Fremont City Schools
AGENDA
Fremont Middle School
1250 North Street
March 21, 2016
Board Meeting 5:30 P.M.

I. Call to Order

II. Pledge of Allegiance

III. Roll Call: Ms. Chapman__ Ms. Garza__Mr. Gorobetz__ Ms. Laird__ Mr. Miller__

IV. Approve or amend and sign minutes of the regular meeting held March 7, 2016.

Ms. Chapman_____ Ms. Garza _____ Mr. Gorobetz_____
Ms. Laird _____ Mr. Miller_____

App ___
Disa ___
Other ___

V. Recognition of Visitors

VI. First Hearing of the Public
A Fremont City School District citizen, recognized by the Chair, may speak on any issue, during the Recognition of Visitors and Hearing of the Public Sessions, but the Chair may limit remarks pursuant to the debate regulations of *Robert's Rules of Order* and Fremont City School District Policy.

VII. Report of the Treasurer

VIII. Recommendations of the Treasurer — Page 1

IX. Legislative Liaison Report

X. Committee Reports
- Health & Wellness — Susan King
- CQCC — Alex Gorobetz

XI. Old Business

XII. New Business

XIII. Report of the Superintendent

XIV. Recommendations of the Superintendent of Schools — Pages 2-7

XV. Second Hearing of the Public

XVI. Board Member Communications and Information Requests

XVII. Adjournment:

Ms. Chapman_____ Ms. Garza _____ Mr. Gorobetz_____
Ms. Laird _____ Mr. Miller_____

App ___
Disa ___
Other ___

A copy of the complete agenda is available after 10:00 a.m. the day of the scheduled meeting in the Office of the Superintendent or may be accessed on the Fremont City Schools web page: www.fremontschools.net

VIII. RECOMMENDATIONS OF THE TREASURER

A. FINANCIAL MATTERS

ITEM 1. Consider approval of the February financial report

It is recommended that the February financial report be approved (copy on file at Birchard Public Library).

ITEM 2. Consider approval of supplemental appropriations

It is recommended that the following change be made to permanent appropriations that were approved on September 21, 2015.

		From	Inc./Dec.	To
018-9003	Campus Wear	$ 142.48	$ 848.43	$ 990.91

Ms. Chapman_____ Ms. Garza_____ Mr. Gorobetz_____ App ___
Ms. Laird _____ Mr. Miller _____ Disa ___
Other ___

ITEM 3. Consider approval of increase in appropriations for Bond Refunding

It is recommended that the Board approves the increase in appropriations for Bond Refunding.

		From	Inc./Dec.	To
002-9800	Bond Refunding	$8,409,772.55	$8,145,222.85	$16,554,995.40

Ms. Chapman_____ Ms. Garza_____ Mr. Gorobetz_____ App ___
Ms. Laird _____ Mr. Miller _____ Disa ___
Other ___

XIV. RECOMMENDATIONS OF THE SUPERINTENDENT

A. PERSONNEL MATTERS

ITEM 1. Consider approval of the following resignations

Resignation
Administrative: Thomas Anway
Director of Facilities and Operations
Reason: Retirement
Effective: March 31, 2016

Resignation
Certified: Linda Doering
Varsity Asst. Softball Coach
Reason: Resignation
Effective: March 3, 2016

Resignation
Certified: Chad Long
Head Wrestling Coach
Reason: Resignation
Effective: March 7, 2016

Resignation
Classified: Tony White
Custodial Foreman
Reason: Retirement
Effective: April 1, 2016

ITEM 2. Consider approval of the following administrative appointment

It is recommended that the Board hires Thomas Anway as the Director of Facilities & Operations effective April 1, 2016 through July 31, 2018 at an annual salary of $77,940.00.

ITEM 3. Consider approval of the following appointments

A. Appointments for the 2015-2016 school year:

Certified Staff Substitutes: Michelle Borjas and Sarah Harvey

B. Appointments for the 2015-2016 school year:

Name: Clay Schwochow
Classified Staff: Maintenance (A-30.03)
Account: General
Salary: Step 5, 8 hrs/day @ $20.14/hr effective March 22, 2016

Support Staff Substitutes: Lucianne Bowlus and Margaret Hoffman

XIV. RECOMMENDATIONS OF THE SUPERINTENDENT

A. PERSONNEL MATTERS (cont.)

ITEM 4. Consider approval of the following supplemental contracts

Appointments for the 2016-2017 school year:

Name	Building	Duty	Amount
Lyndsey Robinson	Ross	Head Volleyball coach C-4	$5,214.00
James Scharer	Ross	Head Golf coach E-6	$3,997.00

ITEM 5. Consider approval of resolution for supplemental duty position

It is recommended that the following resolution be approved for adoption:

NOW, THEREFORE, BE IT RESOLVED:

Section 1. The supplemental duty positions set forth in Section 2 of this resolution have been offered to those employees of the Fremont City Schools who have a license issued under O.R.C. 3319.22, and no such employees who are qualified to fill the positions have accepted them, and the positions have then been advertised or otherwise made available to any individuals with such a license who are qualified to fill them and who are not employed by the Board, and no such persons have applied for and accepted the positions.

Section 2. The Board hereby employs the following non-certified persons to perform the listed supplemental duties at the stated rate of pay for the 2016-2017 school year:

Name	Building	Duty	Amount
Rafael Chavez	Ross	Head Soccer coach C-1	$4,866.00

Section 3. The Board President, Superintendent and Treasurer are authorized to execute supplemental duty contracts with the person identified in Section 2 of this resolution.

Section 4. The Board finds that the resolution has been adopted in accordance with all legal requirements including O.R.C. Sec. 121.22.

ITEM 6. Consider approval of the following special event worker

It is recommended that the Board approves the following special event worker for 2015/2016 spring athletic events:

Ross High School Events
(Baseball, Softball, Tennis, Track)

Name	Position	Rate
Morgan Hawk (student)	Announcer Baseball/Softball	$25.00

ITEM 7. Consider approval of the following special event worker

It is recommended that the Board approves the following special event worker for lifeguard for elective courses and swim events at Ross High School:

Name	Position	Rate
Brooke Hankins (student)	Lifeguard	$9.00/hr

XIV. RECOMMENDATIONS OF THE SUPERINTENDENT

A. PERSONNEL MATTERS (cont.)

ITEM 8. Consider approval of the following appointments for summer programs

Appointments for the 2016 summer programs:

Name: Bonnie Weaver
Certified Staff: Summer Migrant Coordinator
Account: #505-9016
Salary: $6,750.00 total contract (45 days) effective April-August 2016

Name: Christine Oravets
Certified Staff: Summer Migrant Coordinator
Account: #505-9016
Salary: $6,750.00 total contract (45 days) effective April-August 2016

Name: Lori Pierce
Certified Staff: Summer Elementary Intervention Coordinator
Account: #572-9016 and #001
Salary: $3,000.00 total contract (30 days) effective April-August 2016

ITEM 9. Consider approval of the following leaves of absence

Leave of absence
Administrative Staff: Karen Swartz
Psychologist
Reason: Personal
Effective: May 12, 2016 – pending doctor release

Leave of absence
Classified Staff: Beth Shilling
Custodial II
Reason: Personal
Effective: March 9, 2016 – pending doctor release

Leave of absence
Classified Staff: Desiree Subsara
Secretary
Reason: Personal
Effective: March 7, 2016 – pending doctor release

Ms. Chapman_____ Ms. Garza_____ Mr. Gorobetz_____ App ___
Ms. Laird _____ Mr. Miller _____ Disa ___
Other ___

XIV. RECOMMENDATIONS OF THE SUPERINTENDENT

B. OPERATIONS MATTERS

ITEM 10. Consider approval of the printing of Student Handbooks by Action Printing

It is recommended that the Board approves the printing of the 2016-2017 Student Handbooks by Action Printing at a cost of $5,190.16. This is a General Fund expenditure.

Ms. Chapman_____ Ms. Garza_____ Mr. Gorobetz_____ App ___
Ms. Laird _____ Mr. Miller _____ Disa ___
Other ___

C. OTHER MATTERS

ITEM 11. Consider approval of adoption of resolution recommending amendments to the Ohio School Boards Association 2016 Legislative Platform

WHEREAS, the Fremont City School District is a member of the Ohio School Boards Association; and

WHEREAS, the Ohio School Boards Association consistently advocates on behalf of its member school districts with legislators in the State of Ohio; and

WHEREAS, part of that advocacy includes a "legislative platform" that is reviewed and amended each year by OSBA member school districts.

NOW THEREFORE BE IT RESOLVED that the Fremont City Schools Board of Education recommends the following language be added to the legislative platform under "Assessments" of the Students and Learning plank: "OSBA opposes legislation that prevents the advancement of a student to the next grade level and graduation based solely on state assessment results."

BE IT FURTHER RESOLVED that the Fremont City Schools Board of Education recommends the following language be added to the legislative platform under "State Report Card" of the Students and Learning plank: "In reference to the K-3 Literacy component on the Report Card, OSBA opposes legislation that does not include **all** students in the baseline beginning in kindergarten and continuing through grade three."

BE IT FURTHER RESOLVED that the Fremont City Schools Board of Education recommends the following language be amended to the legislative platform under "State Board of Education" of the School Governance plank: "OSBA supports legislation that provides **no** appointed board members."

BE IT FURTHER RESOLVED that the Fremont City Schools Board of Education recommends the following language be amended to the legislative platform under "Facilities" of the Finance plank: "OSBA **supports** the ½-mill maintenance requirements."

BE IT FURTHER RESOLVED that the Fremont City School District recommends the aforementioned changes to the Ohio School Boards Association 2016 Legislative Platform.

Ms. Chapman_____ Ms. Garza_____ Mr. Gorobetz_____ App ___
Ms. Laird _____ Mr. Miller _____ Disa ___
Other ___

XIV. RECOMMENDATIONS OF THE SUPERINTENDENT

C. OTHER MATTERS (cont.)

ITEM 12. Consider approval of revised Policy #4162-Drug and Alcohol Testing of CDL License Holders (Second Reading)

It is recommended that the Board of Education approves revised Policy #4162 – Drug and Alcohol Testing of CDL License Holders (see attached).

ITEM 13. Consider approval of revised Guideline #4162A-Memorandum to CDL License Holders Regarding the District's Drug-Testing Program (Second Reading)

It is recommended that the Board of Education approves revised Guideline #4162A – Memorandum to CDL License Holders Regarding the District's Drug-Testing Program (see attached).

ITEM 14. Consider approval of revised Policy #5112-Entrance Requirements (Second Reading)

It is recommended that the Board of Education approves revised Policy #5112 – Entrance Requirements (see attached).

ITEM 15. Consider approval of revised Guideline #5112-Admission to Kindergarten (Second Reading)

It is recommended that the Board of Education approves revised Guideline #5112 – Admission to Kindergarten (see attached).

ITEM 16. Consider approval of revised Policy #5200-Attendance (Second Reading)

It is recommended that the Board of Education approves revised Policy #5200 – Attendance (see attached).

ITEM 17. Consider approval of revised Policy #6320-Purchases (Second Reading)

It is recommended that the Board of Education approves revised Policy #6320 – Purchases (see attached).

ITEM 18. Consider approval of revised Policy #7300–Disposition of Real Property/Personal Property (Second Reading)

It is recommended that the Board of Education approves revised Policy #7300 – Disposition of Real Property/Personal Property (see attached).

Ms. Chapman_____ Ms. Garza_____ Mr. Gorobetz_____ App ___
Ms. Laird _____ Mr. Miller _____ Disa ___
Other ___

XIV. RECOMMENDATIONS OF THE SUPERINTENDENT

C. OTHER MATTERS (cont.)

ITEM 19. Consider approval of donations

It is recommended that the Board approves the following donations:

Donor:	Item:	Value:	Donated To:
Gonya-Hull Game Feed/ Chris Hull Awards Foundation	Cash to Purchase Awards	$2,600.00	Fremont Ross Athletic Department
Lutz PTO	Cash to Purchase Eagle TV Accessories/Supplies	$400.00	Lutz Elementary School

Ms. Chapman_____ Ms. Garza_____ Mr. Gorobetz_____ App ___
Ms. Laird _____ Mr. Miller _____ Disa ___
Other ___

Resolution for Executive Session (O.R.C. 121.22)

WHEREAS, as a public board of education, the Fremont City School District Board of Education may hold an executive session only after a majority of a quorum (or, in the case of item O, below, a unanimous quorum) of this board determines by a roll call vote to hold such a session and only at a regular or special meeting for the sole purpose of the consideration of any of the following matters:

A. To consider the appointment of a public employee or official.

B. To consider the employment of a public employee or official.

C. To consider the dismissal of a public employee or official.

D. To consider the discipline of a public employee or official.

E. To consider the promotion of a public employee or official.

F. To consider the demotion of a public employee or official.

G. To consider the compensation of a public employee or official.

H. To consider the investigation of charges or complaints against a public employee, official, licensee, or student.

I. To consider the purchase of property for public purposes.

J. To consider the sale of property at competitive bidding.

K. To confer with an attorney for the Board concerning disputes involving the Board that are the subject of pending or imminent court action.

L. To prepare for, conduct, and/or review negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment.

M. To consider matters required to be kept confidential by federal law or regulations or state statutes.

N. To discuss details relative to the security arrangements and emergency response protocols for the Board.

O. To discuss confidential information related to an application for economic development assistance, or negotiations with other political subdivisions related to the application, as executive session is necessary to protect interests of the applicant or related expenditure of public funds. (Unanimous vote required.)

NOW, THEREFORE, BE IT RESOLVED that the Fremont City School District Board of Education-does hereby declare its intention to hold an executive session on items _____ as listed above.

Ms. Chapman_____ Ms. Garza_____ Mr. Gorobetz_____ App ___
Ms. Laird _____ Mr. Miller _____ Disa ___
Other ___

Fremont City School District
Bylaws & Policies

REVISED - SEE ATTACHED

4162 - DRUG AND ALCOHOL TESTING OF CDL LICENSE HOLDERS

The Board of Education believes that the safety of students while being transported to and from school or school activities is of utmost importance and is the primary responsibility of the driver of the school vehicle. To fulfill such a responsibility, each driver, as well as others who perform safety-sensitive functions with Board-owned and/or operated ("Board-owned") vehicles must be mentally and physically alert at all times while on duty. To that end, the Board has established this policy and others related to employees' health and well-being.

For purposes of this policy and the guidelines associated with the policy, the following definitions shall apply.

A. The term *illegal drug* means drugs and controlled substances, the possession or use of which is unlawful, pursuant to Federal, State, and local laws and regulations.

B. The term *controlled substance* includes any illegal drug and any drug that is being used illegally, such as a prescription drug that was not legally obtained or not used for its intended purposes or in its prescribed quantity. The term does not include any legally-obtained prescription drug used for its intended purpose in its prescribed quantity unless such use would impair the individual's ability to safely perform safety-sensitive functions.

C. The term *controlled substance abuse* includes excessive use of alcohol as well as prescribed drugs not being used for prescribed purposes, in a prescribed manner, or in the prescribed quantity.

D. The term *safety-sensitive functions* includes all tasks associated with the operation and maintenance of Board-owned vehicles.

E. The term *CDL license holder* means all regular and substitute bus drivers, other staff members who may drive students in Board-owned vehicles or inspect, repair, and maintain Board-owned vehicles.

F. The term *while on duty* means all time from the time the CDL license holder begins to work or is required to be in readiness for work until the time s/he is relieved from work and all responsibility for performing work.

The Board expects all CDL license holders to comply with Board Policy 4122.01 on Drug Free Schools which prohibits the possession, use, sale, or distribution of alcohol and any controlled substance on school property at all times. Further, the Board concurs with the Federal requirement that all CDL license holders should be free of any influence of alcohol or controlled substance while on duty.

The Board directs the Superintendent to establish a drug and alcohol testing program whereby each regular and substitute bus driver, as well as any other staff member who holds a CDL license, is tested for the presence of alcohol in his/her system as well as for the presence of the following controlled substances:

A. Marijuana

B. Cocaine

C. Opiates

D. Amphetamines

E. Phencyclidine (PCP)

The drug tests are to be conducted in accordance with Federal and State regulations a.) prior to employment, **(Controlled Substances Only),** b.) for reasonable cause, c.) upon return to duty after any alcohol or drug rehabilitation, d.) after any accident, e.) on a random basis, and f.) on a follow-up basis.

Any staff member who tests positive shall be prohibited from performing or continuing to perform his/her safety-sensitive functions (e.g., driving any Board-owned vehicle) and be referred to the District's Employee Assistance Program.

Any staff member who refuses to submit to a test shall be prohibited from performing or continuing to perform his/her safety-sensitive functions (e.g., driving any Board-owned vehicle).

Staff member who voluntarily disclose that they have an addiction to alcohol or controlled substances may participate in the Employee Assistance Program, and will qualify for the receipt of medical insurance benefits for treatment of alcohol or substance abuse, including follow-up care, to the extent that such benefits are provided for or offered in the Board's health insurance package. Voluntary disclosure of an alcohol or drug addiction by a staff member will not subject the staff member to disciplinary action unless such disclosure is made after the staff member is selected to be tested or immediately prior to the selection of staff members to be tested. Nothing herein shall prevent the Board from disciplining a staff member for misconduct associated with his/her alcohol and/or drug use regardless of whether the employee has disclosed that s/he has an alcohol or drug addiction.

A staff member will be subject to disciplinary action, up to and including termination, for any of the following reasons:

A. reports for duty or performs work while having an alcohol concentration of 0.02 or greater

B. reports for duty or performs work while testing positive for using a prohibited drug, or while being under the influence of a prohibited drug

C. refuses to submit to drug and/or alcohol testing

D. alters or attempts to alter or unduly influence alcohol and/or drug testing results

E. fails to remain readily available for post-accident testing (including notifying his/her supervisor of his/her location, if the staff member leaves the scene of the accident prior to the submission of a post-accident test, unless the staff member's departure is to obtain necessary emergency medical care)

Prior to the beginning of the testing program, the Board shall provide a drug-free awareness program which will inform each CDL license holder about:

A. the dangers of illegal drug use and controlled substance and alcohol abuse;

B. Board Policy 4122.01 - Drug-Free Workplace, Policy 4161 - Unrequested Leaves of Absence, Policy 4170 - Substance Abuse, and Policy 4170.01 - Employee Assistance Program;

C. the topics identified in AG 4162A

D. the sanctions that may be imposed for violations of Policy 4122.01.

All time spent undergoing an alcohol or controlled substance test, including travel time, will be paid at the staff member's regular rate of pay, or at his/her overtime rate, if applicable. Any staff member who is not allowed to return to work while awaiting test results will be compensated during the waiting period for all work time lost, including

overtime, if applicable. The Board shall pay all costs associated with the administration of alcohol and controlled substance tests. This includes testing of the "split specimen" at a Federally certified laboratory if so requested by a staff member. The Board will not pay for the employee's time while not on duty, if the split specimen test results are positive.

Alcohol and drug test results shall be protected as confidential medical records as appropriate under the Americans With Disabilities Act (i.e. test results shall be provided on a right to know basis – the employee, the employer, and the substance abuse professional – and the results shall not be presented until analyzed by a Medical Review Officer).

A tested individual, upon written request, will have access to any records relating to his/her use of drugs and alcohol, including any records pertaining to his/her drug and alcohol tests. A tested individual must provide written authorization before his/her test result can be provided to any other person except a government agency specified in the applicable Federal regulations.

All tests shall be conducted in accordance with Federal testing guidelines and be performed by a laboratory that is Federally certified (i.e. testing procedures and devices used will be as set forth in 49 C.F.R. Part 40).

The alcohol and drug testing program shall be under the direction of the Superintendent or designee.

The Superintendent shall arrange for the required amount of training for appropriate staff members in drug recognition, in the procedures for testing, and in the proper assistance of staff members who are subject to the effects of substance abuse.

The Superintendent shall submit, for Board approval, a contract with a certified laboratory to provide the following services:

A. testing of all first and second test urine samples

B. clear and consistent communication with the District's Medical Review Officer (MRO)

C. methodology and procedures for conducting random tests for controlled substances and alcohol

D. preparation and submission of all required reports to the District, the MRO, and to Federal and State governments

The Superintendent shall also select the agency or persons who will conduct the alcohol breathalizer tests, the District's MRO, and the drug collection site(s) in accordance with the requirements of the law.

Educational materials explaining the requirements of the Federal regulations and of the Board's policies and procedures to meet the Federal regulations shall be provided to all staff members, including the following:

A. the name of the person designated by the Board to answer questions about the materials

B. information sufficient to make clear to employees the period of the work day during which they are required to comply with the regulations

C. information concerning what conduct is prohibited

D. the circumstances under which employees are subject to testing

E. the procedures for testing in order to protect the employee and the integrity of the testing process, to safeguard the validity of the test results, and to confirm the results are attributed to the correct employee

F. the requirement that staff members must submit to testing as required by the regulations

G. an explanation of what constitutes a refusal to be tested and the attendant consequences

H. the consequences of testing positive, including the requirements of immediate removal from safety-sensitive functions, and the procedures regarding referral, evaluation, and treatment

I. the consequences for a test indicating an alcohol concentration greater than 0.02, and

J. information concerning the effects of alcohol and drug misuse on an individual's health, work, and personal life; signs and symptoms of an alcohol problem (the employee's or a co-worker's); and available methods of intervening when a drug or alcohol problem is suspected (including confrontation and how to refer someone to an Employee Assistance Program or to management)

These materials are to be distributed to each staff member upon being hired or transferred into a covered position thereafter. Each staff member must sign a statement certifying receipt of these materials. Each employee (and labor organization representing Board employees) shall receive written notice of the availability of this information, and the identity of the Board's designated representative in charge of answering employee questions about the materials.

49 C.F.R. 382.101 et seq.

Revised Policy

Classified Staff
Policy #4162.

DRUG AND ALCOHOL TESTING OF CDL LICENSE HOLDERS

School bus drivers and others required to hold a commercial driver's license are subject to a drug and alcohol testing program that fulfills the requirements of federal and state regulations. The Board directs the Superintendent/designee to develop a school bus driver drug testing program in compliance with State and Federal laws and regulations.

Revised 02.24.2016

LEGAL REFS.: 49 USC 31136; 31301 et seq.
49 CFR, Subtitle A, Part 40
ORC 4506.15; 4506.16
OAC 3301-83-07

CROSS REFS.: EB, Safety Program
GBCB, Staff Conduct
GBE, Staff Health and Safety
GBP, Drug-Free Workplace
GBQ, Criminal Records Check
Staff Handbooks

Fremont City School District
Administrative Guidelines

REVISED - SEE ATTACHED

4162A - MEMORANDUM TO CDL LICENSE HOLDERS REGARDING THE DISTRICT'S DRUG-TESTING PROGRAM

The purpose of the Board's drug-testing program is to institute and maintain a program for achieving the objective of a drug-free work force and to provide a workplace that is free from the illegal and improper manufacture, distribution, dispensing, possession, sale, and use of alcohol and controlled substances. (see Form 4162 F1)

The program will assist CDL license holders in understanding and avoiding the perils of illegal drug use and controlled substance abuse. The Board will provide a comprehensive drug-free awareness program as an ongoing educational effort to prevent and eliminate illegal drug use and controlled substance abuse. The drug-free awareness program will inform CDL license holders about:

A. the dangers of illegal drug use and controlled substance abuse;

B. the Board's policy on drug-free schools, drug testing, and others related to the use of controlled substances (see the Appendix);

C. the availability of treatment and counseling for employees who voluntarily seek such assistance;

D. the sanctions the Board will impose for violations of its policies related to this program.

Definitions

Please refer to page 1 of Board Policy 4162 for definitions of key terms used throughout this program.

District Coordinator

The Supervisor of Transportation shall be the coordinator of the Board's drug-testing program and the person to be contacted for answers to any questions that a staff member may have.

Supervisors and other appropriate personnel will be trained in drug abuse recognition and the Board's procedures for handling and assisting CDL license holders who are subject to the effects of illegal drug use or controlled substance abuse.

RULES RELATED TO THE DRUG-TESTING PROGRAM

All CDL license holders are expected to abide by Board policies related to drug use and drug testing as well as the following rules. Any violation will lead to disciplinary action up to and including termination of employment.

Possession/Use/Sale/Distribution

No CDL license holder shall possess, use, sell, or distribute alcohol or engage in illegal possession, use, sale, or distribution of drugs while on duty, operating a Board-owned and/or operated ("Board-owned") vehicle, or performing a safety-sensitive function.

Pre-Duty Use

No CDL license holder shall perform safety-sensitive functions nor operate a Board-owned vehicle within four (4)

hours after using alcohol and shall not be currently involved in illegal use of drugs.

Use Following an Accident

No CDL license holder required by Federal law to take a post-accident alcohol test shall use alcohol for eight (8) hours following the accident, or until s/he undergoes a post-accident alcohol test, whichever occurs first.

Refusal to Submit to a Required Alcohol or Controlled Substances Test

No CDL license holder shall refuse to submit to a post-accident alcohol or controlled substances test, a random alcohol or controlled substances test, a reasonable suspicion alcohol or controlled substances test, or a follow-up alcohol or controlled substances test required by Federal law. The Board shall not permit a CDL license holder who refuses to submit to such tests to perform or continue to perform safety-sensitive functions or operate a District vehicle.

Controlled Substances Use

No CDL license holder shall report for duty or remain on duty when the CDL license holder uses any controlled substance, except when the use is prescribed by a physician who has advised the CDL license holder that the substance does not adversely affect the CDL license holder's ability to safely operate a Board-owned vehicle or perform safety-related functions.

Authorized Use of Prescribed Medicine

A staff member undergoing prescribed medical treatment with any drug or controlled substance that may impair his/her physical or mental ability should report this treatment to the Supervisor of Transportation who will determine whether the Board shall temporarily change the staff member's job assignment during the period of treatment.

General Rules

Discipline will also be imposed if a CDL license holder:

A. fails to enroll, when requested by the Board, in alcohol or other drug treatment or counseling program and/or fails to adhere to the requirements of the program;

B. is indicted or convicted under any criminal drug statute for a violation occurring in the workplace or outside the workplace;

C. fails to notify the Board of any indictment or conviction under any criminal drug statute within five (5) days of the event;

D. does not comply with regulations promulgated under any testing program.

Consequences for Violation of the Drug Free Policy

In addition to any disciplinary action, the Board may, in its sole discretion, refer the staff member to a treatment or counseling program for illegal drug use or controlled-substance abuse. CDL license holders referred to such a program by the Board must immediately cease any illegal drug use or controlled-substance abuse, must consent to unannounced testing, and must comply with all other conditions of the treatment or counseling program and disciplinary action. Appropriate Board representatives shall determine whether a staff member, referred for illegal drug use or controlled-substance abuse treatment or counseling, shall be reassigned to another available position.

After successful completion of all requirements, the staff member-CDL license holder will again be subject to the testing program which applies to CDL license holders who are applying for employment.

TESTING FOR ALCOHOL AND CONTROLLED SUBSTANCES

The Board has established a testing program for alcohol, illegal drugs, and controlled-substances for all CDL license holders and will, in its sole discretion, determine and may at any time change the requirements, extent, and frequency of staff member testing.

General Procedure

A. The Board will afford applicants and CDL license holders the opportunity, prior to testing, to list all prescription and nonprescription drugs and controlled-substances they have used and to explain the circumstances surrounding the use of such drugs and controlled-substances. Failure of any applicant or staff member to establish adequately a legal basis for the use of any drug or controlled-substance with respect to which s/he tests positive shall constitute a violation of these rules.

B. Applicants and CDL license holders subject to testing must, prior to testing, sign an approved form agreeing to the testing, authorizing the release of test results to the District's Medical Review Officer (MRO), and authorizing the disclosure of the results by the MRO to the Supervisor of Transportation, the Superintendent, and/or the Board of Education. The MRO will obtain the results of the analyses and communicate or disclose such results to the parties named above in accordance with the Board's policies and procedures and appropriate sections of the negotiated agreement.

C. The Board may use such information in connection with District business and for purposes of employment and disciplinary actions, and may disclose it when required to Government agencies and to others upon valid legal requests.

D. The procedures that will be used for the testing for alcohol and drug use shall protect the CDL license holder and the integrity of the testing processes, safeguard the validity of the test results, and confirm the results are attributed to the correct staff member.

E. The Board, prior to taking any action, will give all CDL license holders who test positive the opportunity to explain in writing the test results. Failure of any staff member to establish adequately a legal basis for the use of any drug or controlled-substance with respect to which the staff member tests positive shall constitute a violation of these rules.

F. The Board will establish and maintain any and all additional testing programs and requirements that may be necessary or appropriate to comply with applicable rules and regulations of all Government agencies.

Pre-Employment Testing

Prior to employment or upon receipt of a CDL license if already employed, each CDL license holder shall undergo testing for alcohol and controlled substances. If a pre-employment alcohol test result indicates an alcohol content of 0.02 or greater but less than 0.04, the candidate will be retested after a waiting period of twenty-four (24) hours.

A pre-employment test for alcohol will not be required if the CDL license holder has undergone such an alcohol test within the previous six (6) months, with a result indicating an alcohol concentration less than 0.04; and the Board has ascertained that there has been no alcohol misuse within the previous six (6) months.

A pre-employment test for controlled substances will not be required if the CDL license holder has participated in a drug-testing program that meets Federal requirements within the previous thirty (30) days and while participating in that program, either was tested for controlled substances within the past six (6) months from the date of application to the District or participated in a random-controlled substances testing program for the previous twelve (12) months from the date of application. The CDL license holder must also verify that s/he has no record of a violation of drug use during the previous six (6) months. The candidate shall sign Form 4162A F3 authorizing the release of the information from the previous testing to the District.

The Supervisor of Transportation shall contact the alcohol and/or controlled substances testing program(s) in which the CDL license holder participated and obtain the following information:

A. name and address of the program

B. verification that the CDL license holder participated in the program

C. verification that the program conforms to Federal law

D. verification that the CDL license holder is qualified as described above and has not refused to be tested for alcohol or controlled substances

E. the date the CDL license holder was last tested for alcohol and controlled substances

F. the results of any tests taken within the previous six (6) months and any other use violations

Post-Accident Testing

As soon as practicable following an accident involving a District vehicle, the District shall test for alcohol and controlled substances each surviving CDL license holder:

A. Who was performing safety-sensitive functions with respect to the vehicle, if the accident involved the loss of human life; or

B. Who receives a citation under State or local law for a moving traffic violation arising from the accident.

Alcohol Tests

If a test is not administered within two (2) hours following the accident, the Supervisor of Transportation shall file a record stating the reasons the test was not promptly administered. If a test is not administered within eight (8) hours following the accident, the test shall not be administered and the record shall indicate the reasons why the test was not administered. The record shall be submitted to the FHWA upon request.

Drug Tests

If a test is not administered within thirty-two (32) hours following the accident, the Supervisor of Transportation shall cease attempts to administer the test and file a record stating the reasons the test was not promptly administered. Records shall be submitted to the FHWA upon request.

A CDL license holder who is subject to post-accident testing shall remain readily available for such testing or shall be deemed by the Board to have refused to submit to testing. The required testing shall not delay necessary medical attention for injured people following an accident or prohibit a CDL license holder from leaving the scene of an accident for the period necessary to obtain assistance in responding to the accident, or to obtain necessary emergency medical care.

The Board shall provide each CDL license holder with necessary post-accident information, procedures and instructions, prior to the CDL license holder operating a Board-owned vehicle.

Random Testing

Whenever a trained administrator has a reasonable suspicion that a CDL license holder has used illegal drugs or engaged in controlled-substance abuse, whether during working hours or nonworking hours, on or off Board-owned premises, the Board may require the staff member to submit a urine or other acceptable sample for testing, as prescribed by the Board.

Each year, twenty-five percent (25%) of the average number of CDL license holders shall be subject to random alcohol testing and fifty percent (50%) shall be subject to random drug testing.

The selection of CDL license holders for random alcohol and controlled substances testing shall be made by a scientifically valid method provided by the Board-selected drug-testing facility. Under the selection process used, each CDL license holder shall have an equal chance of being tested each time selections are made.

(If the Board conducts random testing for alcohol and/or controlled substances through a consortium, the number of CDL license holders to be tested may be calculated for each individual District or may be based on the total number of CDL license holders covered by the consortium.)

The Supervisor of Transportation shall ensure that random alcohol and controlled substances tests are unannounced and that the dates for such tests are spread reasonably throughout the calendar year.

Each CDL license holder who is notified of selection for random alcohol and/or controlled substances testing shall be relieved of any job responsibilities as soon as possible and proceed to the test site immediately.

A CDL license holder shall be tested for alcohol only while the CDL license holder is performing safety-sensitive functions, just before the CDL license holder is to perform safety-sensitive functions, or just after the CDL license holder has ceased performing such functions.

Reasonable Suspicion Testing

The District shall require a CDL license holder to submit to an alcohol test when the Supervisor of Transportation has reasonable suspicion to believe that the CDL license holder is under the influence of alcohol or a controlled substance. Such reasonable suspicion must be based on specific, contemporaneous, articulatable observations concerning the appearance, behavior, speech, or body odors of the CDL license holder.

A CDL license holder may be directed by the Supervisor of Transportation to undergo reasonable suspicion testing only while the CDL license holder is performing, just before s/he is to perform, or just after performing safety-sensitive functions or operating a District vehicle.

The time periods and record-keeping requirements for such testing are the same as those required for post-accident testing.

If the test results indicate that the CDL license holder is under the influence of or impaired by alcohol, the Board shall not permit the CDL license holder to continue to operate a Board-owned vehicle or perform safety-sensitive functions until an alcohol test is administered and the CDL license holder's alcohol concentration measures less than 0.02 or for twenty-four (24) hours after the test.

The Supervisor of Transportation shall file a signed, written record of the observations leading to a controlled-substance, reasonable-suspicion test within twenty-four (24) hours of the observed behavior or before the results of the controlled substances test are released, whichever is earlier.

Return-to-duty Testing

The Supervisor of Transportation shall ensure that, before a CDL license holder returns to duty after engaging in prohibited alcohol and/or controlled substance conduct, s/he undergoes a return-to-duty alcohol test with a result indicating an alcohol concentration of less than 0.02 and a verified negative result for illegal drug use.

Follow-Up Testing

If the CDL license holder is receiving assistance in resolving problems associated with alcohol misuse and/or use of controlled substances from a qualified, substance-abuse professional, s/he shall be subject to unannounced follow-up alcohol and/or controlled substances testing as determined by the substance-abuse professional and consisting of at least six (6) tests within the first twelve (12) months of his/her return to duty. All such tests shall be conducted in accordance with Federal rules.

4162A – MEMORANDUM TO CDL LICENSE HOLDERS REGARDING THE DISTRICT'S DRUG-TESTING PROGRAM

School bus drivers and others required to hold a commercial driver's license (CDL) are subject to a drug and alcohol testing program that fulfills the requirements of federal regulations.

These regulations reflect several requirements of the federal drug testing regulations but are not intended in any way to modify or limit the procedures for drug and alcohol testing. District personnel must adhere to the detailed provisions of federal regulations in administering the District's drug and alcohol program. District must also adhere to State laws pertaining to drug and alcohol testing for drivers required to hold a CDL.

References to tests in these regulations include both drug and alcohol tests unless the context specifies otherwise. The terms drugs and controlled substances are interchangeable and have the same meaning. Testing includes the standard seven-panel Department of Transportation drug screen, which includes: Cannabinoid (THC), amphetamines (and methamphetamines), cocaine, MDMA (ecstasy), opiates, heroin (6-Monoacetyl morphine) and phencyclidine (PCP).

Pre-Employment Tests

Prior to the first time a driver performs safety-sensitive functions for the District, a controlled substances test is administered.

The test is required of an applicant only after he/she has been offered employment. Employment is conditional upon the applicant receiving a negative drug test result.

An employee may be exempt from the pre-employment drug test if he/she has participated in a drug testing program within 30 days prior to the application for employment. While participating in that program the employee must either have been tested for drugs within the last six months (from the date of application) or participated in a random drug testing program in the previous 12 months. The responsible administrator must be able to make all verifications required by law.

Post-Accident Tests

Prior to a driver operating a school bus, the District will provide the driver with necessary post-accident information, procedures and instructions, so that the driver will be able to comply with these requirements.

Alcohol and controlled substance tests are conducted in the time limits imposed by the federal regulations after an accident on any driver who:

1. was performing safety-sensitive functions with respect to the vehicle if the accident involved loss of human life and/or

2. received a citation under State or local law for a moving-traffic violation arising from the accident.

3. the Board reserves the right to require any driver involved in an accident while on duty to undergo alcohol and controlled substance testing.

No driver involved in an accident may use alcohol for eight hours after the accident or until he/she undergoes a post-accident alcohol test, whichever occurs first.

If an alcohol test is not administered within two hours or if a drug test is not administered within 32 hours after the accident, the responsible administrator prepares and maintains records explaining why the test was not conducted.

Tests conducted by authorized federal, state or local officials fulfill post-accident testing requirements, provided they conform to applicable legal requirements and are obtained by the responsible administrator. Breath tests validate only the alcohol test and cannot be used to fulfill controlled-substance testing obligations.

Random Tests

Alcohol and controlled substance tests are conducted on a random basis at unannounced times throughout the year. Random tests are conducted just before, during or just after the performance of safety-sensitive functions. Once notified of selection for drug testing, a driver must proceed immediately to a collection site to provide a urine specimen.

Drivers are selected by a scientifically valid random process, and each driver has an equal chance of being tested each time selections are made. All drivers, whether full-time or substitute, and other individuals who are certified to operate school buses and may be called upon to do so, will be included in the random pool. Individuals who are selected for a random test but who are not operating a school bus at the time of the selection will be passed over, and an alternate driver will be tested under the random draw. The number of bus drivers selected for random testing is in accordance with federal regulations.

Reasonable Suspicion Tests

Tests must be conducted when a properly trained supervisor or District official has reasonable suspicion that the driver has violated the District's alcohol or drug prohibitions. This reasonable suspicion must be based on specific, contemporaneous, articulable observations concerning the driver's appearance, behavior, speech or body odors. The observations may include indications of chronic and withdrawal effects of controlled substances.

Alcohol tests are authorized for reasonable suspicion only if the required observations are made during, just before or just after the period of the workday when the driver must comply with alcohol prohibitions. If an alcohol test is not administered within two hours of a determination of reasonable suspicion, the appropriate administrator prepares and maintains a record explaining why this was not done. Attempts to conduct alcohol tests terminate after eight hours.

An alcohol test may not be conducted by the person who determines that reasonable suspicion exists to conduct such a test.

A supervisor or District official who makes a finding of reasonable suspicion must also make a written record of his/her observations leading to a reasonable-suspicion drug test within 24 hours of the observed behavior or before the results of the drug test are released, whichever is earlier.

In accordance with federal regulations, third party information may not be the only determining factor used to conduct reasonable suspicion testing.

Return-to-Duty Tests

A drug or alcohol test is conducted when a driver who has violated the drug or alcohol prohibition returns to performing safety-sensitive duties.

Employees whose conduct involved misuse of drugs may not return to duty in a safety-sensitive function until the return-to-duty drug test produces a verified negative result.

Employees whose conduct involved alcohol may not return to duty in a safety-sensitive function until the return-to-duty alcohol test produces a verified result that meets federal and District standards.

Follow-Up Tests

A driver who violates the drug or alcohol prohibition and is subsequently identified by a substance-abuse professional as needing assistance in resolving a drug or alcohol problem is subject to unannounced follow-up testing as directed by the substance-abuse professional in accordance with law. Follow-up alcohol testing is conducted just before, during or just after the time when the driver is performing safety-sensitive functions.

Records

Employee drug and alcohol test results and records are maintained under strict confidentiality and released only in accordance with law. Upon written request, a driver receives copies of any records pertaining to his/her use of drugs or alcohol, including any records pertaining to his/her drug or alcohol tests. Records are made available to a subsequent employer or other identified persons only as expressly requested in writing by the driver.

Notifications

Each driver receives educational materials that explain the requirements of the Code of Federal Regulations, Title 49, Part 382, together with a copy of the policy and regulations for meeting these requirements. Representatives of employee organizations are notified of the availability of this information. The information identifies:

1. the person designated by the Board to answer driver questions about the materials;

2. categories of drivers who are subject to the drug and alcohol testing requirements;

3. sufficient information about the safety-sensitive functions performed by drivers to make clear for what period of the workday driver compliance is required;

4. specific information concerning driver conduct that is prohibited;

5. circumstances under which a driver is tested for drugs and/or alcohol;

6. procedures that are used to test for the presence of drugs and alcohol, protect the driver and the integrity of the testing processes, safeguard the validity of test results and ensure that test results are attributed to the correct driver;

7. the requirement that a driver submit to drug and alcohol tests administered in accordance with federal regulations;

8. an explanation of what constitutes a refusal to submit to a drug or alcohol test and the attendant consequences;

9. consequences for drivers found to have violated the drug and alcohol prohibitions, including the requirement that the driver be removed immediately from safety-sensitive functions and the procedures for referral, evaluation and treatment;

10. consequences for drivers found to have an alcohol concentration of 0.02 or greater but less than 0.04 and

11. information concerning the effects of drugs and alcohol on an individual's health, work and personal life; external and internal signs and symptoms of a drug or alcohol problem; and available methods of intervening when a drug or alcohol problem is suspected including confrontation, referral to an employee assistance program and/or referral to administrative officials.

Each driver must sign a statement certifying that he/she has received a copy of the above materials.

The Board-designated administrator notifies a driver of the results of a pre-employment drug test if the driver requests such results within 60 calendar days of being notified of the disposition of his/her employment application.

The Board designee notifies a driver of the results of random, reasonable suspicion and post-accident drug tests if the test results are verified positive. The designee also tells the driver which controlled substances were verified as positive.

Drivers inform their supervisors if at any time they are using a controlled substance that their physician has prescribed for therapeutic purposes. Such a substance may be used only if the physician is familiar with the driver's medical history and has advised the driver that it will not adversely affect his/her ability to safely operate a commercial motor vehicle. The District may require additional written notification from the prescribing physician.

Enforcement

Any driver who refuses to submit to post-accident, random, reasonable-suspicion or follow-up tests is not allowed to perform or continue to perform safety-sensitive functions, and is ineligible to operate a school bus in the state. The Ohio Department of Education will be notified of the refusal to test.

A driver who in any other way violates District prohibitions related to drugs and alcohol receives from the Board designee the names, addresses and telephone numbers of substance-abuse professionals and counseling and treatment programs available to evaluate and resolve drug- and alcohol-related problems. The employee is evaluated by a substance-abuse professional who determines what help, if any, the driver needs in resolving such a problem.

Any substance-abuse professional who determines that a driver needs assistance will not refer the driver to a private practice, person or organization in which he/she has a financial interest, except under circumstances allowed by law.

Before the driver is returned to safety-sensitive duties, if at all, the Board designee must ensure that the employee:

1. has been evaluated by a substance-abuse professional;

2. has complied with any recommended treatment;

3. has taken a return-to-duty drug and alcohol test with a result indicating an alcohol concentration level of less than 0.04 and

4. is subject to unannounced follow-up drug and alcohol tests. (The number and frequency of such follow-up testing is as directed by the substance-abuse professional and consists of at least six tests in the first 12 months following the driver's return to duty.)

In accordance with State law a driver may not operate a school bus when a drug or alcohol test indicates any measurable or detectable amount of a controlled substance.

Revised 02.24.2016

BOARD OF EDUCATION
Fremont City **SCHOOL DISTRICT**

REVISED POLICY - VOL. 34 NO. 2

ENTRANCE REQUIREMENTS

The Board of Education establishes the following entrance age requirements for students, which are consistent with statute and sound educational practice, and directs that all eligible students be treated in an equitable manner.

Preschool

[✓] A child is eligible for entrance into preschool if s/he attains the age of 3 **[specify]** on or before _____ ~~**[date] of**~~ the year in which s/he applies for entrance and has not yet attained the age at which s/he will be admitted to

(✓) kindergarten.

~~( ) first grade (check only if there is no kindergarten in District).~~

Kindergarten

A child is eligible for entrance into kindergarten if s/he attains the age of five (5) on or before (✓) August 1st ~~( ) September 30th~~ of the year in which s/he applies for entrance. The Board may admit a younger child to kindergarten if the child satisfies the Board's early entrance criteria. A child under age six (6) who is enrolled in kindergarten will be considered of compulsory school age.

The Board will admit to kindergarten any child who has not attained the entrance age requirement of this District, but who was properly enrolled in a public or chartered nonpublic school kindergarten before transferring to the District.

[✓] While the District operates an all-day kindergarten program, a parent may enroll his/her child for only the minimum number of hours required by State law without penalty, and the Board shall accommodate such students.

First Grade

A child is eligible for entrance into first grade if s/he attains the age of six (6) on or before (✓) August 1st ~~( ) September 30th~~ of the year in which s/he applies for entrance and has completed the kindergarten program of this District or an equivalent program elsewhere and has been recommended by the teacher for advancement to the first grade. The Board may admit to first grade a younger child who has successfully completed kindergarten if the child satisfies the Board's early entrance criteria.

Required Documents

The Superintendent shall require that each child who registers for entrance to school provide:

A. his/her birth certificate or similar documentation authorized by law as proof of age and birthdate;

B. a certified copy of any custody order or decree together with any modification in such an order or decree.

If such documents are not provided, the child may be admitted under the Superintendent's guidelines. Appropriate law enforcement authorities shall be notified in the event that required documents are not provided in accordance with the provisions of R.C. 3313.672. **However, a child who is placed in a foster home or residential facility (i.e., a group home for children, children's crisis care facility, children's residential center, residential parenting facility that provides twenty-four (24) hour child care, county children's home, or district children's home) will not be denied admission solely because the child does not present a birth certificate, comparable certification, or other comparable document upon registration. Such protected child will be admitted under temporary enrollment for a period of up to ninety (90) days to present the required documentation. The protected child and/or the child's parent, guardian, or custodian will be so informed at the time of the child's initial admission.**

Each child entering the District's kindergarten or first grade program for the first time must be properly screened for any medical or health problems as well as those related to hearing, vision, speech and communications. The cost for such screening shall be paid by

(✓) the District.

~~( ) the parents.~~

( ) _____.

Any parent may provide the District with a written statement indicating that s/he does not wish to have his/her child screened.

Early Entrance Criteria

The District provides early admission to kindergarten and first grade for qualified students. Copies of the referral forms for evaluation for early entrance to kindergarten or first grade will be available in each school building. Any student residing in the District may be referred by an educator employed by the District, a preschool educator who knows the child, the child's parent or guardian, or a pediatrician or psychologist who knows the child. The referral shall be made to the principal of the school for evaluation for possible early admission.

Before a student is evaluated for early entrance, the principal (or his/her designee) of the school to which the child may be admitted shall obtain written permission from the child's parent/guardian.

Evaluations related to referrals submitted to the school principal between August 15th and April 15th, will ordinarily be completed and a written report issued within forty-five (45) calendar days of submission of the referral to the school principal. Evaluations related to referrals submitted to the school principal between April 16th and August 14th will ordinarily be completed and a written report issued within forty-five (45) days of the start of the school year.

[NOTE: To use the dates in this paragraph, your District's kindergarten sign up and screening process should occur between August 15th and April 15th. Be sure to consider whether these dates work in terms of your kindergarten sign up and screening process, and adjust the dates accordingly if necessary.]

Children referred for early entrance will be evaluated in a prompt manner. The principal of the school to which the child may be admitted shall convene an acceleration evaluation committee to determine whether early entrance is appropriate for that child. The acceleration evaluation committee shall include the following:

A. a parent/legal guardian or a representative designated by the parent/guardian

B. a gifted education coordinator or gifted education specialist, or, if neither is available, a school psychologist or a guidance counselor with expertise in the appropriate use of academic acceleration

C. the principal or assistant principal of the school to which the child may be admitted

D. a teacher at the grade level to which the student may be admitted

The acceleration evaluation committee shall be responsible for conducting a fair and thorough evaluation of the student. The acceleration evaluation committee will also consider the student's own thoughts on possible accelerated placement in its deliberations.

Children considered for early entrance shall be evaluated using an acceleration assessment process approved by the Ohio Department of Education.

[✓] A meeting will be conducted with the parent/guardian following the evaluation to inform him/her of the committee's decision and, if appropriate, to discuss the results of the evaluation and the nature of the kindergarten or first grade program.

The parent/guardian will be provided with a written summary of the outcome of the evaluation process. This notification shall include instructions for appealing the outcome of the evaluation process.

Appeals must be made in writing to the Superintendent within thirty (30) calendar days of the parent/guardian receiving the results of the evaluation. The Superintendent or his/her designee shall review the appeal and notify the parent/guardian of his/her decision within _____ (30) **[not to exceed thirty (30)]** calendar days of receiving the appeal. The Superintendent or his/her designee's decision will be final.

If a child is recommended for early entrance, the acceleration evaluation committee will develop a written acceleration plan for that child. The plan will specify:

A. placement of the child in the accelerated setting;

B. strategies to support successful early entrance; and

C. an appropriate transition period for accelerated students.

A school staff member will be assigned to oversee the implementation of the acceleration plan and to monitor the child's adjustment to the early entrance.

At any time during the transition period, a parent/guardian of the child may request in writing that the child be withdrawn from the accelerated placement. In such cases, the principal shall remove the child without repercussions.

Also, at any time during the transition period, a parent/guardian may request in writing an alternative accelerated placement. In such cases, the principal shall direct the acceleration evaluation committee to consider other placement options and to issue a decision within _____ (30) **[not to exceed thirty (30)]** calendar days of receiving the request. If the student will be placed in a different setting from that initially recommended, the acceleration plan shall be revised accordingly, and a new transition period shall be specified.

At the end of the transition period, the accelerated placement shall become permanent. The child's records shall be modified accordingly, and the acceleration plan shall become part of the student's permanent record to facilitate continuous progress through the curriculum.

R.C. 3313.64, 3313.641, 3313.672, 3313.673, 3321.01 et seq., 3321.05, 3323.01
R.C. 3324.10

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OFFICE OF THE SUPERINTENDENT
Fremont City **SCHOOL DISTRICT**

REVISED GUIDELINE - VOL. 34 NO. 2

ADMISSION TO KINDERGARTEN

Kindergarten Registration

The following guidelines shall be followed for the registration of all kindergarten students.

A (✓) Children must be five (5) years old on or before August 1 or be admitted pursuant to the District's early entrance criteria.

B (✓) Children must be registered by their parent(s) or guardian(s). Guardians must present proper certification of legal guardianship and, when applicable, a parent is to provide a copy of any custody arrangements.

If a birth certificate is not provided, the parent must complete Form 5111 F3 and submit with the specified documentary evidence. If custody has been established by the courts, a copy of the court order must be provided.

Children who are placed in a foster home or residential facility (as defined in Policy 5112) will not be denied admission solely because they do not present a birth certificate, comparable certification, or other comparable document upon registration. Such protected children will be admitted under temporary enrollment for a period of up to ninety (90) days to present the required documentation. The protected children and/or their parents, guardians, or custodians will be so informed at the time of initial admission.

C. Children transferring from another public or chartered nonpublic school kindergarten who do not meet the age requirements shall be admitted.

( ) ~~All registrants shall receive a kindergarten screening as determined by the Principal~~.

( ) ~~Assignments to A.M. or P.M. sessions will be determined by~~

~~( ) bus routing.~~

( ) _____.

D. (✓) Individual classroom assignments will be made by the

(✓) Building Principal.

( ) _____.

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EOLA of OHIO
TEMPLATES

BOARD OF EDUCATION
Fremont City **SCHOOL DISTRICT**

STUDENTS
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REVISED POLICY - VOL. 34 NO. 2

ATTENDANCE

The educational program offered by this District is predicated upon the presence of the student and requires continuity of instruction and classroom participation. Attendance shall be required of all students enrolled in the schools during the days and hours that the school is in session.

(✓) or during the attendance sessions to which s/he has been assigned.

A student in grades 9 through 12 may be considered a full-time equivalent student provided the student is enrolled in at least five (5) units of instruction, as defined by State law, per school year.

In accordance with statute, the Superintendent shall require, from the parent of each student of compulsory school age or from an adult student who has been absent from school or from class for any reason, a ( ) **written** statement of the cause for such absence. The Board of Education reserves the right to verify such statements and to investigate the cause of each single absence or prolonged absence.

Repeated infractions of Board policy on attendance may result in suspension or expulsion.

[✓] The Board considers the following factors to be reasonable excuses for time missed at school:

A. personal illness (a written physician's statement verifying the illness may be required)

B. illness in the family necessitating the presence of the child

C. quarantine of the home

D. death in the family

E. necessary work at home due to absence or incapacity of parent(s)/guardian(s)

F. observation or celebration of a bona fide religious holiday

G. out-of-state travel (up to a maximum of four (4) days per school year) to participate in a District-approved enrichment or extracurricular activity

Any classroom assignment missed due to the absence shall be completed by the student.

H. such good cause as may be acceptable to the Superintendent

I. medically necessary leave for a pregnant student in accordance with Policy 5751

J. (✓) service as a precinct officer at a primary, special or general election in accordance with the program set forth in Policy 5725

[ ] ~~Attendance need not always be within the school facilities, but a student will be considered to be in attendance if present at any place where school is in session by authority of the Board.~~

[✓] The Board shall consider each student assigned to a program of other guided learning experiences to be in regular attendance for the program provided that s/he reports to such staff member s/he is assigned for guidance at the place in which s/he is conducting study, and regularly demonstrates progress toward the objectives of the course of study.

☑ The Superintendent may excuse a student over fourteen (14) years of age from attendance at school for a future limited period for the purpose of performing essential work directly or exclusively for his/her parents or guardians. Such excuse should not exceed five (5) days and may at the discretion of the Superintendent be renewed for five (5) additional days. At no time, however, shall such excuse cause a student to be absent from school for a period of more than ten (10) consecutive days.

At the discretion of the Superintendent or his/her designee, a student may be excused for a longer period of time than ten (10) days if a child's parent or guardian has recently died or become totally or partially incapacitated and there is no older brother or sister living in the home who is out of school. (The Superintendent may request a certificate of a physician attesting to the physical condition of the parent or guardian.)

A student will be considered habitually truant if the student is absent without a legitimate excuse for five (5) or more consecutive school days, for seven (7) or more school days in one (1) month, or twelve (12) or more school days in one (1) school year.

A student will be considered chronically truant if the student is absent without a legitimate excuse for seven (7) or more consecutive school days, for ten (10) or more school days in one (1) month, or for fifteen (15) or more school days in one (1) year.

Legitimate excuses for the absence of a student who is otherwise habitually or chronically truant include but are not limited to:

A. the student was enrolled in another school district;

B. the student was excused from attendance in accordance with R.C 3321.04; or

C. the student has received an age and schooling certificate.

If a student is habitually truant and the student's parent has failed to cause the student's attendance, the Board authorizes the Superintendent to file a complaint with the Judge of the Juvenile Court and/or to take any other appropriate intervention actions as set forth in this Board's policy.

If a student is chronically truant and the student's parent has failed to cause the student's attendance, the Board authorizes the Superintendent to file a complaint with the Judge of the Juvenile Court.

In order to address the attendance practices of a student who is habitually truant, the Board authorizes the Superintendent to take any of the following intervention actions:

A. (✓) assign the student to a truancy intervention program

B. (✓) provide counseling to the student

C. (✓) request or require the student's parent to attend a parental involvement program

D. (✓) request or require a parent to attend a truancy prevention mediation program

E. (✓) notify the Registrar of Motor Vehicles of the student's absences

F. (✓) take appropriate legal action

G. (✓) assignment to an alternative school (Note: If the District has established an alternative school, it must appear as an alternative intervention strategy.)

The Superintendent is authorized to establish an educational program for parents of truant students which is designed to encourage parents to ensure that their children attend school regularly. Any parent who does not complete the program is to be reported to law enforcement authorities for parental education neglect, a fourth class misdemeanor if found guilty.

The Superintendent shall develop administrative guidelines that:

A. (✓) establish proper procedures so the student and his/her parents are provided the opportunity to challenge the attendance record prior to notification and that such notification complies with R.C. 3321.13 (B)(2);

B. (✓) establish a school session which is in conformity with the requirements of the rules of the State Board;

C. (✓) govern the keeping of attendance records in accordance with the rules of the State Board;

D. (✓) identify the habitual truant, investigate the cause(s) of his/her behavior, and consider modification of his/her educational program to meet particular needs and interests;

E. (✓) provide students whose absence has been excused an opportunity to make up work they missed and receive credit for the work, if completed;

F. (✓) refer for evaluation any student who, due to a specifically identifiable physical or mental impairment, exceeds or may exceed the District's limit on excused absence to determine eligibility either under the Individuals with Disabilities Education Act (IDEA) or Section 504 of the Rehabilitation Act of 1973, or other appropriate accommodation.

Whenever any student of compulsory school age has ten (10) consecutive days or a total of fifteen (15) days of unexcused absence from school during any semester, s/he will be considered habitually absent. The Board authorizes the Superintendent to inform the student and his/her parents, guardian, or custodian of the record of excessive absence as well as the District's intent to notify the Registrar of Motor Vehicles, if appropriate, and the Judge of the Juvenile Court of the student's excessive absence.

R.C. 3313.664, **3317.034,** 3321.01 et seq., 3321.13(B)(2), 3321.19, 3321.191
R.C. 3321.22, 3321.38, 3323.041, 3331.05
A.C. 3301-35-03(G), 3301-47-01, 3301-69-02

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6320 - PURCHASES

Quotations and Bids

It is the policy of the Board of Education that the appropriate staff person seek at least three (3) price quotations on purchases of more than $5,000 for a single item, except in cases of emergency or when the materials purchased are of such a nature that price negotiations would not result in a savings to the District or when the item is subject to formal bid. Standardized purchasing procedures of the District shall be followed when purchasing on the basis of price quotations from vendors. (See AG **6320A** and/or AG 6610D).

When the purchase of, and contract for, single items of supplies, materials, or equipment amounts to $25,000 or more, and when the Board determines to build, repair, enlarge, improve, or demolish a school building the cost of which will exceed $25,000, the Treasurer/Superintendent shall obtain competitive bids.

In accordance with statute, the Board may elect to forego the bidding for contracts in any of the following situations:

A. the acquisition of educational materials used in teaching

B. if the Board elects and declares by resolution to participate in purchase contracts, in accordance with R.C. Chapter 125 and the terms and conditions prescribed by the Department of Administrative Services

C. if the Board determines and declares by resolution adopted by two-thirds (2/3's) of its members that any item is available and can be acquired only from a single source

D. if the Board declares by resolution adopted by two-thirds (2/3's) of its members that the installation, modification, and/or remodeling subject to contracting is involved in an energy conservation measure undertaken through an installment payment contract under R.C. 3313.372 or pursuant to R.C. 133.06(G)

E. the acquisition of computer software and/or computer hardware for instructional purposes

The Superintendent shall verify that the specifications for any public improvement project for which bids are solicited do not require any bidder to:

A. enter into agreements with labor organizations on said public improvement; or

B. enter into an agreement that requires its employees to become members of or pay fees or dues to a labor organization as a condition of employment or continued employment.

Bids shall be sealed and shall be opened by the Treasurer in the presence of at least one (1) witness.

Soliciting of Bids

The Board, by resolution, may award a bid to the lowest responsive and responsible bidder. For a bidder to be considered responsive, the proposal must respond to all bid specifications in all material respects and contain no irregularities or deviations from the bid specifications that would affect the amount of the bid or otherwise provide a competitive advantage. For a bidder to be deemed responsible, the Board may request evidence from the bidder concerning:

A. the experience (type of product or service being purchased, etc.) of the bidder;

B. the financial condition;

C. the conduct and performance on previous contracts (with the District or other agencies);

D. the bidder's facilities;

E. management skills;

F. the ability to execute the contract properly;

G. a signed affidavit affirming that neither the bidder nor any sub-contractor has entered into an agreement with any labor organization regarding the public improvement project.

Awarding of Bids

The Board shall approve all contracts resulting from competitive bids prior to being awarded. The Board reserves the right to reject any or all bids.

In situations in which the Board has resolved to award a bid to the lowest responsible and responsive bidder and the low bidder does not meet the considerations specified above, the Board shall so notify the bidder, in writing, by certified mail. The bidder may protest the award of a bid within five (5) days of the notification and the Board shall meet with the protesting bidder and then reaffirm or reverse its decision.

The Board may, at its discretion, allow for a hearing prior to making this decision.

Limitations

All purchases that are within the amount contained in the function of the appropriation and were originally contemplated in the budgeting process and may be made upon authorization of the Superintendent unless the contemplated purchase is for more than $25,000, in which case prior approval is required from the Board of Education.

Then and Now Certificate

If the Treasurer can certify that both at the time of the purchase and at the time of certification, sufficient funds were available or in the process of collection, to the credit of the respective fund, properly appropriated and free from previous encumbrance, the expenditure may be authorized. The Board may approve such payment within thirty (30) days from receipt of such certificate.

Amounts of less than $3,000 ~~$5,000~~ may be paid by the Treasurer upon completion of the "then and now" certificate, provided that the expenditure is otherwise lawful.

The Board should be advised, for prior approval, of all nonbid purchases not contemplated during the budgeting process when the amount exceeds the amount of the appropriation.

The Superintendent is authorized to make emergency purchases, without prior adjustment, of those goods and/or services needed to keep the schools in operation. Such purchases shall be brought to the Board's attention at the next regular meeting.

"Blanket" Certificates

The Treasurer may issue "blanket" purchase orders (certificates) for a sum not exceeding $10,000 ~~an amount established by resolution of the Board~~ against any specific line item account over a period of time, not to extend beyond the end of the fiscal year in which it is issued. Only one (1) "blanket" purchase order (certificate) may be outstanding at any one (1) particular time for any one (1) particular line item appropriation.

"Super Blanket" Certificates

The Treasurer may issue "super blanket" purchase orders (certificates) for any amount for expenditures and contracts from a specific line-item appropriation account in a specified fund for most professional services, fuel, oil, food items, and any other specific recurring and reasonably predictable operating expense. Such a purchase order (certificate) shall not extend beyond the fiscal year.

Contracts for Development and Improvement of Facilities

All contemplated contracts for professional design services such as from an architect or for construction management shall be in accordance with R.C. 9.33, 9.333, and 153.54 et seq.

Lease-Purchase Agreements

Lease-purchase agreements entered into by the Board shall be in accordance with R.C. 3313.375. Such agreements shall be a series of not more than thirty (30) one-year renewable lease terms, after which time ownership is transferred to the Board if all obligations of the Board under the agreement have been satisfied.

Purchases from the State

In accordance with State law (R.C. 4115.31 et seq.), the Superintendent shall purchase products and services which are available from the Ohio Industries for the Handicapped (OIH) when such products or services are needed by the District. The Superintendent is to maintain the current catalog provided by OIH and inform all District personnel who may be purchasing products or services of the catalog's current listings.

Quantity Purchases

In order to promote efficiency and economy in the operation of the District, the Board requires that the Treasurer periodically estimate requirements for standard items or classes of items and make quantity purchases on a bid basis to procure the lowest cost consistent with good quality.

Whenever storage facilities or other conditions make it impractical to receive total delivery at any one time, the total quantity to be shipped but with staggered delivery dates, shall be made a part of the bid specifications.

Requirements

Before the Treasurer places a purchase order, s/he shall check as to whether the proposed purchase is subject to bid, whether sufficient funds exist in the budget, and whether the material might be available elsewhere in the District. All purchase orders shall be numbered consecutively.

In the interests of economy, fairness, and efficiency in its business dealings, the Board requires that:

A. items commonly used in the various schools or units thereof, be standardized whenever consistency with educational goals can be maintained;

B. opportunity be provided to as many responsible suppliers as possible to do business with the School District. To this end, the Treasurer shall develop and maintain lists of potential suppliers for various types of supplies, equipment, and services;

C. a prompt and courteous reception, insofar as conditions permit, be given to all who call on legitimate business matters;

D. where the requisitioner has recommended a supplier, the Treasurer may make alternate suggestions to the requisitioner if, in his/her judgment, better service, delivery, economy, or utility can be achieved by changing the proposed order.

Employees may be held personally responsible for anything purchased without a properly-signed purchase order or authorization.

The Board may acquire equipment as defined in law by lease, by installment payments, by entering into lease-purchase agreements, or by lease with an option to purchase, provided the contract sets forth the terms of such a purchase.

Reverse Auctions

It is the policy of the Board to permit the use of a reverse auction to purchase services and supplies whenever it is determined that the reverse auction process will be advantageous to the District (e.g., result in a cost savings to the District.) To that end, vendors may submit proposals when competing to sell services and/or supplies in an open environment via the Internet. While the reverse auction process may be used to purchase supplies such as equipment, materials, tangible assets and insurance, the process may not be used to purchase real property or interests in real property. The process may also be used to purchase services such as the furnishing of labor, time, or effort by a person, provided such services do not involve the delivery of a specific end product other than a report, and are not being furnished in connection with an employment agreement or collective bargaining agreement.

The Board will provide notice of the request for proposals and award contracts in accordance with the Superintendent's administrative guidelines. When competitive sealed bidding and/or competitive sealed proposals for the purchase of services or supplies are required by law, purchases made by reverse auction will satisfy such legal requirement.

R.C. 9.25, 9.30, 9.31, 9.311, 9.312, 9.314, 125.04, 153.12, 153.54, 2909.33
R.C. 3313.37, 3313.375, 3313.46, 4115.32 et seq., 4116.02, 4116.03, 5705.41
R.C. 5705.45

Revised 5/17/05
Revised 3/07
Revised 9/07
Revised 3/19/08
Revised 9/7/10
Revised 8/15/11
Revised 3/18/13

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Fremont City School District
Bylaws & Policies

Revised- See attached

7300 - DISPOSITION OF REAL PROPERTY/PERSONAL PROPERTY

The Board of Education believes that the efficient administration of the District may require the disposition of real property and/or personal property that is no longer necessary to meet the educational or operational needs of the School District.

All property considered for disposition sale may be subjected to a current, outside, professional appraisal prior to the solicitation of offers.

Disposition of Personal Property under $10,000

Personal property, the value of which does not exceed $10,000, shall be disposed of by the Superintendent in such a manner as will be in the public interest and benefit the School District (see Policy 7310 and Donation of Real or Personal Property). If the Board decides to trade an item of personal property as a part or an entire consideration on the purchase price of an item of similar personal property, the Board may trade the personal property upon such terms as are agreed upon by the parties.

Disposition of Real Property under $10,000

Real property, the value of which does not exceed $10,000, shall be disposed of by the Board in such manner as will be in the public interest and benefit to the School District and may be accomplished by private sale. If the Board identifies a parcel of real property that it determines is needed for school purposes, the Board may, upon majority vote of the members of the Board, acquire such parcel by exchanging its real property for the parcel or using the real property as part or an entire consideration for the purchase price of the identified real property. Any exchange or acquisition shall be made by conveyance executed by the President and the Treasurer of the Board.

Disposition of Personal and Real Property over $10,000

Property, (personal and real), the value of which exceeds $10,000, shall be sold at public auction to the highest bidder in accordance with law. The Board may offer real property for sale as an entire tract or in parcels.

A. **Unless the property is being:**

1. sold to an exempt entity, as defined in R.C. 3313.41(C);

2. sold to a community school or the board of trustees of a college preparatory boarding school, as set forth in R.C. 3313.41(G); or

3. exchanged for an identified parcel of real property that the Board determines it needs for school purposes or the property is being used as part or an entire consideration for the purchase price of the identified real property, pursuant to R.C. 3313.41(F), or

4. traded as a part or an entire consideration on the purchase price for a similar item of personal property upon such terms as agreed to by the parties to the trade pursuant to R.C. 3313.41 (E),

5. sold to the governing body of a STEM school as set forth in R.C. 3313.412.

The District shall attempt to sell the property by public auction after giving at least thirty (30) days notice of the auction by:

1. publication in a newspaper of general circulation; or

2. posting notices in five (5) of the most public places in the District in which the property, if it is real property, is situated, or if it is personal property, in the District of the Board that owns the property.

B. If, after the property has been offered once by public auction, no acceptable bids have been received, the District may sell the property at private sale. The following procedures shall apply:

1. Regardless of how the property was offered at public auction, at a private sale, the Board shall, as it considers best, sell real property as an entire tract or in parcels. Personal property shall be sold in either a single lot or several lots.

2. All written offers on real property under consideration for disposition shall be presented as an item on the agenda of a public Board meeting. A preliminary review of offers to purchase or lease shall include: source of offer, date of offer, expiration date of offer, and intended use of property.

3. Written offers shall be referred to the Board Finance Committee for review and recommendations. Offers, when received, will be distributed to the members of the Board.

4. All property considered for lease or sale shall be reviewed by the Board prior to solicitation of offers. The solicitation of offers by the Board shall include an expiration date.

5. The authorized agents of the Board are to review all purchase or lease offers pertaining to sale or lease of property shall be selected by legal counsel and the Superintendent. The Board shall give final approval of all contracts.

6. In consideration of the best interest of the District and of the residents and taxpayers, the Board reserves the right to reject any and all offers at its sole discretion, regardless of price and terms.

7. Potential purchasers or lessees shall demonstrate financial capability to meet the terms and conditions of their purchase or lease offer.

8. Potential purchasers shall demonstrate reasonable likelihood of obtaining necessary city/township approvals and/or compliance with city/township zoning ordinances.

C. If the Board decides to dispose of real property, prior to disposing of the property in the manner set forth above, the Board shall first offer the property for sale to the governing authorities of the start-up community schools and the board of trustees of any college preparatory boarding school located within the territory of the District.

1. The Board shall offer the property to the community school governing authority and college preparatory boarding school board of trustees at a price that is not higher than the appraised fair market value of the property as determined in an appraisal of the property that is not more than one (1) year old.

2. In the event that more than one (1) community school governing authority or college preparatory boarding school board of trustees accepts the offer made by the Board, the property shall be sold to the community school governing authority or board of trustees that accepted the offer first in time.

3. The Board may dispose of the property by public auction if no community school governing authority or college preparatory boarding school board of trustees accepts the Board's offer within sixty (60) days after such offer.

D. **Disposition of Unused School Facilities**

1. "Unused School Facilities" means any real property that has been used by the District for school operations, including but not limited to academic instruction or administration, since July 1, 1998, but has not been used in that capacity for two (2) years.

2. The Board shall offer any Unused School Facilities it owns for lease or sale to the governing authority of any community school or the board of trustees of any college preparatory boarding school that is located within the territory of the District.

   At the same time the Board makes the offer to lease or sale, the Board may, but is not required to, offer the property for lease or sale to the governing authority of any community school with plans, as stated in applicable contracts, either to relocate to or add facilities in the District.

3. Any subsequent lease or sale of the property shall proceed in accordance with law.

4. If no governing authority or board of trustees accepts the offer to lease or buy the property within sixty (60) days after the offer is

made, the Board may offer the property for sale or lease to any other permissible entity.

5. If only one qualified party notifies the Treasurer in writing of its intention to purchase the property within sixty (60) days after the offer is made, the Board shall sell the property to that party for the appraised fair market value of the property as determined in an appraisal of the property that is not more than one (1) year old.

6. If more than one (1) qualified party notifies the Treasurer in writing of its intention to purchase the property within sixty (60) days after the offer is made, the Board shall conduct a public auction in the manner required in this policy. Only the parties offered the property that notify the District of the intention to purchase the property are eligible to bid at the auction. The Board is not obligated to accept any bid for the property that is lower than the appraised fair market value of the property as determined in an appraisal of the property that is not more than one (1) year old.

E. Further, the Board may dispose of property upon the majority vote of the members of the Board and a concurring vote of the legislative authority of a municipal corporation, declaring that an exchange of real property held by the District for school purposes for real estate held by the municipal corporation for municipal purposes will be mutually beneficial to both the District and the municipal corporation. The exchange may be made by conveyances that are executed by the President and Treasurer of the Board and the Mayor and Clerk of the municipal corporation, respectively.

F. The Board President and Treasurer shall execute and deliver deeds or other necessary instruments of conveyance to complete any sale or trade under this policy.

Donation of Real or Personal Property

A. If the School District has property that the Board, by resolution, determines is not needed for school purposes, is obsolete, or is not fit for the use for which it was acquired, the Board may donate the property if the estimated fair market value of such property is $2,500 or less in the opinion of the Board. The property may only be donated to an eligible 501(c)(3) nonprofit organization located in the State of Ohio and exempt from Federal income taxation under 26 U.S.C. 501(a) and 501(c)(3).

B. Prior to donating the property, the Board shall adopt a resolution that contains the following:

1. a statement expressing the Board's intent to make unneeded, obsolete or unfit-for-use, District property available to nonprofit organizations;

2. guidelines and procedures the Board considers to be necessary to implement the donation program;

3. an indication of whether the District will conduct such program or by a representative under contract with the Board;

4. contact information for such representative, if the person is known when the resolution is adopted;

5. a requirement that any nonprofit organization desiring to obtain donated property submit a written notice to the board or its representative that includes:

   a. evidence that the organization is a nonprofit organization that is located in the State of Ohio and exempt from Federal income taxation;

   b. a description of its primary purposes;

   c. a description of the type or types of property the organization needs; and

   d. the name, address, and telephone number of a person designated by the organization to receive donated property as its agent.

C. Upon the adoption of the resolution, the Board shall publish at least twice in a newspaper of general circulation, notice of its intent to donate unneeded, obsolete, or unfit-for-use property to eligible nonprofit organizations. The notice must also include a summary of the information provided in the resolution. A similar notice must also be continually posted in the Board's office and on the District's Internet website; if one exists. The second and subsequent notices shall be posted not less than ten (10) and not more than twenty (20) days after the previous notice.

D. The Board or its representative must maintain a list of:

1. all eligible 501(c)(3) nonprofit organizations that submit a written notice described above; and

2. a list of all real or personal property that qualifies for the program.

The list of qualifying property must be continually posted at the same locations at which the resolution creating the program must be posted.

1. An item of property on the list must be donated to the 501(c)(3) organization that first declares to the Board or its representative its desire to obtain the item unless the Board previously established in a separate and distinct resolution, a list of eligible 501(c)(3) organizations that are to be given priority for an item's donation.

2. The resolution giving priority to certain nonprofit organizations must specify the reasons for giving the organizations this priority. Such priority may be given based on a direct relationship between the purposes of the organization and specific purposes of the programs provided or administered by the Board.

E. Members of the Board must consult with the Ohio Ethics Commission and comply with R.C. Chapters 102 and 2921 when donating property to a 501(c)(3) organization of which a Board member, his/her family member(s) or a business associate(s) of a Board member is a trustee, officer, Board member, or employee.

Proceeds from the Sale of Real Property

When the Board disposes of real property pursuant to R.C. 3313.41, the proceeds received from the sale shall be used to retire any debt that was incurred by the District with respect to that real property. Any proceeds in excess of the funds necessary to retire that debt may be paid into the District's capital and maintenance fund and used only to pay for the costs of non-operating capital expenses related to technology infrastructure and equipment to be used for instruction and assessment.

R.C. 3313.17, 3313.40, 3313.41, 3313.411, 3313.412, 5705.10

Revised 9/07
Revised 2/11/13
Revised 10/6/14

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REVISED POLICY

PROPERTY
Policy 7300

DISPOSITION OF REAL PROPERTY/PERSONAL PROPERTY

The Board believes that the efficient administration of the District requires the disposition of property and goods no longer necessary for the maintenance of the educational program or the operation of the District.

The Board recognizes that most unused property of the District has value and that it may be practical to retain such property for a period of time. Once property is no longer needed for school purposes currently or in the future, it should be slated for disposal at the Superintendent's discretion. State law governs the retention and method of disposal of the Board's property. Therefore, the Board follows the procedures required by the various statutes governing the disposal of real or personal property.

The Board follows the procedures set forth in State law for the disposal of real or personal property at the minimum dollar value set forth in the statute on the date the Board decides to dispose of the property. The Board is first required to sell its real property to high-performing community schools as defined by State law and any newly established community schools implementing a community school model that has a track record of high quality academic performance as determined by the Ohio Department of Education (ODE). If a high-performing or newly established ODE-defined community school is not interested in buying the property, the Board is then required to sell its real property to start-up community schools operating in the District and college-preparatory boarding schools located within the territory of the District. If the community school or college-preparatory boarding school is not interested in buying the property, the Board can sell its real or personal property at a public auction and follow specific statutory requirements if the property exceeds $10,000 in value. If this amount is changed by the legislature, the Board and administration's responsibility changes automatically to reflect the new minimum statutory dollar value.

The Board directs the periodic review of all District property and authorizes the disposition by sale, donation, trade or discard of any property not required for school purposes.

The District complies with State law regarding the sale or lease of unused District property to high performing community schools, community schools and college-preparatory boarding schools.

Disposal of Property Valued at Less Than the Dollar Value Set Forth in State Law

For the disposal of property that is not governed by the Ohio Revised Code or administrative regulations, the administration is required to follow these procedures:

1. The Superintendent determines that the value of the property is less than the value set forth in State law. The property is valued pursuant to a reasonable method as determined by the Superintendent.

2. The Board is notified when real or personal property is no longer needed for school purposes and directs that the property be sold.

3. The Superintendent sells the property to a start-up community school or by bids, general sale, negotiated sale or by trade as determined by the Superintendent or the Board on an individual basis.

Revised: 2/2016

LEGAL REFS.: ORC 131.09
3313.17; 3313.37; 3313.40; 3313.41; 3313.411
3314.051
5705.10

CROSS REF.: FL, Retirement of Facilities

FREMONT CITY BOARD OF EDUCATION
Regular Meeting
SUMMARY
March 7, 2016

Roll Call:

MOTION 36-16 **APPROVAL OF MINUTES**
Regular Meeting held February 22, 2016

MOTION 37-16 **FINANCIAL MATTERS – ITEM 1**
Item 1 – Approval of supplemental appropriations

MOTION 38-16 **FINANCIAL MATTERS – ITEM 2**
Item 2 – Approval of resolution accepting the amounts and rates as determined by the budget commission

MOTION 39-16 **FINANCIAL MATTERS – ITEM 3**
Item 3 – Approval of resolution for Post-Issuance Compliance Policy

MOTION 40-16 **FINANCIAL MATTERS – ITEM 4**
Item 4 – Approval of resolution regarding clarification on how tax abatement revenues are restricted for capital purchases

MOTION 41-16 **PERSONNEL MATTERS – ITEMS 1, 2, 3, 4, 5, 6, 7, AND 8**
Item 1 – Approval of resignations
Item 2 – Approval of appointments
Item 3 – Approval of supplemental contract
Item 4 – Approval of special event worker
Item 5 – Approval of special event workers
Item 6 – Approval of special event workers
Item 7 – Approval of status change
Item 8 – Approval of leave of absence

MOTION 42-16 **OTHER MATTERS – ITEMS 9 AND 10**
Item 9 – Approval of 2016-2017 calendar
Item 10 – Approval of adoption of resolution for Calamity Day Alternative Make-up Plan

MOTION 43-16 **OTHER MATTERS – ITEM 11**
Item 11 – Approval of adoption of resolution calling on the Ohio Legislature and Ohio Department of Education to seek input and grant local district control as they develop legislation and rules pursuant to the reauthorization of the Every Student Succeeds Act

MOTION 44-16 **OTHER MATTERS – ITEMS 12, 13, 14, 15, 16, 17, AND 18**
Item 12 – Approval of revised Policy #4162-Drug and Alcohol Testing of CDL License Holders
Item 13 – Approval of revised Guideline #4162A-Memorandum to CDL License Holders Regarding the District's Drug-Testing Program
Item 14 – Approval of revised Policy #5112-Entrance Requirements
Item 15 – Approval of revised Guideline #5112-Admission to Kindergarten

MOTION 44-16 **OTHER MATTERS – ITEMS 12, 13, 14, 15, 16, 17, AND 18 (cont.)**

Item 16 – Approval of revised Policy #5200-Attendance
Item 17 – Approval of revised Policy #6320-Purchases
Item 18 – Approval of revised Policy #7300-Disposition of Real Property/Personal Property

MOTION 45-16 **OTHER MATTERS – ITEMS 19, 20, 21, 22, 23, AND 24**

Item 19 – Approval of adoption of American History curriculum guide
Item 20 – Approval of Ross High School Speech & Debate Team to the national tournament in Sacramento, California
Item 21 – Approval of adoption of resolution for Music in Our Schools Month
Item 22 – Approval of adoption of resolution for Youth Art Month
Item 23 – Approval of adoption of resolution for Women's History Month
Item 24 – Approval of donations

MOTION 46-16 **ADJOURNMENT**

Fremont City Schools
Board of Education
Regular Meeting Minutes
March 7, 2016

The Fremont City Board of Education of the Fremont City School District, in Sandusky County, Ohio met on Monday, March 7, 2016 at 5:30 p.m. at the Fremont Middle School, 1250 North Street, Fremont, Ohio.

Board President Alex Gorobetz presiding

Roll Call:	Alex Gorobetz, Board President	Present
	Scott Miller, Board Vice-President	Absent
	Jolene Chapman	Present
	Maria D. Garza	Present
	Shantel Laird	Present

MOTION 36-16 **APPROVAL OF MINUTES**

Ms. Laird, seconded by Ms. Garza, made the motion to approve and sign the minutes of the Regular Meeting held February 22, 2016.

Ayes: Laird, Garza, Chapman, Gorobetz
Motion carried. 4-0

RECOGNITION OF VISITORS

Dr. McCaudy made a few announcements. The Ross Symphonic Strings Orchestra performed in the 2016 Ohio Music Education Association Northwest Ohio State Adjudicated Event in Bowling Green on February 27th. The Ross Orchestra received a Superior rating; the highest award for large group participation that the OMEA awards. This is the second consecutive year that the Ross Orchestra has earned a Superior rating. Tom Ziebold is the advisor, and she congratulated him and the participating students on their phenomenal performance.

The Ross Choir performed at the District Adjudicated Event on March 5th in Oak Harbor. They received a 1, which is the Superior rating and qualified for the State Event. The Choir Advisor is Dennis Pita. She congratulated Mr. Pita and the Ross Choir, and wished them luck at the State event on April 29th.

Dr. McCaudy mentioned that there are many great things happening in the District. Caleb Calvillo and Nick Dorobek, members of the Ross Speech and Debate Team, competed in the State Tournament this past weekend. The team went 1-5 in the public forum and they placed 7th overall in the Western Ohio Region. This finish qualified them to compete in the National Speech and Debate Tournament in Sacramento, California this May. She congratulated them.

Fremont City Schools Music Teacher, Teresa Wright, recently received the Toledo Symphony Outstanding Music Educator Award. Mrs. Wright has been a teacher with the Fremont City Schools for 26 years and currently teaches music at Lutz, Otis and Washington Elementary Schools. Mrs. Wright was nominated by Otis Principal Laura Bryant, and is most deserving of this recognition. We are so fortunate to have such dedicated and hardworking teachers and sent heartfelt congratulations to Teresa.

Dr. McCaudy announced that we are hosting a community meeting on Thursday, March 31st from 7:00-9:00 p.m. at the Fremont Middle School. She also mentioned that there were post cards available on the sign-in table for those that had not received one. This meeting will be to discuss the feedback received from the district-wide coffee

RECOGNITION OF VISITORS (cont.)

discussions regarding our school facilities. The entire community is invited to attend and discuss the future of the school district. All of the homes in the Fremont City School area will receive a post card inviting them to this meeting. Additionally, the blog has been sent out to all of the coffee hosts and participants and, the information has been in our District newsletter and also on the website. She gave a list of Community Leaders to the Board Members to personally call and invite to the meeting.

Dr. McCaudy introduced Chad Berndt, Athletic Director who provided a recap of the winter sports season. The season saw many of our athletes and teams competing at the highest levels of interscholastic athletics. The Wrestling team this year performed exceptionally well despite the fact, that they did not have a full line-up throughout most of the season due to injuries as well as sickness. However, the Ross Wrestling team was able advance 10 of the 11 wrestlers to the District Meet at Perrysburg which by all accounts, is one of the more difficult Districts to get out of. Of the 10 wrestlers that did compete, only 1 was able to advance to this year's State Championship Meet in Columbus. That was Lamonte Chapman in the 125 pound weight class. He is very proud to say that this young man made it all the way to the State Finals. Unfortunately, he was not able to bring home the Championship but he did finish second runner up. He is very proud of him and his accomplishments. He is a sophomore, so he will be returning and is sure everyone will be hearing his name in the future. The Boys' basketball team finished the season with an 8-16 record. This may not seem all that impressive but it is. Of the 16 losses, 12 of those came through conference play in the Three Rivers Athletic Conference. This is one of the more difficult conferences in Northwest Ohio. The season was great and their biggest and most impressive signature win, came in the first round of sectional play against Stark. This is a team that that they had lost to previously in the season. They came back from 5 points down with 7 seconds left to send it into overtime. The team was able to pull out the 3 point victory there. Unfortunately, that is as far as they could go as they then faced off against the number two ranked team in the State but, the boys did have great season and played hard throughout. The Girls' basketball team finished with a very comparable record of 8-15. The girls played hard throughout this season and had a school record that was broken by Valerie Samson. The final team that competes in the winter sport season is the Ross Swimming and Dive Team which has had an excellent tradition of excellence in the pool as well as in the classroom. This year was no different. The Girls' swim team was able to capture its third league title in four years. The Boys' team actually finished third which, is not too bad considering the two teams that finished ahead of them St. Francis and Findlay, tend to be pretty powerful when it comes to the swim programs. The Girls' continued their dominance at the District Meet where they won their first ever District Title as a team, outlasting Strongsville by 3 points. We also had 11 individuals qualify for this years' District Meet at Canton. Some other notables: The Girls' Two Hundred IM Relay Team - finished 23rd in the State, freshman, Olivia DeRodes - finished 21st in the Two Hundred Freestyle, senior, Trent Williams - finished 13th in both the 50 and 100 Free Style, seniors, Morgan Waggoner and Meghan Moses - finished 4th and 8th respectively in both the 50 and 100 Free Style, the Boys' 200 Free Relay team - finished 21st overall, sophomore, Andrew Evans - finished 24th overall in the 100 Breast Stroke, The Girls' Two Hundred Free Relay – finished 3rd and the 400 Free Relay – finished 4th overall.

Dr. McCaudy introduced Tracy Lytle and Nancicarol Woleslagel, Learning and Liberty Foundation Trustees, who announced the Learning and Liberty and Old Fort Banking Company Grades 3, 4 and 5 Students of the Month to the following students. Third Graders were: Gavyn Boggs – Atkinson, Lilianna Rakay – Croghan, Jasmin Shipp – Hayes, Ava George – Lutz, Ashlynn Scully – Otis, Kamiya Harmon – Stamm and Kenna Tooman – Washington. Fourth Graders were: Laci Sayre – Atkinson, Will Kiser – Croghan, Quentin O'Brien – Hayes, Jocelyn Hines – Lutz, Lorena Perez – Otis, Zyairr Bulger – Stamm and Grady Framstad – Washington.

RECOGNITION OF VISITORS (cont.)

Fifth Graders were: Bryson Hammer – Atkinson, Brady Bork – Croghan, Nube (Cristal) DeJesus – Hayes, Kamryn Moore – Lutz, Lily Boonie – Otis, Elijah Stumbo – Stamm and Caley Wagner – Washington.

Dr. McCaudy introduced Susan King who presented the Excellence in Education and Giant Step Awards. The Excellence in Education Awards were presented to: Kathy Hudson – volunteer at Hayes, Donna Kelly – volunteer at Atkinson and Lisa Marchman – volunteer at Atkinson.

The Giant Step Awards were presented to: Doug Curran – Physical Education Teacher at Atkinson, Croghan and Washington Elementary Schools, Pam Kerns – Paraprofessional at Fremont Middle School, Beth Shilling – Custodian at Croghan Elementary School, Terri Thompson – Paraprofessional Media Aide at Otis and Washington Elementary Schools, Crystal Walker – Student Monitor at Hayes Elementary School and Brenda Widman – Foreign Language Teacher at Ross High School.

Dr. McCaudy congratulated the staff and students.

BOARD MEMBER COMMENT

Mr. Gorobetz – He thanked the volunteers and all of the people who give so much of their time to make the School District function as well as it does. He has always commented since he began his tenure in Fremont, that we have the greatest kids around. He says that to everyone he sees whether it is here or in other districts and that even includes those that pose some challenges here and there. They still have a lot of great qualities. The students in our District are what make the District an excellent school district. He congratulated everyone for all of their accomplishments, told them to keep working hard and thanked everyone for coming. He said it was nice to see so many people at the meeting.

FIRST HEARING OF THE PUBLIC

A Fremont City School District citizen, recognized by the Chair, may speak on any issue, during the Recognition of Visitors and Hearing of the Public Sessions, but the Chair may limit remarks pursuant to the debate regulations of *Robert's Rules of Order* and Fremont City School District Policy.

- None

REPORT OF THE TREASURER

- Mrs. Gioffredo gave a presentation on the bond refunding.

RECOMMENDATIONS OF THE TREASURER

MOTION 37-16 FINANCIAL MATTERS – ITEM 1

Ms. Laird, seconded by Ms. Chapman, made the motion to approve financial matters – Item 1.

RECOMMENDATIONS OF THE TREASURER

MOTION 37-16 **FINANCIAL MATTERS – ITEM 1 (cont.)**

ITEM 1. **Approval of supplemental appropriations**

It is recommended that the following change be made to permanent appropriations that were approved on September 21, 2015.

		From	Inc./Dec.	To
401-9623	Auxiliary Services	$ 354,957.12	$ (3,749.87)	$ 351,207.25

Ayes: Laird, Chapman, Garza, Gorobetz
Motion carried. 4-0

MOTION 38-16 **FINANCIAL MATTERS – ITEM 2**

Ms. Laird, seconded by Ms. Garza, made the motion to approve financial matters – Item 2.

ITEM 2. **Approval of resolution accepting the amounts and rates as determined by the budget commission**

It is recommended that the Board approves a resolution accepting the amounts and rates as determined by the budget commission and authorizing the necessary tax levies and certifying them to the county auditor.

Schedule A

SUMMARY OF AMOUNTS REQUIRED FROM GENERAL PROPERTY TAX APPROVED BY BUDGET COMMISSION AND COUNTY AUDITOR'S ESTIMATED TAX RATES

Fund	Approved by Amount Budget Commission Inside 10 M. Limitation	Amount to be derived from Levies outside 10 M. Limitation	County Auditor Estimate of tax Rate to be Levied Inside 10 M. Limit	Outside 10 M Limit
General Fund	$2,485,090	$ 10,066.653	4.20	27.90
Bond Retirement Fund		$ 1,242,545		2.10
Permanent Improvement Fund		$ 767,671		1.35
TOTAL	$2,485,090	$11,943,144	4.20	31.35

RECOMMENDATIONS OF THE TREASURER

MOTION 38-16 **FINANCIAL MATTERS – ITEM 2 (cont.)**

ITEM 2. **Approval of resolution accepting the amounts and rates as determined by the budget commission (cont.)**

Schedule B
Levies Outside 10 Mill Limitation, Exclusive of Debt Levies

	Maximum Rate Authorized To be levied	Co. Auditor's Est. Of Yield of Levy (Carry to Schedule A)
Current Expense Levy Authorized by voters on 1976 & Prior for a continuing period of time	**23.00**	**$8,525,158**
Current Expense Levy Authorized by voters on, for a continuing period of time	**4.90**	**$1,990,425**
Permanent Improvement Levy authorized by voters on Nov 4, 2008 For a continuing period of time	**1.35**	**$ 768,555**
Bond Retirement Levy authorized by voters on Nov 4, 2008 For a period not to exceed 28 years.	**2.10**	**$ 1,243,920**

Ayes: Laird, Garza, Chapman, Gorobetz
Motion carried. 4-0

MOTION 39-16 **FINANCIAL MATTERS – ITEM 3**

Ms. Chapman, seconded by Ms. Laird, made the motion to approve financial matters – Item 3.

ITEM 3. **Approval of resolution for Post-Issuance Compliance Policy**

It is recommended that the Board approves the following resolution approving Post-Issuance Compliance Policy (Exhibit A).

RESOLUTION

A RESOLUTION APPROVING A REVISED WRITTEN POST ISSUANCE COMPLIANCE POLICY IN CONNECTION WITH THE ISSUANCE OF TAX-EXEMPT (OR TAX-PREFERRED) OBLIGATIONS BY THE SCHOOL DISTRICT

WHEREAS, the School District has previously issued bonds and other obligations (the "Prior Obligations") for the purpose of financing various capital improvements in, or affiliated with, the School District; and

WHEREAS, such Prior Obligations were issued as tax-exempt obligations under the Internal Revenue Code of 1986, as amended; and

WHEREAS, the Board has previously adopted a written post issuance compliance policy (the "Original Post Issuance Compliance Policy") for the purpose of outlining the policies and procedures necessary to promote compliance with federal income tax and securities laws with respect to the Prior Obligations; and

WHEREAS, the Board desires to amend the Original Post Issuance Compliance Policy to provide for additional guidance with respect to the filing of the School District's annual report in connection with the School District's compliance of it continuing disclosure obligations under securities laws;

RECOMMENDATIONS OF THE TREASURER

MOTION 39-16 **FINANCIAL MATTERS – ITEM 3 (cont.)**

ITEM 3. **Approval of resolution for Post-Issuance Compliance Policy (cont.)**

WHEREAS, the Board desires to formally approve the revised Post Issuance Compliance Policy (the "Revised Policy");

NOW THEREFORE, BE IT RESOLVED by the Board of Education of the Fremont City School District, Sandusky County, Ohio, that:

Section 1 Approval of the Revised Post-Issuance Compliance Policy. The Board hereby approves the Revised Policy in connection with the issuance of the Prior Obligations and any future bonds and obligations issued by the School District. On behalf of the Board, the Treasurer is hereby authorized to execute the Revised Policy, which Revised Policy shall be in the form attached hereto as EXHIBIT A. The Treasurer is also hereby authorized to execute any other documents necessary in connection with the Revised Policy. The Treasurer's execution of such documents shall be conclusive evidence of the Board's approval of such documents.

Section 2 It is hereby found and determined that all formal actions of the Board concerning and relating to the adoption of this Resolution were adopted in an open meeting of the Board, and that all deliberations of the Board and of any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

Ayes: Chapman, Laird, Garza, Gorobetz
Motion carried. 4-0

MOTION 40-16 **FINANCIAL MATTERS – ITEM 4**

Ms. Laird, seconded by Ms. Garza, made the motion to approve financial matters – Item 4.

Mr. Gorobetz requested an explanation as to how this particular resolution has some flexibility built into it. Mrs. Gioffredo responded that this resolution is essentially retroactively. The Board is adopting a resolution to restrict tax abatement revenues as restricted for only capital purposes. However, should the Board wish to use the funds that are segregated in another general fund special cost center for operational purposes, any other capital expenditures or any other purposes, we could either rescind this resolution or pass a new resolution indicating that the tax abatement revenues are otherwise unrestricted.

ITEM 4. **Approval of resolution regarding clarification on how tax abatement revenues are restricted for capital purchases**

WHEREAS, Fremont City Schools reports the tax abatement revenues in a separate cost center;

WHEREAS, Fremont City Schools uses the accumulated amounts for only capital related transactions (or purchases); and

WHEREAS, the balance of the unspent accumulated amount was $4,943,658.35 on June 30, 2015.

RECOMMENDATIONS OF THE TREASURER

MOTION 40-16 **FINANCIAL MATTERS – ITEM 4 (cont.)**

ITEM 4. **Approval of resolution regarding clarification on how tax abatement revenues are restricted for capital purchases (cont.)**

NOW THEREFORE, BE IT RESOLVED by the Board of Education of the Fremont City School District, Sandusky County, Ohio, that this action is for clarification on how these amounts have been consistently reported and used since fiscal year 2006.

Ayes: Laird, Garza, Chapman, Gorobetz
Motion carried. 4-0

LEGISLATIVE LIAISON REPORT

- Ms. Laird reported that there is a lot of legislation going on in the State right now and she gave a summary of a few items to consider. She cited these items from two sources, the OSBA Facts-in-a-Flash and the Ohio Legislature General Assembly Website: House Bill 383 – They heard sponsor testimony on that one and this particular bill will require financial literacy. House Bill 401 – They heard proponent testimony and this one touches on the requirements for charter schools. House Bill 410 – This is quite a big new one and touches on truancy. It requires public schools to establish an Absence Intervention Team for every habitual truant student and submit information to the Ohio Department of Education about students who fit the criteria of habitual truancy. House Bill 420 – The final bill has been amended. This has to do with opting out of state exams. As of now, this bill has been placed on hold. House Bill 425 – This is a hot topic and is about student religious expression.
  Mr. Gorobetz asked if our Truancy Mediation Program addresses that proposed legislation. Ms. Laird responded yes. Mr. Gorobetz commented that it always nice to hear about legislation requiring Districts to do what we have already been doing for years.

COMMITTEE REPORTS

- Dr. McCaudy reported on the Policy Committee which met on February 24, 2016.
- Dr. McCaudy reported on the Policy Committee which met on March 4, 2016. The purpose of this meeting was to discuss the OSBA Legislative Platform.
- Mrs. King reported on the Communications/Public meeting which was held on February 24, 2016

OLD BUSINESS

- None

NEW BUSINESS

- None

REPORT OF THE SUPERINTENDENT

- Dr. McCaudy and the Directors went through the Comprehensive Continuous Improvement Plan, highlighting the second quarter status report.
  Ms. Laird asked for a copy of the presentation and requested to have an Executive Session for student discipline. Dr. McCaudy responded that she will email the Board members a date and suggested that the Executive Session be separately from a Board Meeting.

REPORT OF THE SUPERINTENDENT (cont.)

Ms. Chapman wanted to confirm that when students are directed to CRC and Adams, that transportation was provided to and from. She asked Mrs. Lloyd to explain how the parents are responding in their reflective statements when the students are put in out-of-school suspension. Mrs. Lloyd responded that they are very supportive and actually appreciate being invited to come in. Sometimes they can't come in at the scheduled time but do come in at another time. They just don't meet with her, they meet with the Team so that they are all on the same page to make sure that their child is successful for the remainder of the year. Ms. Chapman is glad that they are doing well and likes that idea.

Mr. Gorobetz commented that it was a very comprehensive and detailed response to the concerns that were raised at the last Board meeting.

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 41-16 **PERSONNEL MATTERS – ITEMS 1, 2, 3, 4, 5, 6, 7, AND 8**

Ms. Garza, seconded by Ms. Laird, made the motion to approve personnel matters – Items 1, 2, 3, 4, 5, 6, 7, and 8.

ITEM 1. **Approval of the following resignations**

Resignation
Classified: Michael Amor
Custodial II
Reason: Retirement
Effective: June 1, 2016

Resignation
Classified: Sandra Cook
Bus Driver
Reason: Retirement
Effective: March 1, 2016

Resignation
Classified: Debra Fahle
Administrative Assistant
Reason: Retirement
Effective: June 1, 2016

Resignation
Classified: Mary Post
Student Monitor
Reason: Resignation
Effective: March 2, 2016

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 41-16 **PERSONNEL MATTERS – ITEMS 1, 2, 3, 4, 5, 6, 7, AND 8 (cont.)**

ITEM 2. **Approval of the following appointments**

A. Appointments for the 2015-2016 school year:

Certified Tutor: Ryan Smith

Certified Staff Substitutes: Alexis Gedeon, Andrea Gutierrez, Stephanie Reyna and Nina Schueren

B. Appointments for the 2015-2016 school year:

Support Staff Substitutes: Diana Fritz, Kay Hutchins and Maria Walters

ITEM 3. **Approval of the following supplemental contract**

Appointment for the 2015-2016 school year:

Name	Building	Duty	Amount
Kelly Shirkey	FMS	MS Track coach G-2	$2,555.00

ITEM 4. **Approval of the following special event worker**

It is recommended that the Board approves the following special event worker for 2015/2016 winter athletic events:

Ross High School Events
(Basketball, Diving, Hockey, Swimming, Wrestling)

Name	Position	Rate
Mia Owen (student)	Videographer Basketball	$15.00

ITEM 5. **Approval of the following special event workers**

It is recommended that the Board approves the following special event workers for 2015/2016 spring athletic events:

Ross High School Events
(Baseball, Softball, Tennis, Track)

Name	Position	Rate
Jay Bowers	Announcer Baseball/Softball	$25.00
Austin Busold (student)	Scoreboard Operator Baseball/Softball	$25.00
Austin Busold (student)	Ticket Seller Track	$30.00
Taylor Druckenmiller (student)	Scoreboard Operator Baseball/Softball	$25.00
Taylor Druckenmiller (student)	Ticket Seller Track	$30.00
Bradley Mohr	Scoreboard Operator Baseball/Softball	$25.00

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 41-16 **PERSONNEL MATTERS – ITEMS 1, 2, 3, 4, 5, 6, 7, AND 8 (cont.)**

ITEM 5. **Approval of the following special event workers (cont.)**

Boston Swaisgood (student)	Scoreboard Operator Baseball/Softball	$25.00
Boston Swaisgood (student)	Ticket Seller Track	$30.00

ITEM 6. **Approval of the following special event workers**

It is recommended that the Board approves the following special event workers for 2016 winter tournament athletic events:

Chad Berndt	Joseph Hershey	Phillip Moran
Jay Bowers	Mark King	Bradley Mohr
Rhylie Driftmyer (student)	Stephanie Martin	Drew Solander
William Farrell	Jeffrey McNutt	Paula Wargo

ITEM 7. **Approval of the following status change**

It is recommended that the Board approves the status change of Renee Goebel from Cook (LR-1.02) Longevity 15 @ $14.76 per hour, 7 hours a day at Atkinson Elementary School to Cafeteria Manager (LR-1.03) Longevity 15 @ $15.79 per hour, 7 hours a day at Atkinson Elementary School effective February 11, 2016.

ITEM 8. **Approval of the following leave of absence**

Leave of absence
Certified Staff: Jill Pemberton
Teacher
Reason: Personal
Effective: February 26, 2016 – pending doctor release

Ayes: Garza, Laird, Chapman, Gorobetz
Motion carried. 4-0

MOTION 42-16 **OTHER MATTERS – ITEMS 9 AND 10**

Ms. Laird, seconded by Ms. Chapman, made the motion to approve other matters – Items 9 and 10.

ITEM 9. **Approval of the 2016-2017 calendar**

It is recommended that the calendar (option **B**) for the 2016-2017 school year be approved.

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 42-16 OTHER MATTERS – ITEMS 9 AND 10 (cont.)

ITEM 10. Approval of adoption of resolution for a Calamity Day Alternative Make-up Plan

WHEREAS, the Fremont City School District Board of Education desires that students have learning opportunities even when schools are closed for any of the reasons specified in section 3313.482 of the Ohio Revised Code;

WHEREAS, section 3313.482 authorizes a board of education to file an annual plan with the Ohio Department of Education to provide online learning opportunities for students in lieu of attendance on such days of closure;

NOW THEREFORE BE IT, AND IT IS, HEREBY RESOLVED that the Fremont City School District Board of Education hereby approves the following plan and authorizes its filing with the Ohio Department of Education.

PLAN FOR ALTERNATIVE MAKE-UP OF CALAMITY DAYS

Pursuant to Ohio Revised Code section 3313.482, the Board of Education of Fremont City Schools hereby authorizes the following plan to allow students of the district to access and complete classroom lessons in order to fulfill up to a maximum of the number of hours that are the equivalent of three school days because of the closing of schools for any of the reasons specified in section 3313.482.

1. This plan is submitted, pursuant to approval of the Board of Education.
2. This plan includes the written consent of the teachers' employee representative as designated under division (B) of section 4117.04. Such consent is on file in the official file of the Board of Education and is hereby incorporated into this plan as if specifically rewritten.
3. Each classroom teacher shall develop a sufficient number of lessons for each course taught by that teacher with such lessons requiring, in the judgment of the teacher, an amount of time equal to or greater than the number of hours that are the equivalent of three school days in such teacher's class.
4. The teacher shall designate the order in which the lessons are to be distributed via "Blizzard Bags". The district will not be using on-line lessons.
5. As soon as practicable after an announced school closure authorized under section 3313.482, staff members designated by the appropriate administrator shall make the designated lessons available via blizzard bags. Each lesson shall be distributed for each course that was scheduled to meet on the day of the school closing.
6. Each student enrolled in a course for which a lesson is distributed shall be granted a two-week period from the date of distribution to complete the lesson. If the student does not complete the lesson within this time period, the student will receive an incomplete or failing grade unless a reason sufficient to the teacher is provided.

Ayes: Laird, Chapman, Garza, Gorobetz
Motion carried. 4-0

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 43-16 OTHER MATTERS – ITEM 11

Ms. Chapman, seconded by Ms. Garza, made the motion to approve other matters – Item 11.

ITEM 11. Approval of adoption of resolution calling on the Ohio Legislature and Ohio Department of Education to seek input and grant local district control as they develop legislation and rules pursuant to the reauthorization of the Every Student Succeeds Act

WHEREAS, the Fremont City Schools community elects Board Members to ensure an effective, efficient, vibrant and productive school system; and,

WHEREAS, it is Fremont City Schools Board of Education's duty to deliver educational programs and services to the students of the Fremont City School District; and,

WHEREAS, the Board is responsible to listen to the community including taxpayers, parents and other patrons, as well as the state; and,

WHEREAS, Fremont City Schools recognizes the importance of local control and further recognizes that when this is not allowed to occur, student performance decreases; and,

WHEREAS, school district boards of education have no control over the number of federal and state unfunded mandates ("Unfunded Mandates") placed upon school districts; and,

WHEREAS, Unfunded Mandates have increased considerably in recent years; and,

WHEREAS, Unfunded Mandates have changed significantly in recent years; and,

WHEREAS, Fremont City Schools recognizes that as Unfunded Mandates have increased and changed, Ohio's student performance has dropped from 5th in the Nation to 23rd; and,

WHEREAS, on December 10, 2015, President Barack Obama signed the Every Student Succeeds Act (ESSA) into law as Public Law Number 114-95; and

WHEREAS, the ESSA removes certain Unfunded Mandates; and,

WHEREAS, the ESSA mandates local involvement and input from local stakeholders; and,

WHEREAS, in its ESSA summary released in January of 2016, the Ohio Department of Education ("ODE") recognized that the ESSA "requires local school board input in federal rulemaking in key areas such as testing and accountability;" and,

WHEREAS, input from superintendents along with recommendations from school boards is critical prior to any legislative changes as a result of the ESSA; and,

WHEREAS, it is important for Fremont City Schools to have adequate time to seek input on:

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 43-16 **OTHER MATTERS – ITEM 11 (cont.)**

ITEM 11. **Approval of adoption of resolution calling on the Ohio Legislature and Ohio Department of Education to seek input and grant local district control as they develop legislation and rules pursuant to the reauthorization of the Every Student Succeeds Act (cont.)**

1. Spending of title dollars,
2. Special education waivers,
3. OTES and value added academic content standards,
4. The report card's accountability measures and structure,
5. State and local assessments,
6. Highly qualified teacher and licensure requirements,
7. Ohio's intervention plan for struggling schools,
8. Subgroup performance targets, and
9. Alternate assessments for students with significant special needs.

NOW, THEREFORE, BE IT RESOLVED, that we, the elected members of the **FREMONT CITY SCHOOL DISTRICT Board of Education**, on behalf of the children and community we serve, call upon the Ohio Department of Education and our state representatives to gather critical input from school officials and to enact meaningful governing guidelines to ensure greater accountability and transparency while seeking local input on student performance; and

BE IT FURTHER RESOLVED, that the State of Ohio should follow the suggestions within ESSA, which encourages local control while districts work with their stakeholders to determine best assessments to measure student performance; and,

BE IT FURTHER RESOLVED, that the State of Ohio should not create the ESSA guidelines prior to seeking and incorporating input from local school districts and their stakeholders.

Ayes: Chapman, Garza, Laird, Gorobetz
Motion carried. 4-0

MOTION 44-16 **OTHER MATTERS – ITEMS 12, 13, 14, 15, 16, 17, AND 18**

Ms. Laird, seconded by Ms. Garza, made the motion to approve other matters – Item 12, 13, 14, 15, 16, 17, and 18.

ITEM 12. **Approval of revised Policy #4162-Drug and Alcohol Testing of CDL License Holders (First Reading)**

It is recommended that the Board of Education approves revised Policy #4162 – Drug and Alcohol Testing of CDL License Holders (see attached).

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 44-16 **OTHER MATTERS – ITEMS 12, 13, 14, 15, 16, 17, AND 18 (cont.)**

ITEM 13. **Approval of revised Guideline #4162A-Memorandum to CDL License Holders Regarding the District's Drug-Testing Program (First Reading)**

It is recommended that the Board of Education approves revised Guideline #4162A – Memorandum to CDL License Holders Regarding the District's Drug-Testing Program (see attached).

ITEM 14. **Approval of revised Policy #5112-Entrance Requirements (First Reading)**

It is recommended that the Board of Education approves revised Policy #5112 – Entrance Requirements (see attached).

ITEM 15. **Approval of revised Guideline #5112-Admission to Kindergarten (First Reading)**

It is recommended that the Board of Education approves revised Guideline #5112 – Admission to Kindergarten (see attached).

ITEM 16. **Approval of revised Policy #5200-Attendance (First Reading)**

It is recommended that the Board of Education approves revised Policy #5200 – Attendance (see attached).

ITEM 17. **Approval of revised Policy #6320-Purchases (First Reading)**

It is recommended that the Board of Education approves revised Policy #6320 – Purchases (see attached).

ITEM 18. **Approval of revised Policy #7300–Disposition of Real Property/Personal Property (First Reading)**

It is recommended that the Board of Education approves revised Policy #7300 – Disposition of Real Property/Personal Property (see attached).

Ayes: Laird, Garza, Chapman, Gorobetz
Motion carried. 4-0

MOTION 45-16 **OTHER MATTERS – ITEMS 19, 20, 21, 22, 23, AND 24**

Ms. Laird, seconded by Ms. Garza, made the motion to approve other matters – Item 19, 20, 21, 22, 23, and 24.

Ms. Garza asked where she could see the American History curriculum guide for Item 19. Mrs. Hirt responded that once approved, it will be shared out as a Google Doc so that staff members can access it and

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 45-16 OTHER MATTERS – ITEMS 19, 20, 21, 22, 23, AND 24 (cont.)

view the information online. Dr. McCaudy asked her if she would like to see it. Ms. Garza responded no and that they should have been able to see it before approving it. Mr. Gorobetz responded to her that it was recommended and approved by the CQCC. Ms. Garza responded that she was then fine with that since it had already been approved.

ITEM 19. Approval of adoption of American History curriculum guide

It is recommended that the curriculum guide for American History be adopted for use by Fremont City Schools as presented by Section 3313.60 of the Ohio Revised Code.

ITEM 20. Approval of Ross High School Speech & Debate Team to the national tournament in Sacramento, California

It is recommended that the Board approves the Ross High School Speech & Debate Team's overnight trip to Sacramento, California in order to compete in the national tournament at the Sacramento Convention Center, McClatchy High School and California Middle School, May 26-30, 2016. This trip is being funded by the students and the Speech & Debate Team.

ITEM 21. Approval of adoption of resolution for Music in Our Schools Month

It is recommended that the following resolution be approved for adoption:

WHEREAS, the study of music contributes to young people's development through heightened skills in listening, reading, self-expression, and creativity; and

WHEREAS, music education in the schools includes a broad range of types of music and active musical experiences; and

WHEREAS, music and the other arts significantly enhance the morale and quality of the school environment; and

WHEREAS, it is stated objective of the public school to prepare children for a productive role in our society; and

WHEREAS, the National Association for Music Education has designated March 2016 as Music in Our Schools Month; and

WHEREAS, Ohio's Governor John Kasich has officially declared March 2016 as Music In Our Schools Month encouraging all Ohioans to support the arts by attending local school sponsored concerts and performances.

NOW, THEREFORE, BE IT RESOLVED that the Fremont City School District Board of Education endorses the observance of Music In Our Schools Month as an opportunity to support the purposes and practices of music education and encourages teachers, parents, students, and all citizens to participate.

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 45-16 OTHER MATTERS – ITEMS 19, 20, 21, 22, 23, AND 24 (cont.)

ITEM 22. Approval of adoption of resolution for Youth Art Month

It is recommended that the following resolution be approved for adoption:

WHEREAS, the study of art contributes to young people's development of self-esteem, appreciation of the work of others, self-expression, cooperation with others, and learning skills; and

WHEREAS, art education in the schools includes a broad range of types of art and active art experiences; and

WHEREAS, art education significantly enhances the morale and quality of the school environment; and

WHEREAS, it is the stated mission of the objective of the public school to prepare children for a productive role in our society; and

WHEREAS, the Ohio Art Education Association has designated March 2016 as Youth Art Month.

NOW, THEREFORE, BE IT RESOLVED that the Fremont City School District Board of Education endorses the observation of Youth Art Month as an opportunity to support the purposes and practices of art education and encourages teachers, parents, students, and all citizens to participate.

ITEM 23. Approval of adoption of resolution for Women's History Month

It is recommended that the following resolution be approved for adoption.

WHEREAS, the Congress of the United States and the Legislature of Ohio have designated the month of March as Women's History Month; and

WHEREAS, proclaiming annually, March as Women's History Month and encourages the District schools to commemorate the occasion in meaningful student activities, programs, and in the arts that demonstrate learning and understanding of the role women have played and are playing in every sphere of our nation's life; and

WHEREAS, women constitute a significant part of the labor force and business leadership essential to the economic development of the United States.

NOW, THEREFORE, BE IT RESOLVED that the Fremont City School District Board of Education hereby recognizes that March 2016 is Women's History Month and urges all parents, students and employees to thank them for their special efforts.

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 45-16 **OTHER MATTERS – ITEMS 19, 20, 21, 22, 23, AND 24 (cont.)**

ITEM 24. **Approval of donations**

It is recommended that the Board approves the following donations:

Donor:	Item:	Value:	Donated To:
Justin & Lauren Cummings	Cash	$750.00	Fremont Ross Athletic Department
Jen Bair	1 Dozen Total Control Balls	$41.00	Fremont Ross High School Softball
Liberty Tax Service	Pencils	N/A	Atkinson, Croghan, Hayes, Lutz & Otis Elementary Schools, Fremont Middle School & Ross High School
Judy Gangwer	Binders, Notebooks & Paper	N/A	Stamm Elementary School
Washington Retired Breakfast Bunch	2 Benches with Cushions & 2 Name Plates	N/A	Washington Elementary School

Ayes: Laird, Garza, Chapman, Gorobetz
Motion carried. 4-0

SECOND HEARING OF THE PUBLIC

- Dr. Greg DeRodes, wanted to speak about the plan. He asked the question, "What if it doesn't work?" The main thing that he wants is for his daughter to feel safe in the school system and the teachers to feel safe in the school system. The plan is good, but his concern is about the yellow part of the triangle and he is really concerned about the red part of the triangle. He is very concerned about the repeat offenders making the buildings unsafe for the other kids. He mentioned that there used to be an Alternative School when Jim White was the Principal, and that they were taken to a different place in Fremont. His concern is if this plan doesn't work, where do we go from here? We want our kids to feel safe.
  Mr. Gorobetz responded that every effort is being made obviously by the Administration to address the issues that were raised at the last meeting. The building level people, administrators and staff are in-tune with the issue and the problem. They are implementing some very tangible procedures which certainly will pay a lot more attention to the issue than perhaps we were perceiving.
  Dr. DeRodes responded that he would like to know how many repeat offenses it takes to get a change of venue. That is the part he is most curious about. The repeat offenders come back and that is what the kids are nervous and scared about. How many shots do we give them before they get a change of venue is something that really needs to be considered. As a dad's point of view, and as a point of view from a person in the yellow part of the triangle, he wants to make sure his daughter is safe. His daughter Olivia, was assaulted in 7th grade in class and it was handled though the Principal's office. The boy was suspended for 3 days but he did not hear about it until the track meet that evening.

SECOND HEARING OF THE PUBLIC (cont.)

He had not been called by the principal. He had to be the one to call with his concern of what would happen when the kid came back to school. That was very frustrating for him as a dad. His daughter did not fight back because if she had, she would have been suspended too and that made him even angrier. Whatever we can do to make it so that these kids feel safe, is the reason he came to the meeting concentration is on the trouble makers more than it is on the other kids. He was encouraged by what he saw this evening and hopes it works.

Ms. Laird commented that she thinks the executive session will help address as a Board, some of the things he was talking about. The repeat offenders are specific student incidences, and this will let us speak freely among each other and take a look at how it fits into the model that was put together and hopefully that will lead to what he is looking for through that discussion.

Dr. DeRodes commented that he really appreciated the kids actually bringing this up. The seniors are trying to do something to make the school better for next year and that shows a lot of maturity.

- Emily Muffler, Fremont Ross Senior, also spoke. She also appreciates what the students are saying and feels that it is re-supporting what they were trying to say at the last Board Meeting. This topic was discussed during their New Giant Committee meeting last Friday. Of all of the different topics that they chose to cover, 17 out of the 20 students decided that the most important topic to cover was discipline. This is definitely an over all school wide thing of concern. Sometimes when looking at the facts, which it looks like we are doing better by having 144 less incidences but in reality, the students are seeing more problems. To them, it doesn't feel as if the problems are being handled. They feel they are being ignored and not being dealt with properly. It is not that there are fewer incidences, there are actually more that are not being handled. That is how they have gotten to this problem solving issue. She is very excited and thinks they are going to make a big change and thanked the students for coming forward.

BOARD MEMBER COMMUNICATIONS AND INFORMATION REQUESTS

Ms. Laird – She congratulated the musicians, athletes and academic scholars on all their different achievements and the student awards that they were able to hear about. It is a very, very, very, proud moment in our District and she appreciates that. She thanked everyone for the program that was put together since the last conversation. It is really great to see that all hands are in and every effort is being made. She agrees that it is nice to see the students that are brave enough to come up and talk and be a part of the solution.

Ms. Garza – She congratulated all of the winter sport athletes, the orchestra, the choir and all of the students. It was such a joy to watch and see how conscious they are about their good behavior and tell about their wishes and what they expect to do in their lives. That was very nice to see. She thanked everyone for putting all of the work together to bring this up to the surface and talking about the issues that are affecting the students and what can be done about solving the problems. We need to just continue to monitor and continue to all work together.

Ms. Chapman - She thanked all of the kids that came up for their awards especially the little guy that came up to sit with them. She really, really, really enjoyed it and thanked everyone for making that happen. The second part of the meeting was very informational. She had not been able to attend the last Board meeting so she missed out, but has an understanding of what everyone is doing and would like everyone to know that she appreciates what they are doing. Every school is dealing with this. She is confident that we have individuals who truly care about the safety and well being of the students. She applauded Dr. McCaudy's effort for not taking the administrators out of the buildings during the day so that they can focus on what they are doing.

BOARD MEMBER COMMUNICATIONS AND INFORMATION REQUESTS (cont.)

She also knows that makes for longer evenings and work days and that does not go unrecognized. She is thankful for her efforts in that. It is very important and she is very grateful.
Mr. Gorobetz – He congratulated all of the students who participated in the orchestra, choir, Debate Team and Wrestling. Lamonte did so well as the runner up in this whole state. He congratulated the staff members who work with the students so diligently. He assured everyone that they are aware of the issues that they are raising. We also have to be cognizant of our responsibility to provide an education to all of our students while at the same time, be well aware of the need to make sure that everybody is safe. Sometimes that is like walking on a tight rope to achieve both goals. He is confident that they are working hard and diligently on this issue and will certainly be receiving updates as time goes on at every meeting.

MOTION 46-16 **ADJOURNMENT**

Ms. Chapman, seconded by Ms. Laird, made the motion to adjourn the regular board meeting at 8:04 p.m**.**

Ayes: Chapman, Laird, Garza, Gorobetz
Motion carried. 4-0

APPROVED:

_____
President

Date: _____

_____
Treasurer