

The Board of Education met in a Work Session/Regular meeting on Tuesday, November 26, 2019 in the high school library with Board President Jacob King presiding.

**ROLL CALL @ 5:02 PM**

Present: Mr. King, Mrs. Reese, Mrs. Sebastian, Mr. Wright, Mr. Elam

**ADDITIONS TO AGENDA (if needed)**

**HEARING OF THE PUBLIC REGARDING AGENDA ITEMS**

President Mr. King called for the Hearing of the Public regarding agenda items, to which there was no response.

**ITEMS FOR DISCUSSION**

▶ Board member's email address

There was discussion about having the Board use a district email for district business. Having a district email would help with legality, record retention, and be consistent. The Board asked to move forward with board emails on the district domain.

▶ Lunch payment fix (go negative)

The Board discussed how to fix when a student does not have sufficient funds to purchase lunch. The Board is looking at ways to correct and what would be the easiest and efficient way. The Board asked the Treasurer to contact Pay Schools to see what can be set up.

▶ Create an account that community members can donate for lunches

The Board asked what policy is over providing meals for those students who cannot purchase one. The Board asked if more than a sandwich can be provided.

▶ Status of legal opinion on PTO and school (gift cards to teachers, collecting funds)

Mr. Hattery provided an update on legal opinion over subject.

▶ Phase out or repurpose student parking fees for 20-21 or allowing students to "raffle off" for a designated spot and to decorate for the year (school appropriate) if the fee stays the same

Mrs. Reese liked the idea about decorating but would keep the fee as currently established. Driving is a privilege. Mr. Wright asked what does Tipp City do and suggested we follow it since it has been in existence for some time.

▶ Phase out or repurpose of student participation fees for 20-21

Mr. Hattery stated monies could be earmarked for future capital projects. Mr. King stated these fees are a "backdoor tax", paying for something in the future. Should ask for more through property taxes. Mrs. Sebastian was concerned with lowering revenues generated from athletic participation fees right now when we have enrollment growth, and we don't know the kinds of expenses the next phase of building will incur. She was also concerned eliminating fees might cause swells in certain sports (like track) and create unforeseen supervision issues. Mrs. Sebastian felt student athletic participation fees should remain the same until we have a better handle on the building project. Mr. Elam does not like the earmarking idea. He does not like participation fee. The fee was established originally because of the status of the economy. Mr. Wright suggested that a compromise be done. The Board agreed and will vote to lower participation fees for next school year in the spring/summer.

▶ Fundraisers: limiting inside the school teams/organizations to a maximum of two (2) fundraisers per year. For example: athletic teams can run a youth camp and also a traditional fundraiser. The idea behind the youth camp is to promote the program, encourage interest and use it as a way to fundraise for the program. This will not include PTO or Athletic Boosters. It would also be a good idea to have the board approve all fundraisers to be aware of what is being held inside and outside of the school if groups are going to use our school name to promote it. Mr. Wright stated we need to get ahold of what the need/want is for fundraisers. Mrs. Sebastian asked for monthly financial information for school-related organization be a suggestion for the Board to receive. Mr. King suggested a work session with a focused talk with school related organizations over fundraisers.

▶ Board Policy on tobacco use

Mr. King asked what does it mean to be tobacco free? Mr. Wright stated that the key work in free is "use".

▶ Farm land rental

Mr. Hattery provided update on agreement. Need to look into the house agreement to see when it is up for renewal. Current land agreement ends December 31, 2020.

- ▶ Student Board representatives (2)
- ▶ Finance committee update

**BOARD REPORT**  
**2020-63**

Motion by: Mr. King to approve the Resolution to BP#4120.

1. Approval of Resolution to Board Policy 4120-Employment of Classified Staff:

The Bethel Board of Education to approve the Resolution to Board Policy 4120- Employment of Classified Staff.

WHEREAS, our current Policy 4120, entitled EMPLOYMENT OF CLASSIFIED STAFF, contains certain language that is more restrictive than Ohio Revised Code Statutory Requirements; and

WHEREAS, there are certain inconsistencies contained in this Policy which need to be addressed; and

WHEREAS, this Board intends to fully review the contents of this Policy to ensure that our Administrative staff can recommend the best candidates for positions in our District; now, therefore

BE IT RESOLVED, that in accordance with our Bylaws, specifically Policy 0131, operation of Board Policy 4120 is hereby suspended, until such time as our Administrative Staff and review and make recommendations for necessary;

BE IT FURTHER RESOLVED, that during the interim period, all employment of classified staff shall be in accordance with and consistent with the requirements of Ohio and Federal Statutes.

Seconded by: Mr. Elam

Roll Call: Ayes: Mr. King, Mrs. Sebastian, Mr. Wright, Mr. Elam

Nays: none

Abstain: Mrs. Reese

Motion carried: 4-0

**Superintendent's Items Requesting Board Action**  
**2020-64**

Motion by: Mr. Wright to accept Mr. King's request to have item #1 voted on separately from Superintendent's items requesting Board action.

Seconded by: Mrs. Reese

Roll Call: Ayes: Mr. King, Mrs. Reese, Mrs. Sebastian, Mr. Wright, Mr. Elam

Nays: none

Motion carried: 5-0

Motion by: Mr. Wright to place items from the superintendent's report on the amended consent calendar.

1. Approval of Classified Staff:

The Bethel Board of Education to approve the following individual(s) for the 2019-2020 school year pending FBI/BCI background check and drug screening.

Robert Hall, 1<sup>st</sup> shift custodian @ \$15.69/hour  
Anna Durst, 1<sup>st</sup> shift custodian @ \$15.07 /hour  
Melissa Rhoades, 2<sup>nd</sup> shift custodian @ \$15.00/hour  
Frank Smith, 2<sup>nd</sup> shift custodian @ \$15.00/hour  
Derek Swangim, 2<sup>nd</sup> shift custodian @ \$15.32/hour

Seconded by: Mr. Elam

Roll Call: Ayes: Mr. King, Mrs. Sebastian, Mr. Wright, Mr. Elam

Nays: none

Abstain: Mrs. Reese

Motion carried: 4-0

**Superintendent's Items Requesting Board Action  
2020-65**

Motion by: Mr. Wright to place items from the superintendent's report on the amended consent calendar.

**2. Supplemental Employment:**

**The Bethel Board of Education accepts the recommendation of approval for the following Individual for school year 2019-2020 advisory positions and volunteers commensurate with the supplemental negotiated agreement (pending Pupil Activity certification, FBI/BCI verification and drug screening results):**

**Brooke Lee, Varsity Swim Coach**

**3. Approval of updated Board Policies, update Vol. 38, No.1 August 2019 (Second Reading)**

BP1310 Employment of the Treasurer, PB1340 Non-Reemployment of Treasurer, BP2431 Interscholastic Athletics, BP 5113.02 School Choice Options, BP5200 Attendance, BP5230 Late Arrival and Early Dismissal, BP5350 Student Mental Health & Suicide Prevention, BP5460 Graduation Requirements, BP7300 Disposition of Real Property/Personal Property, BP7440.03 Small Unmanned Aircraft systems, BP 8400 School Safety, BP8462 Student Abuse and Neglect, BP8500 Food Service, BP1615 Use of Tobacco by Administrator, BP3215 Use of Tobacco by Professional Staff, BP4215 Use of Tobacco by Classified Staff, BP5512 Use of Tobacco, and BP7434 Use of Tobacco on School Premises. BP6000-District Cash Balance

Seconded by: Mrs. Reese

Roll Call: Ayes: Mr. King, Mrs. Reese, Mrs. Sebastian, Mr. Wright, Mr. Elam

Nays: none

Motion carried: 5-0

**Discussion:**

Mrs. Reese asked if the new coach had all the required credentials.

**2020-66**

Motion by: Mrs. Sebastian to adopt the amended consent calendar from Superintendent 's Report

Seconded by: Mr. Elam

Roll Call: Ayes: Mr. King, Mrs. Reese, Mrs. Sebastian, Mr. Wright, Mr. Elam

Nays: none

Motion carried: 5-0

**Information from the Superintendent**

Mr. King and Mrs. Reese thanked Mr. Firks for the work done in preparing for the strategic plan process.

**EXECUTIVE SESSION**  
**2020-67**

Mrs. Sebastian moved to enter an executive session to consider the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee or official, or the investigation of charges or complaints against a public employee, official, licensee, or regulated individual, unless the public employee, official, licensee, or regulated individual requests a public hearing and to discuss matters required to be kept confidential by federal law or rules or state statutes.

Seconded by: Mrs. Reese

The Board entered an executive session at 7:34 PM

The following members answered roll call:

Mr. King, Mrs. Reese, Mr. Wright, Mrs. Sebastian, Mr. Elam

The Board re-entered regular session at 8:14 PM

**HEARING OF THE PUBLIC**

President Mr. King called for the Hearing of the Public to which there was no response

**ADJOURNMENT**  
**2020-68**

Motioned by: Mr. Wright to adjourn the meeting.

Seconded by: Mrs. Sebastian

Roll Call: Mr. King, Mrs. Reese, Mrs. Sebastian, Mr. Wright, Mr. Elam

Nays: none

Motion carried: 5-0

Meeting adjourned at 8:15 pm

NOTE: If an executive session is required it may be placed anywhere in the order of the agenda, but often comes at the beginning or at the end. It is often anticipated in advance that an executive session will be necessary, but the board may call for such should the occasion arise, even though it does not appear on the prepared agenda. Executive sessions are permitted for certain specified situations. Only discussion may take place in executive sessions. Voting must be done in an open meeting.

\_\_\_\_\_ *Treasurer*

\_\_\_\_\_ *President*