms 200 & 300; data cabinet in Administrative office	2,630.64
Sidewinder Electric	7	Provide data, phone and power drops to replace existing locations lost during demo	3,570.76
TOTAL			\$30,423.66

Roll call: Mr. Painter, yea; Mr. Walriven, yea; Mr. Hawkins, yea; Mrs. Hayden, yea; Mr. Shepherd yea. Motion carried.

2008-64 Moved by Mr. Hawkins, seconded by Mr. Walriven, to approve the General Guidelines for Creating Your Individual Professional Development Plan:

Mission Statement of the New Richmond LPDC

The mission of the LPDC shall be to review professional development goals for certification and license renewal for New Richmond Exempted Village School District educators as they assist the community in preparing its members for lifelong learning and productive living.

The purpose of the LPDC is to oversee and review coursework and other professional development activities for certificate renewal and licensure. Such activities shall evidence the following: improvement of student learning, progress toward individual professional growth, and the alignment with the district's and/or buildings' stated goals.

Market Street School

7:30 p.m.

October 22,

2007

Introduction to the New Richmond LPDC

The 1996 general Assembly passage of Senate Bill 230 presented Ohio with an unprecedented opportunity to improve teacher quality. This legislation, requiring the establishment of Local Professional Development Committees (LPDCs), provides Ohio educators greater freedom than ever before to shape their own professional development.

The New Richmond Exempted Village school District LPDC is a seven-person committee made up of teachers and administrators who will evaluate each individual's goals for professional development and monitor the meeting of these goals.

What the goals are is up to the individual educator. Each educator will create an Individual Professional Development Plan (IPDP) that targets whatever aspects of professionalism the individual most wants to improve. This plan is a flexible "road map" toward renewal of your license or certificate. You can change your IPDP at any time, so long as it fulfills some general requirements.

The requirements and guidelines listed here were created under statewide guidelines that are the same for all districts. In fact, most of the procedures and policies were adapted from the plans of the pilot districts all over the state.

Please feel free to contact any of the committee members if you have any questions regarding this program. We would be more than happy to be of assistance.

2007-2008 LPDC Members

Erin Keith
MS Representative
Chairperson

Kelly Dunham
LCE Representative
Secretary

Carla Corbin
HS Representative

Megan Ehlers
ME Representative

Rena Snouffer
NRE Representative

Mark Bailey
Admin. Representative

Julie Renner
Admin. Representative

RESOLUTION ESTABLISHMENT OF PROFESSIONAL DEVELOPMENT COMMITTEE

WHEREAS, Ohio revised Code 3319.22 mandates that each board of education shall establish a local professional development committee; and

Market Street School

7:30 p.m.

October 22,

2007

WHEREAS, each local professional development committee will determine whether coursework that a district teacher proposes to complete meets the educator license standards promulgated by the State Board of Education; and

WHEREAS, the New Richmond Exempted Village School District Board of Education's Collective Bargaining Agreement with the teacher's association does not specify or dictate the establishment of the local professional development committee;

NOW THEREFORE BE IT RESOLVED by the New Richmond Exempted Village School District Board of Education that a local professional development committee (LPDC) shall be established pursuant to O.R.C. 3319.22 in accordance with the following;

SECTION I

The LPDC shall have a district level scope.

SECTION II

The LPDC shall consist of five (5) teachers (one from each building) and two (2) administrators for a total of seven (7) members.

SECTION III

The exclusive bargaining representative shall have discretion in choosing the five (5) teacher members to serve on the LPDC.

SECTION IV

The Superintendent will designate the two (2) administrative personnel to serve on the LPDC.

SECTION V

LPDC members will serve for a five (5) year term provided they remain employed by the Board.

SECTION VI

Teacher vacancies shall be filled by designation of the exclusive bargaining representative. The Superintendent shall appoint members to fill administrative vacancies.

SECTION VII

Meetings shall be scheduled at least quarterly. Additional meetings may be scheduled as required. All meetings shall take place outside normal student instructional hours at the convenience of committee members.

SECTION VIII

The committee will promulgate bylaws, procedures, and policies to be recommended for adoption by the Board of Education. Such procedures must include an appeals process and process for the conduct of elections.

SECTION IX

Minutes shall be kept at each meeting with reports to the Board on a quarterly basis.

LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE BY-LAWS

Market Street School

7:30 p.m.

October 22,

2007

Establishing Local Professional Development Committee as mandated by Ohio revised Code 3319.22

Article 1. Name, Scope, and Mission

Section I. Name of Committee

New Richmond Exempted Village School District Local Professional Development Committee is hereby established pursuant to O.R.C. 3319.22. Hereafter in the document, the committee shall be referred to as LPDC.

Section 2. Scope of Committee

The LPDC shall have a district-level scope.

Section 3. Mission and Purpose

The mission of the LPDC shall be to review professional development goals for certification and license renewal for the New Richmond Exempted Village School district educators as they assist the community in preparing its members for lifelong learning and productive living.

The purpose of the LPDC is to oversee and review coursework and other professional development activities for certificate renewal and licensure. Such activities shall evidence the following: improvement of student learning, progress toward individual professional growth, and the alignment with the district's and/or buildings' stated goals.

Article II. Membership, Qualifications, Training, and Compensation

Section 1. Membership

The LPDC shall consist of five (5) teachers and two (2) administrators for a total of seven (7) members.

The exclusive bargaining unit shall have discretion in choosing the five (5) teacher members to serve on the LPDC. A "teacher" shall be defined as an individual represented by the exclusive bargaining unit.

The Superintendent will designate the two (2) administrative personnel to serve on the LPDC. An "administrator" shall be defined as an individual currently working under an administrative contract.

Section 2. Qualifications

All members shall have completed at least one full year of employment in the district and at least three years of education experience overall prior to being selected to serve on the LPDC.

Section 3. Training

All new members will be required to "shadow" the outgoing member they are to replace for at least one semester prior to the official beginning of their term. They will be trained for their new

Market Street School

7:30 p.m.

October 22,

2007

position by reviewing pertinent materials provided to them by the LPDC and through the shadowing experience, which includes, but is not limited to, attending all required meetings.

Section 4. Compensation

Educators participating on the LPDC will be compensated in accordance with negotiated agreement. Committee members are also eligible to submit their work for LPDC towards Professional Development Units as part of their own proposal of certificate or licenser renewal.

Article III. Terms of Office and Vacancies

Section 1. Term of Office

Members shall serve for five years, with members rotating off the committee in different years, according t a schedule established by the original committee members. Any member may serve no more than two (2) consecutive terms. New members shall be appointed on or before the third Monday of January prior t the beginning of their term.

Officers shall serve terms of one year, with no barrier to re-election. A “year” shall begin July 1 and end June 30.

Section 2. Vacancies

Teacher vacancies shall be filled by designation of the exclusive bargaining unit. The Superintendent shall appoint members to fill administrative vacancies.

If a member finds it necessary to resign before their term is completed, a new member shall be selected to fulfill that term. Mid-term replacements are exempted from the shadowing requirement.

Article IV. Roles and Duties of Committee Members

Section I. Roles and Duties of Officers

The committee shall choose two officers at the first meeting of each year.

The chairperson shall:

- Conduct LPDC meetings.
- Communicate information to the members of the LPDC.
- Represent the LPDC at meetings of other stake holder organizations.
- Ensure vacancies on the LPDC are filled in accordance with selection rules.

The Recorder shall:

- Maintain minutes of all committee actions. These minutes shall be recorded, distributed to members for review prior to the next meeting and filed at the Superintendent’s office.
- Notify applicants of IPDP status.
- Conduct any necessary correspondence for the committee.

Section 2. Duties of Committee Members

All committee members shall have the following responsibilities:

- Elect one of their members to act in the absence of the chair.
- Serve as staff information resources and facilitators of professional development.

Market Street School

7:30 p.m.

October 22, 2007

- Attend al committee meetings.
- Serve as a reviewer of district IPDP for certificate/licensure renewal.

Article V. Meetings

Section 1. Frequency of Meetings

Meetings shall be scheduled at least quarterly. Additional meetings may be scheduled as required. All meetings shall take place outside normal student instructional hours at the convenience of committee members.

Section 2. Quorum

A quorum shall be four (4) of the seven (7) committee members to conduct LPDC business. At least two teachers and one administrator must be present to conduct a meeting.

Section 3 Voting

An official vote must be a majority of members present in agreement on any action.

Section 4. Conflict of Interest

A committee member shall excuse him/herself from reviewing his/her own IPDP or activity proposals or in any other occasion of conflict of interest.

Section 5. Confidentiality of Meetings

All discussions, voting and records regarding reviews and evaluation shall be kept as confidential as permitted by law.

Article VI. IPDP Submission and Approval Procedures

Section 1. Definitions

The Individual Professional Development Plan (IPDP) is an educator's proposed program for professional in pursuit of additional licensure.

Professional Development Units (PDUs) are units of credit earned toward certificate or license renewal, or in pursuit of additional licensure. One PDU represents, in most cases, 10 clock hours spent in professional development.

Section 2. Procedure and Timeline for IPDP Submission

Two copies of the initial IPDP shall be submitted to the Superintendent's office by October 1 for review and pre-approval by the LPDC. A file will be opened in that educator's name at this time.

The educator will receive a copy of the IPDP indicating acceptance, return for further clarification, or denial no later than November 1. The other copy will be kept on file. A returned or denied IPDP will be accompanied with a brief explanation of the reasons for that designation.

The educator may begin implementation of the IPDP at any time after his/her most recent certificate or license renewal, on the under standing the PDUs will not be counted until the IPDP has be submitted to the LPDC (no PDUs will be counted that were acquired before the IPDP was submitted).

Market Street School

7:30 p.m.

October 22,

2007

If an IPDP is returned for further development, it should be resubmitted (in duplicate) no later than ten working days before the date of the next meeting of the LPDC. A copy of the revised IPDP will then be returned within 10 working days indicating acceptance, return for further clarification, or denial. The other copy will replace the earlier version in the educator's file.

Section 3. Procedure for PDU Submission

Verification of Professional Development Units (PDUs) shall be submitted to the LPDC for each completed activity. The LPDC will then evaluate the activity for credit at the next scheduled meeting and the educator will receive notification within 10 working days of the meeting.

Professional Development Units for self-directed education or activities must be approved by the LPDC prior to starting the activity.

Section 4. Maintenance and Review of IPDPs

A copy of each active IPDP (or most recent revision if not yet accepted) will be kept on file at the Superintendent's office.

Educators with IPDPs may choose to have an annual review of their plan, on the understanding that those IPDPs closer to completion will have priority.

Educators in their last year of an active certificate or license are required to contact the LPDC by the time of the fall quarter meeting to ensure the goals of their IPDP will be successfully met in time for renewal.

Article VII. IPDP Requirements Guidelines

Section 1. Who is required to submit an IPDP

Any educator who does not possess a permanent certificate is required to submit an IPDP as part of the renewal process. It is strongly suggested that this IPDP is submitted as early as possible in the life of the educator's current certificate or license. Initial submissions should be made by October 1 when an IPDP is required.

Section 2. Requirements

In order to obtain or renew a 5-year license, an educator is required to complete eighteen (18) PDUs as part of their Individual Professional Development Plan (IPDP). This work may begin at any time after the starting date (once IPDP is submitted) and must be approved before the ending date of the current certificate or license.

One-time renewals of certificates under 1987 guidelines will be handled by the LPDC according to the Ohio Department of Education policies. An IPDP is not required for certificate renewal.

Upgrades of certificates under 1987 guidelines will be handled by the Ohio Department of Education. An IPDP is not required for certificate upgrade.

Substitute teachers may choose to renew through the LPDC, or directly through the Ohio Department of Education.

Section 3. Required forms

Copies of required forms shall be kept, along with a copy of these by-laws, in each building's main office as well as in the Superintendent's office.

Market Street School

7:30 p.m.

October 22,

2007

Section 4. Appeals

Appeals to the denial of an IPDP or PDU shall be submitted in writing to the LPDC within 10 working days.

All appeals will be heard by a three (3) member Appeals Committee comprised of the following:

- One person chosen by the applicant
- One person chosen by the LPDC
- One person mutually agreed upon by both parties

The LPDC Appeals Committee will review all appeals and return decisions to the LPDC and applicants within 10 working days.

If there is need for further appeal, the appeal should be made to the Ohio Department of Education – Division of Professional Development and Licensure.

Article VIII. Reciprocity

The LPDC will accept other district's approved IPDPs. Educators new to the district should request that their former district send their IPDP file to the Superintendent's Office.

Any previously approved PDUs will be accredited by the LPDC, and subsequent PDUs will be submitted to the LPDC for approval.

Exceptional cases are subject to LPDC review and the subsequent appeals process.

Article IX. Amending these By-Laws

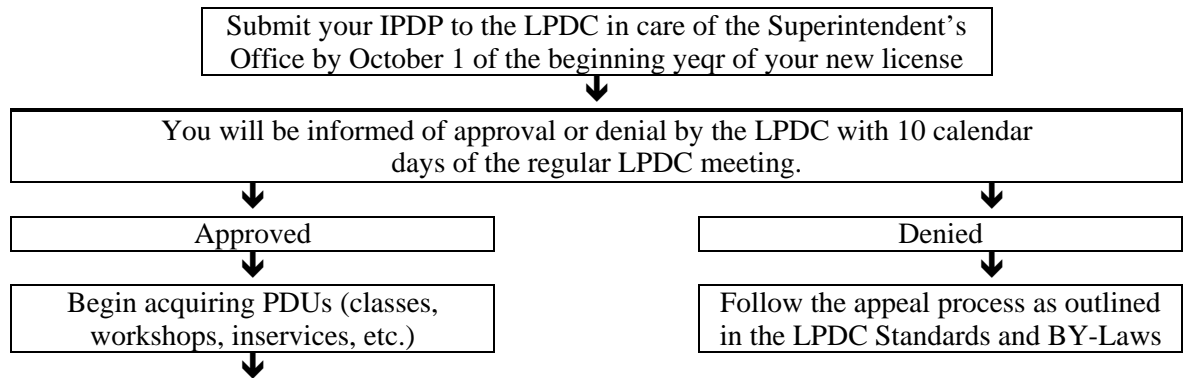
The LPDC shall amend procedures and guidelines as deemed necessary.

By-laws, procedures, and guidelines shall be reviewed by the LPDC every three years.

Proposed amendments shall be read one meeting prior to a vote at the next meeting.

The LPDC guidelines, operating procedures and forms shall be submitted to the School Board and Exclusive Bargaining Unit for comment prior to adoption.

PROCEDURE FOR RENEWAL OF LICENSE



Market Street School

7:30 p.m.

October 22,

2007

Upon Completion of a PDU activity, complete the form - "PDU Activity Verification Form" and submit it to the LPDC



You will be informed of approval or denial of you PDU by the LPDC within 10 calendar days of the regular LPDC meeting

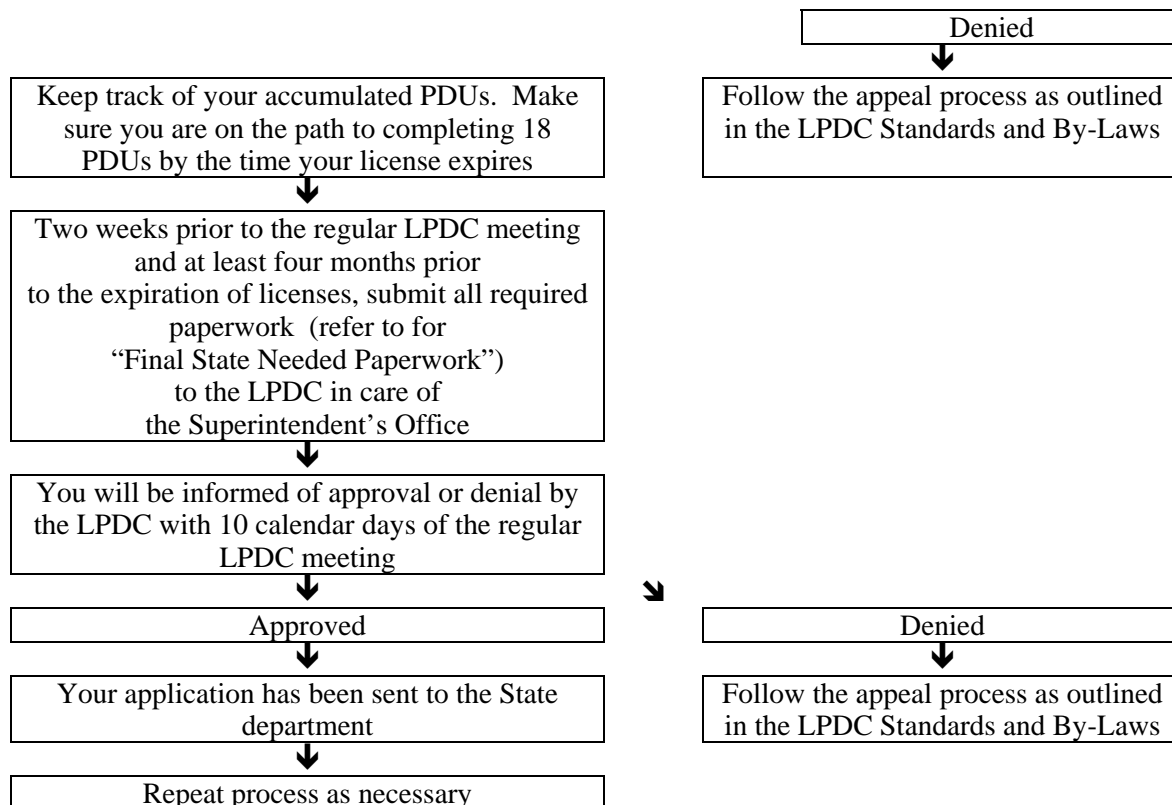


Market Street School

7:30 p.m.

October 22,

2007



FINAL STATE NEEDED PAPERWORK

For Expiring Teaching License

1. Fill out the **state application** form completely. Make sure you fill in the code for teaching field and sign it. You will find the application at:
<http://www.ode.state.oh.us/GD/Templates/Pages/ODE/ODEDetail.aspx?page=3&TopicRelationID=541&ContentID=1026&Content=32131>.
Hint: if you are transitioning a certificate to a license, click on Transition. If you are renewing a license, click on License Renewal.
2. Write out a **check** to the state.
3. Fill out the form titled "**LPDC Verification Form for Transition of a Certificate to a License an Renewal of a 5-Year License**" (found in you IPDP guidelines packet or in the "teacher apps" folder on the network).
4. **PDU Activity Verification Forms** (send all copies).
5. Any official **transcripts** (if you are using college classes).
6. Complete a **Background Check**. Call Central Office (ext. 12102) and schedule a time to get your fingerprints inked. The cost is \$15.00 (please bring exact change – cash, check or money order). Also, you must bring your drivers license.

Return items #1-5 to the LPDC committee

Then the LPDC committee will give the forms to the Superintendent's office to send to the state.

FORMS FOR COMPLETION OF IPDP

- **Cover sheet** – Required from all certified employees at the beginning of each license.
- **Individual Professional Development Plan** – Required for anyone renewing or transitioning to a license. Goals can be chosen from the Goals Guide in this handbook or those of your own choosing. Keep in mind the district CIP goals and your building SIP goals when planning for improvement. You may choose as few or as many goals as you like.
- **Activity Verification Form** – Required for any activities for which you expect PDUs to be granted. Use this form for any inservices during the school year, including those that occur during common plan time. This form is also necessary for workshops you attend outside of the school. Simply attach any certificates of attendance with a contact signature to the completed AVF. A signature on your AVF is not required for college coursework where a transcript is issued.
- **Activity Pre-Approved Form** – This form is only required if you plan to obtain PDUs through an independent project. There are sample activities listed in the Professional Development Options guide at the end of this handbook. Submit to LPDC before beginning the planned activity. Once approved, submit AVF for final PDUs to be granted.
- **Activity Log** – For your use to keep track of your PDUs. This is not required to be turned in to the LPDC, but is a helpful tool for keeping track of your progress.
- **LPDC Verification Form for Transition of a Certificate to a License and Renewal of a Five-Year License** – This form is completed when you are ready to renew or transition your license. Send this to the LPDC when you are ready to renew your license.
- **Approval verification Form for Educators Leaving a LPDC** – This form is used when leaving the district for employment in another district. Request his release from the Superintendent's office, and it will be acted on at the next regular LPDC meeting. Copies of all completed paperwork will be sent to you. Make sure your IPDP is current and all AVF and transcripts have been sent to the LPDC.

Roll call: Mr. Painter, yea; Mr. Shepherd, yea; Mrs. Hayden, yea; Mr. Walriven, yea; Mr. Hawkins, yea. Motion carried.

2008-65 Moved by Mr. Walriven, seconded by Mrs. Hayden, to approve a \$5 fee increase (from \$15 to \$20) for the processing of Bureau of Criminal Identification & Investigation checks. Roll call: Mr. Painter, yea; Mr. Shepherd, yea; Mr. Hawkins, yea; Mrs. Hayden, yea; Mr. Walriven, yea. Motion carried.

2008-66 Moved by Mr. Hawkins, seconded by Mr. Shepherd, to enter into executive session for the purpose of consideration of the appointment, employment, dismissal, promotion, demotion or compensation of a public employee; in accordance with Ohio Revised Code 121.22(1) and preparing for, conducting, or reviewing negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment in accordance with Ohio Revised Code 121.22 (4). Roll call: Mr. Painter, yea; Mrs. Hayden, yea; Mr. Walriven, yea; Mr. Shepherd, yea; Mr. Hawkins, yea. Motion carried.

Mr. Painter declared the regular meeting moved into executive session at 8:24 p.m.

Market Street School

7:30 p.m.

October 22, 2007

Mr. Painter declared the executive session adjourned and the regular meeting reconvened at 9:56 p.m.

2008-67 Moved by Mr. Walriven, seconded by Mr. Hawkins, to accept resignations from the following:

1. Bethany Humphrey, Varsity Girls Basketball Assistant Coach
2. Kimberly Ellison, New Richmond Middle School Assistant Swimming Coach
3. Gregory S. Hackett, Administrator, effective July 31, 2008

Roll call: Mr. Painter, yea; Mr. Shepherd, yea; Mrs. Hayden, yea; Mr. Hawkins, yea; Mr. Walriven, yea. Motion carried.

2008-68 Moved by Mr. Hawkins, seconded by Mr. Shepherd, to employ the following pending certification and submission of successful criminal background check, negative TB test and any other employment documentation/verification:

A. Classified Employee

1. Barbara Abbott, bus assistant, part-time, 188 days, one-year limited contract pro-rated, zero years experience, salary step 1, effective October 23, 2007
2. Robert Curlin, custodian, full-time, eight (8) hours/day, 12 month, second shift, one-year limited contract pro-rated, 2 years experience, salary step 3, effective October 23, 2007
3. Timothy Hoess, bus assistant, part-time, 188 days, one-year limited contract pro-rated, zero years experience, salary step 1, effective September 10, 2007
4. Helen Jones, bus assistant, part-time, 188 days, one-year limited contract pro-rated, zero years experience, salary step 1, effective September 10, 2007
5. Barbara Trees, Custodian, full-time, eight (8) hours/day, 12 month, second shift, one-year limited contract pro-rated, zero years experience, salary step 1, effective October 23, 2007

B. Certified Substitutes (2007-2008 School Year)

1. Larry Beach
2. Ashley Bryant
3. Tabatha Fagan
4. Amanda Johnson

C. Classified Substitutes (2007-2008 School Year)

1. Sarah Cox
2. Carla Gabin
3. Denise Justice
4. Susan Lambert, effective September 18, 2007
5. Roberta Wooten, effective September 4, 2007

Market Street School

7:30 p.m.

October 22,

2007

D. Supplementals (2007-2008 School Year)

	<u>Name</u>	<u>Position</u>	<u>Pay Level</u>
1.	Andrew Carr	NRHS Marching Band Director	7
2.	Andrew Carr	NRHS Instrumental Music Director	8
3.	Malissa Cornette	Sophomore Class Advisor	2
4.	J. Patrick Crowley	Ecology Club Advisor	2
5.	Adib Dixon	Varsity Boys Soccer, Assistant Coach	8
6.	Teresa Flamm	Senior Class Advisor	3
7.	Susan Griffin	Academic Team Advisor	6
8.	Susan Griffin	NRHS Newspaper Advisor	10
9.	William Harris	NRHS Drama Director	11
10.	Bradley Hatfield	Varsity Girls Basketball Assistant Coach	10
11.	Douglas Heflin	NRHS Vocal Music Director	8
12.	Richard Mahan	Freshmen Class Advisor	2
13.	Logan Minning	Junior Class Advisor	6
14.	Sharon Nehls	SADD Club Advisor	2
15.	Sharon Nehls	NRHS CARE Team	4
16.	Nicole Parker	Hi-Y Club Advisor	2
17.	James Robinson	NRHS Student Council Advisor	8
18.	James Robinson	NRHS Yearbook Advisor	10
19.	Carole Snider	Monroe CARE Team	4
20.	Carole Snider	Teen Peer Counseling Advisor	6
21.	John Wright	NRHS Marching Band Assistant Director	4

E. Lay Coaches (2007-2008 School Year)

	<u>Name</u>	<u>Position</u>	<u>Pay Level</u>
1.	Bethany Humphrey	Varsity Girls Basketball Head Coach	12
2.	Jennifer Slone	NRMS Assistant Swimming Coach	4
3.	Patsy Wilson	7 th Grade Girls Basketball Coach	8
4.	Brennan Workman	Freshman Girls Basketball Coach	9

F. Homebound Instruction (\$20 per Hour, Upon Submission of a Timesheet)
(2007-2008 School Year)

1. Tammy Otten, effective September 19, 2007

G. Intervention Tutors (\$20 per Hour, Upon Submission of a Timesheet)
(2007-2008 School Year)

- | | |
|--------------------------|--------------------|
| 1. Bridget Bell | 16. Logan Minning |
| 2. Karen Cahall | 17. Leisa Moore |
| 3. Sondra Clark | 18. Kathy Paul |
| 4. Patricia Conrad | 19. Laura Prescott |
| 5. Malissa Cornette | 20. Amy Smiddy |
| 6. Misty Cresap | 21. David Smith |
| 7. Adib Dixon, effective | 22. Rena Snouffer |

Market Street School

7:30 p.m.

October 22, 2007
October 1, 2007

Market Street School

7:30 p.m.

October 22,

2007

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| 8. Bonnie Faubion | 23. Jamie Utendorf |
| 9. Kimberly Fultz | 24. Patricia Verwold |
| 10. Susan Godsey | 25. Karen Walters |
| 11. Connie Hammer | 26. Rose Wiebell |
| 12. Bradley Hatfield | 27. Melissa Wildey |
| 13. Susan Kelly | 28. Julie Winkelman |
| 14. Dianne Kuehner | 29. Rebecca Woodard |
| 15. Judy Meyer | 30. Meredith Zimmerman |

Roll call: Mr. Painter, yea; Mrs. Hayden, yea; Mr. Walriven, yea; Mr. Shepherd, yea; Mr. Hawkins, yea. Motion carried.

2008-69 Moved by Mr. Hawkins, seconded by Mr. Walriven, to approve severance and super severance payments to the following retiree:

Name	DOB	Retirement Date	Sick Leave	Super Severance	Maximum Days	Daily Rate	Total
Molly Moll	8/5/53	10/1/2007	248	Yes	115	\$413.44	\$47,545.60

Roll call: Mr. Painter, yea; Mr. Shepherd, yea; Mrs. Hayden, yea; Mr. Walriven, yea; Mr. Hawkins, yea. Motion carried.

2008-70 Moved by Mr. Shepherd, seconded by Mrs. Hayden, to approve 2% salary increases, effective August 1, 2007:

Administrator	Position	Salary Effective 8/1/2007
Thomas Durbin	Superintendent	\$115,566
Teresa Napier	Treasurer	\$100,636
Mark Bailey	Principal	\$90,898
Adam Bird	Principal	\$91,981
Janice Block	Food Service	\$47,614
Matthew Prichard	Technology Director	\$70,338
Julian Renner	Principal	\$87,652

Roll call: Mr. Painter, Mr. Walriven, yea; Mr. Hawkins, yea; Mrs. Hayden, yea; Mr. Shepherd, yea. Motion carried.

2008-71 Moved by Mr. Wariven, seconded by Mr. Hawkins, to approve salary increases, effective July 1, 2007 for the following employees:

Employee	Title	Hourly Wage effective July 1, 2007	Total Wages effective July 1, 2007
A. Tanya Carter	Systems Engineer	\$20.29	\$42,198.62
B. Julie Edmondson	LAN Support Technician	\$16.70	\$34,730.59
C. Charles Vogel	Chief Mechanic-Transportation	\$18.52	\$38,528.26

Market Street School

7:30 p.m.

October 22,

2007

Roll call: Mr. Painter, yea; Mr. Shepherd, yea; Mrs. Hayden, yea; Mr. Hawkins, yea; Mr. Walriven, yea. Motion carried.

2008-72 It is recommended that the Board of Education approve the salary schedule effective July 1, 2007 for the following positions:

A. Building Secretary

STEP	2008
1	\$13.99
2	\$14.18
3	\$14.39
4	\$14.57
5	\$14.76
6	\$14.94
7	\$15.14
8	\$15.33
9	\$15.52
10	\$15.72
14	\$15.79
15	\$15.97
16	\$16.26

B. Central Office/Building Principal Secretary

STEP	2008
1	\$14.38
2	\$14.87
3	\$15.42
4	\$15.94
5	\$16.47
6	\$16.99
7	\$17.53
8	\$18.06
9	\$18.57
10	\$19.14
11	\$19.34
12	\$19.45
13	\$19.56

Market Street School

7:30 p.m.

October 22,

2007

14	\$19.67
15	\$20.21

C. Superintendent Secretary

STEP	2008
1	\$18.04
2	\$18.27
3	\$18.51
4	\$18.74
5	\$18.99
6	\$19.22
7	\$19.46
8	\$19.69
9	\$19.93
10	\$20.17
11	\$20.40
12	\$20.64
13	\$20.87
14	\$21.11
15	\$21.34
16	\$21.59
17	\$21.82
20	\$22.18

D. Assistant to the Treasurer

STEP	2008
1	\$17.92
2	\$18.15
3	\$18.40
4	\$18.63
5	\$18.86
6	\$19.10
7	\$19.33
8	\$19.58
9	\$19.81
10	\$20.05
11	\$20.28
12	\$20.52
13	\$20.76
14	\$21.00

October 22, 2007

15	\$21.23
16	\$21.47
17	\$21.70
20	\$22.06

Roll call: Mr. Painter, yea; Mr. Walriven, yea; Mr. Hawkins, yea; Mrs. Hayden, yea; Mr. Shepherd, yea. Motion carried.

2008-73 Moved by Mrs. Hayden, seconded by Mr. Walriven, to approve the following:

Section 1.

Mr. Thomas D. Durbin is employed as superintendent of New Richmond Exempted Village School District for a term commencing August 1, 2008 and ending July 31, 2011.

Section 2.

The superintendent shall be paid an annual salary of \$ 115,566.00, which amount may be increased by mutual agreement during the term of his appointment by amending the contract of employment.

Section 3.

The superintendent shall work 260 days per contract year.

Section 4.

The superintendent shall receive all benefits as stipulated in the contract of employment and in Board of Education policy 1.26 Administrative Contracts – Regulations.

Section 5.

The Board hereby authorizes and directs the treasurer to execute the contract of employment on behalf of the Board, and, together with the president of the Board and the superintendent, execute the certificate required by RC 5705.412.

Section 6.

It is hereby found and determined that all formal actions of the Board of Education concerning and relating to the adoption of this resolution were adopted in an open meeting of the Board, and that all deliberations of the and any of its committees that resulted in such formal action were in meetings open to the public, when required by law, in full compliance with the law.

Roll call: Mr. Painter, yea; Mr. Shepherd, yea; Mr. Hawkins, yea; Mr. Walriven, yea; Mrs. Hayden, yea. Motion carried.

2008-74 Moved by Mr. Shepherd, seconded by Mrs. Hayden, to adjourn the regular meeting. Roll call: all yeas.

Mr. Painter declared the regular meeting adjourned at 10:02 p.m.

Market Street School

7:30 p.m.

October 22, 2007

David L. Painter, President

Teresa S. Napier, Chief Financial Officer