

BRIEF CASE

THE OHIO SCHOOL BOARDS ASSOCIATION

Serving the public school leadership team



Governor releases fiscal year 2024-25 budget recommendations

Gov. Mike DeWine presented his executive budget for the 2024-25 fiscal year to the Ohio General Assembly on Jan. 31. You can view the documents at <http://links.ohioschoolboards.org/ohio/budget-recs-2425>. For more on the state budget, turn to the Legislative Report on page 6.

Submit your nominations for this year's Student Achievement Fair

A highlight of the OSBA Capital Conference is the Student Achievement Fair, which includes 100 booths of outstanding student programs, talented student performing groups and a digital art show featuring the finest artwork from Ohio's students. Nominate a program, performing group or artwork from your district to participate in the fair. For more information on how to showcase your students at the conference and to make nominations, visit <http://conference.ohioschoolboards.org/student-achievement-fair>.

Hotel discount deadline for Board Leadership Institute approaching

April 4 is the deadline to secure discounted hotel rates for the OSBA Board Leadership Institute (BLI). Reserve your room online at <http://links.ohioschoolboards.org/30796> or call the Hilton Columbus/Polaris at (614) 885-1600 and mention OSBA to get a rate of \$147 per night. BLI, set for April 28-29, features two keynotes, 18 breakout sessions, networking opportunities and breakfast and lunch both days. To register, visit <http://links.ohioschoolboards.org/BLI>.

Grant available to make routes to school safer

The Ohio Department of Transportation (ODOT) is accepting applications for its Safe Routes to School funding program until March 3 at 5 p.m. The program provides resources for districts to improve safety and accessibility for K-12 students who walk or bike to school. Both infrastructure projects and "education, encouragement, enforcement or evaluation" programs are eligible to receive funds. More information is available on the ODOT website at <http://links.ohioschoolboards.org/27702>.

COSSBA names executive director

The Consortium of State School Boards Associations (COSSBA) named Dr. Thomas E. Bertrand as its executive director. Bertrand was selected by the association's Board of Directors at its meeting on Jan. 20, 2023, and will assume the position of executive director on July 1. Since 2018, Bertrand has served as executive director of the Illinois Association of School Boards. He previously served as an educator for 33 years, including roles as a teacher, coach, principal and superintendent.

Feb. 27, 2023

Volume 55 Issue 4

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Route workshop information to:

- Administrators
- Principals
- Communication specialists
- Transportation supervisors

Case study shows success in literacy improvement

Last month, the Ohio Department of Education released a case study of **Riverside Local's (Logan) Riverside Elementary School**, which increased its Third Grade Language Arts Proficiency score from 50% in 2016 to 91% in 2019 — a significant margin above the state average. The study examines in detail the strategies used to achieve this result. An interactive breakdown of both the successful programs and the resulting data can be viewed at <http://links.ohioschoolboards.org/ohio/literacy>.

Webinar series confronts challenging environments

COSSBA's Urban Boards Program will be hosting a series of four free webinars, featuring educators from around the country, beginning March 8 at noon EST. The series, Challenging

Hubbard EV students help East Palestine residents

A group of students at **Hubbard EV's Hubbard High School** are organizing a benefit dinner for the residents of East Palestine who were evacuated from their homes after a Norfolk Southern train carrying hazardous materials slid off the tracks and caught fire.

"I think really just stepping up in a time of tragedy and just knowing that if it was our community, we would appreciate if someone would help us, and they are so close," sophomore **Malia Hivner** told a local TV station. "So, neighbors being neighbors. We needed to help them."

Hivner was among six sophomores in the Career and Community Class who are helping with food, raffles and a donation box. The dinner is set for March 1.

Source: WKBN-TV

Environments in Today's Public Education System, will focus on poverty, food insecurity, learning loss and recovery, and socio-emotional and mental health challenges facing students in America's public schools. Register today for the first session — focused on poverty and how it

impacts learning — at <http://links.ohioschoolboards.org/zoom/challenging-environments>.

OSBA online

● www.ohioschoolboards.org

Newly updated, The Family Medical Leave Act: A practical guide is a free resource for OSBA members. It answers common Family Medical Leave Act (FMLA) questions and can help you determine whether FMLA applies, properly notify employees of their rights and responsibilities under FMLA, ensure that an employee's FMLA leave is properly captured and provide guidance to ensure an employee is properly reinstated. It can be accessed online at <http://links.ohioschoolboards.org/2023FMLAGuide>. The guide provides a wealth of information, including practical examples and explanations, helpful charts and diagrams and useful internet links.



Briefcase

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www.ohioschoolboards.org

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Leading the way as the respected voice of Ohio public education.



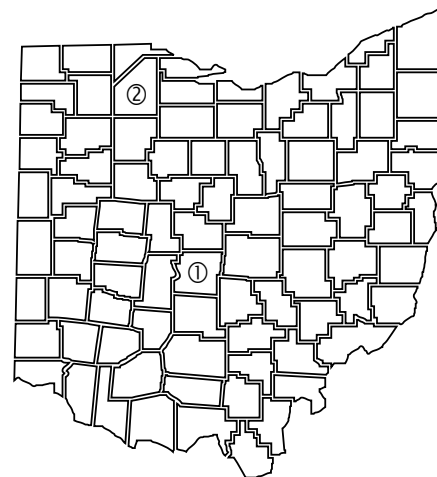
BULLETIN BOARD

compiled by Melanie Price, senior administrative assistant of communication services

OSBA executive searches

Superintendent

District	Deadline	Contact
① Eastland-Fairfield Career and Technical Center	March 24	OSBA Search Services, (614) 540-4000
② Bowling Green City	March 29	OSBA Search Services, (614) 540-4000



Other searches

Position	Location	Deadline	Contact
Superintendent	Loudonville-Perrysville EV	March 1	Liz Shaffer , administrative assistant to the superintendent, Tri-County ESC , (330) 345-6771, ext. 233
Treasurer	Bedford City	March 10	Ryan Pendleton , interim treasurer, Bedford City , (216) 225-8548
Treasurer	Sheffield-Sheffield Lake City	March 10	Franco Gallo , superintendent, ESC of Lorain County , (440) 324-5777, ext. 1102

National searches

Position	Location	Deadline	Contact
Superintendent	King William, Virginia	March 3	Gina Patterson , executive director, Virginia School Boards Association, (434) 295-8722

Board changes

Avon Local (Lorain) appointed **Christine Libeg** to the board effective Feb. 15. She replaced **Art Goforth**, who resigned in December. ●●● **Parma City** appointed **Angela Schwark** to the board effective immediately. She replaced **Amanda Karpus**, who resigned.

Editor's note

Job postings must be received six weeks before the application deadline to ensure timely publication.
Thank you for your cooperation.

Administrative changes

Superintendents

Edgewood City hired Interim Superintendent **Kelly Spivey** as superintendent effective immediately. She replaced **Russ Fussencker**, who retired in December. ●●● **Lakota Local (Butler)** hired Assistant Superintendent **Robb Vogelmann** as interim superintendent effective immediately. He replaced **Matthew S. Miller**, who resigned. ●●● **Middletown City** hired Assistant Superintendent **Deborah Houser** as superintendent effective Feb. 28. ●●● **Oakwood City** hired Dr. **Neil Gupta** as superintendent effective Aug. 1. He will replace Interim Superintendent **Allyson Couch**. Gupta currently is the director of secondary education at **Worthington City**. ●●● **Perkins Local (Erie)** Superintendent **Todd David Boggs** announced his retirement effective July 31.

Treasurers

Lucas Local (Richland) hired **Eric Pickering** as treasurer effective March 1. He will replace **Lesa S. Deter**, who took the treasurer position at **Hillsdale Local (Ashland)**. ●●● **Triad Local (Champaign)** hired **Nathan Hilborn** as treasurer effective Feb. 13. He replaced **Connie Cohn**, who retired.

Sympathies

Former **Bowling Green City** Board of Education member **William "Bill" Fredrick Crone** died Feb. 5. He was 93. ●●● Former **Poland Local (Mahoning)** Board of Education member **Robert "Bob" Lenga** died Jan. 24. He was 85.



PUBLIC SCHOOLS WORK!

compiled by Scott Gerfen, assistant editor

Popular elective class introduces students to soft skills, careers

A popular elective class at **Kings Local's (Warren)** Kings High School introduces students to different career paths, trades and life skills.

Dustin Goldie teaches the Employability 1 and 2 courses.

"We started in 2018 with 25 kids in one class, and we're proud to say we're up to eight classes with over 160 kids now," he told a local TV station. "The big thing that we're trying to promote is to let these kids know college is not something that everyone can do.

And we're promoting multiple career pathways to let kids know that it's cool to be a truck driver. It's cool to be a nurse. It's cool to be a plumber."

The learning is hands on. Sophomore **Ethan James Kelley** said he is always learning something new, like tightening and untightening a lug nut.

Students also learn the importance of soft skills, like shaking hands, maintaining eye contact and putting phones away

as well as life skills, like changing a flat tire, jump-starting a dead battery, reading a tape measure and more.

The goal is also to teach students skills they can use, regardless of the career path they take. "I just wanted to them have fun. I want them to be good employees and I want them to represent Kings Local for the rest of their lives as good employees," Goldie said.

Source: WKRC-TV

SchoolComp Seminars

Get Answers



Dates and Locations

Feb. 27	Southwest Region	Miamisburg
Feb. 28	Northwest Region	Findlay
March 1	Northeast Region	Rootstown
March 3	Central Region	Westerville
March 6	Southeast Region	Athens

Cost

Free

Time

9 a.m.-noon

Meet your two-hour requirement for safety training. Hear the latest on OSBA & OASBO's Ohio SchoolComp program, workers' compensation and unemployment claims updates and more. The workshop is open to all school districts. All seminars are in-person with the Central region being offered as a hybrid with Zoom links and recording.

Brought to you by

OASBO and OSBA Ohio SchoolComp program

Administered by

Sedgwick

For more information and to register: www.ohioschoolboards.org/events

OSBA FORUM

Join us as we discuss the current issues in public education.

Date

Feb. 28

Time

11:30 a.m. to
12:30 p.m.

Cost

Free

Save the date for this upcoming virtual event. OSBA Forums will tackle the critical issues facing public education today. We will discuss and provide insights and strategies to assist you in today's challenging environment.

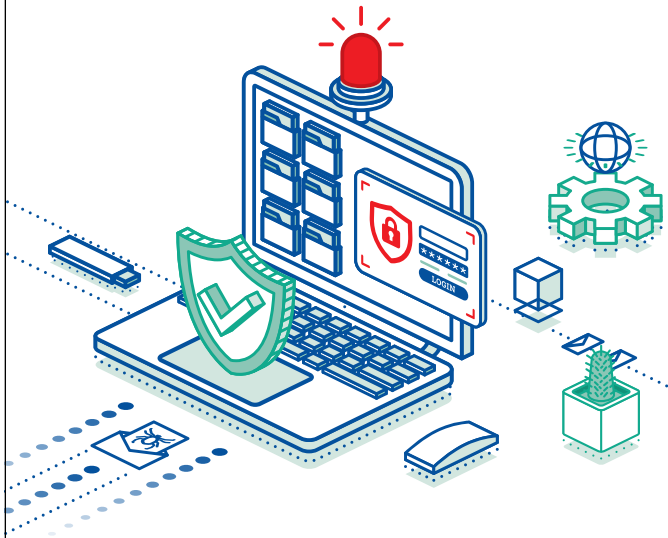
Register at: www.ohioschoolboards.org/events



Cyberlaw Workshop

Date
Friday, March 10

Cost **Time**
\$110 10 a.m.-2:30 p.m.



Although advances in technology may provide additional educational opportunities or solutions for districts, they can also frustrate personnel, who are left wondering how to deal with the unique legal issues that the newest software, devices and technological trends may bring. The use and abuse of technology are hot legal topics and affect school districts in many different ways.

The 2023 Cyberlaw Workshop will provide an overview of these hot topics, along with practical guidance that districts can use to address these issues.

For more information and to register: www.ohioschoolboards.org/events

A FREE VIRTUAL EVENT



OSBA 2023

**COFFEE
- CHAT -**

WHAT IS OHIO SCHOOLCOMP?

MARCH 14 | 8:30 a.m.-9 a.m.

Presented by: Sedgwick

Ohio SchoolComp is a partnership of the Ohio School Boards Association and Ohio Association of School Business Officials to offer a variety of workers' compensation programs to their members.

Key Takeaways:

- Learn about available program options.
- Discuss the differences in program options.
- Cover respective enrollment deadlines for programs.

For more information and to register: www.ohioschoolboards.org/events

State Legislative Conference

Have your voice heard by dozens of legislators and discuss your district's needs for the upcoming biennial budget.

DATE

Tuesday, March 21

TIME

9 a.m. to 1 p.m.

COST

\$155

LOCATION

Sheraton Columbus
at Capitol Square



Register at: www.ohioschoolboards.org/events

Special Education Law Workshop

This popular workshop offers school board members, special education administrators, student services professionals and other district staff the unique opportunity to learn about the latest developments in special education laws in Ohio. Speakers include experienced attorneys who represent Ohio school districts on special education law matters and staff from the Ohio Department of Education Office for Exceptional Children. The workshop will be submitted to the Supreme Court of Ohio Commission on Continuing Legal Education (CLE) for CLE credit.

Date

Friday, March 24

Location

Ohio School Boards
Association in Columbus

Time

9 a.m.-3 p.m.

Cost

\$180

For more information and to register: www.ohioschoolboards.org/events



WORKSHOP REGISTRATION

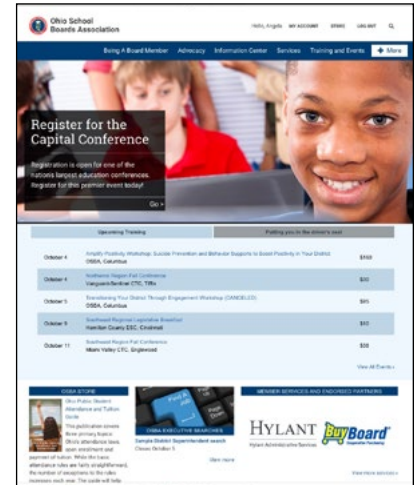
Register at www.ohioschoolboards.org/workshops

OSBA members can access member-only information, including workshop registration, by logging in to the OSBA website.

How to log in

Click on “Log in to your account” on the top right of the website. Log in using your email address on file and your password. Click “Reset your password” if needed.

If it says “We could not find your email address,” or if this is your first time logging in to the site, click “Create new account.” At the username prompt, enter your email address, select your affiliation and school district, and click “Submit.” Create a password and add your job title on the next screen. An email with a link to activate your account will be sent to you. Click on the link to activate your account, and you will be directed to a home screen.



COMMUNICATIONS

by Connie Potter, communications consultant

Building and nurturing relationships with retirees

After decades in the classroom, many retired teachers find they love the freedom that retirement brings but miss the passion and sense of purpose they felt working with young people.

Smart districts find ways to retain that treasure trove of experience by creating volunteer opportunities for retired staff. The key is to recruit early — before staff have retired and you have lost that link. That goes for all retired employees, from cafeteria workers to school secretaries to

educational assistants.

Most people nearing retirement are looking forward to getting away from the day-to-day routine of their current jobs. They envision throwing away the alarm clock, traveling and pursuing the hobbies they didn't have time for when they were working. Coming back to volunteer likely hasn't crossed their minds.

But it doesn't take long before many retirees find they miss the fun of working with kids and being of service. When they start

looking for ways to connect with students again, make sure volunteering in your district is at the top of their list.

Start early

With volunteers, the early bird catches the worm. There are hundreds of organizations that are constantly searching out and actively recruiting volunteers, from hospitals to libraries to services clubs. Schools are competing with these

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organizations for volunteers. That's why it's important to begin recruiting while employees are still with your district, so you can at least plant the seed about volunteering when they feel the time is right.

Most organizations provide an exit interview to make sure employees leave feeling good about their service and to share ways the company can improve itself. Schools can add one more step to the exit interview by including an invitation to volunteer.

Develop a volunteer brochure tailored to retirees and give it to every retiree as part of their exit interview. Outline the different volunteer opportunities with a short description of each one.

Follow up with retirees about six months after they have retired. This could be by letter, but a better option would be a personal phone call about a specific volunteer position. Follow up again in yearly intervals with information about volunteer opportunities and how to sign up.

Add retirees to the district newsletter mailing list so they can read about good things happening in the district and programs that might need volunteers.

Use all available recruiting tools

Perhaps you have lost touch with your retirees or want to connect with retirees from other industries or those who have recently moved to your

community. There are a variety of online tools to help. One popular option is VolunteerMatch, a portal for matching volunteers with nonprofit organizations. Schools can post specific volunteer opportunities and recruit from a broader community than just the school district.

One of the most effective recruiting methods is face-to-face. Add school retirees to your invite list for school concerts and other programs. Consider hosting a brief coffee event for them before the program and offer a list of specific volunteer opportunities for them to consider. Retirees generally love returning to their schools to connect with former staff and students.

Remember retirees when your district is looking for new school board members or people to serve on the budget committee or advisory boards. Their experiences in the district and their commitment to students and education may make them great candidates for those positions. Call them and encourage them to apply. There's nothing like a personal invitation to pique someone's interest and make them feel like they have something to offer.

Set realistic expectations

A primary reason some retirees don't volunteer is that they don't want another full-time job, especially one where they don't collect a paycheck. They are afraid that, if they volunteer, they will get roped into volunteering more

hours than they want and doing tasks they don't want to do. That's why it's important to establish clear expectations when recruiting volunteers.

Follow these tips to help make volunteer experiences positive.

- **Start small.** Provide a job description for each task, including the number of hours and days per week that will be required. A volunteer will be more likely to remain long term, and even sign up for additional tasks, if they don't feel pressured into a large commitment.

- **Place volunteers in jobs they will enjoy.** It's tempting to assign a former teacher to tasks like grading papers or creating bulletin boards because they have experience in those areas. But if you want to keep a volunteer, assign them a task that will give them joy. The best way to do that is to ask them what they would like to do.

- **Know your volunteers.** Understand that even though your volunteers may be former teachers, they are not staff members. It's not their role to supervise and discipline students. Retirees often say the best part of volunteering is that they no longer have to be in charge or organize activities.

District retirees are a valuable resource and can add value to a classroom or school. By placing them in volunteer roles that utilize their skills and experience, the volunteer and the schools win.

Source: Washington State School Directors' Association



LEGISLATIVE REPORT

by Jennifer Hogue, director of legislative services

Ohio House Republican Caucus introduces priority bills

Ohio House Speaker **Jason Stephens** was joined by several members of the House Republican Caucus on Feb. 15 as he laid out the House Republicans' priority bills for this General Assembly. "I am proud to be here today as we lay out our plan of action to deliver for the people of Ohio," Stephens said. "The House Republicans are putting forth an agenda all about growing the economy, protecting Ohio families and educating our communities." Twelve bills were briefly outlined during the press conference, with seven of those directly impacting public education.

House Bill 1

HB 1 is sponsored by Rep. **Adam Mathews** (R-Lebanon). This bill proposes to flatten Ohio's income tax to a single rate of 2.75% with the first \$26,050 earned being tax exempt. HB 1 also proposed to eliminate the \$1.2 billion per year in property tax rollbacks to schools and local governments. In addition, the bill would drop the current tax rate of 35% of a home's value down to 31.5%. These changes will have a significant impact on the ability of schools and other local governments to generate local revenue.

House Bill 6

HB 6, sponsored by Rep. **Jenna Powell** (R-Laura), would ban transgender girls from playing on female teams in both high school and college. The bill does not include language from the previous version outlining how schools should make determinations about a student's eligibility. HB 6 does provide a method for students and families to seek civil action against schools and higher education institutions who allow transgender girls on female sports teams.

House Bill 8

HB 8, sponsored by Reps. **D.J. Swearingen** (R-Huron) and Rep. **Sara Carruthers** (R-Hamilton), proposes to enact the "Parents' Bill of Rights." The bill would require school districts to adopt a policy to promote parental involvement in the public school system. The policy would require districts to do the following:

- notify parents prior to instruction involving materials with sexually explicit content and identify the instructional material and sexually explicit subjects
- notify parents of any change in the student's services or monitoring related to mental, emotional, or physical health or

well-being or the school's ability to provide a safe, supportive learning environment

- prohibit school district personnel from discouraging or prohibiting parental notification of or involvement in critical decisions affecting a student's mental, emotional or physical health or well-being.
- permit school district personnel to withhold information from a parent if "a reasonably prudent person" would believe that telling a parent would result in "abuse, abandonment, or neglect" and that belief is not based on a parent's religious or political beliefs.

The notice to parents must also reinforce "the fundamental right of parents to make decisions regarding the upbringing and control of their children, and that the school district shall not inhibit parental access to the student's education and health records maintained by the school." HB 8 would prohibit district personnel from directly or indirectly encouraging a student to withhold from a parent information concerning the student's mental, emotional or physical health or well-being.

Districts would also be required

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Legislative Report, cont. from page 6

to notify parents about each health care service offered at their student’s school at the beginning of each school year, and work with parents to create a health care plan for each student that is approved by the student’s parent.

The bill also allows parents to file a written concern with the school district and the district policy should establish the process for resolving concerns within 30 days. Districts are required to notify parents about their ability to file a written concern.

House Bill 9

HB 9, sponsored by Rep. **Gayle Manning** (R-North Ridgeville) and Rep. **Mary Lightbody** (D-Plain Township), aims to address the teacher shortage. The bill would provide additional flexibility within teacher mentorship programs similar to that proposed in HB 151 during the last General Assembly. HB 9 also creates a teacher loan repayment program for qualified teachers.

In addition, the bill creates the “Grow Your Own Teacher Scholarship Program” to award scholarships to low-income high school seniors who commit to teaching in a qualifying school for four years. These scholarships are renewable and can be used at any Ohio college or university. Qualifying schools are defined as those where at least 50% of the students are eligible for free or reduced-price lunch and which are operated by the same district

from which the scholarship recipient graduated.

House Bill 10

HB 10 is sponsored by Reps. **Jamie Callender** (R-Concord) and **Bride Rose Sweeney** (D-Cleveland). This bill states the General Assembly’s intent to continue the phase-in of the Fair School Funding Plan. The bill further states that, if practicable, the General Assembly should fully fund the plan.

House Bill 11

HB 11, sponsored by Reps. **Riordan McClain** (R-Upper Sandusky) and **Marilyn John** (R-Shelby), would allow any student in grades kindergarten through 12 to receive a voucher beginning in the 24-25 school year. Eligible students would include students currently enrolled in private schools and students who are homeschooled. This is a reintroduction of HB 290, the

backpack bill, from the last General Assembly.

House Bill 12

HB 12, sponsored by Reps. **Don Jones** (R-Freeport) and **David Dobos** (R-Columbus), is a companion bill to Senate Bill 1. This bill would restructure the Ohio Department of Education and the State Board of Education. HB 12 would rename the Department of Education as the Department of Education and Workforce (DEW). In addition, DEW would become a cabinet agency with the director being appointed by the governor. HB 12 would remove most functions and responsibilities from the State Board of Education and the Superintendent of Public Instruction, leaving the board to deal only with educator licensure and territory transfers. All other current responsibilities of the State Superintendent and Board would be moved to DEW.

SAVE THE DATE

Board Leadership Institute

///// 2023

Date
April 28-29, 2023

Location
Hilton Columbus/Polaris
8700 Lyra Drive
Columbus, OH 43240

For more details, visit:
www.ohioschoolboards.org/events

Cost
\$290 Early bird pricing through March 1

\$315 After March 1

Save the date for OSBA's annual professional development event designed by board members for board members.

OHIO SCHOOL BOARDS ASSOCIATION

February 2023

- 27 SchoolComp Seminar Southwest Region
.....Miamisburg
- 28 SchoolComp Seminar Northwest Region
.....Findlay
- 28 OSBA Forum Virtual

March 2023

- 1 *Last day to take action and deliver written notice of nonrenewal of superintendent's contract — RC 3319.01; last day to take action on and deliver written notice of nonrenewal of treasurer's contract — RC 3313.22; last day to publish joint statement describing how district's business advisory council has fulfilled its responsibilities — RC 3313.821.*
- 1 SchoolComp Seminar Northeast Region
..... Rootstown
- 3 SchoolComp Seminar Central Region
..... Westerville
- 6 SchoolComp Seminar Southeast Region
..... Athens
- 7 Understanding the Challenges and Opportunities of Transportation Routing
..... Virtual
- 8 Central Region Spring Conference
..... Columbus
- 9 Southwest Region Spring Conference
..... Lebanon

- 10 Cyberlaw Workshop
..... Virtual
- 14 Coffee Chat: What is Ohio SchoolComp?
..... Virtual
- 14 Southeast Region Spring Conference #1
..... Rio Grande
- 21 Southeast Region Spring Conference #2
..... New Concord
- 21 State Legislative Conference
..... Columbus
- 23 Northwest Region Spring Conference
..... Ottoville
- 24 OCSBA Special Education Law Workshop..... Columbus
- 27 Northeast Region Spring Conference #1
..... Warren
- 28 Northeast Region Spring Conference #2
..... Smithville
- 29 OSBA Master of Transportation Administration: Fleet compliance
..... Columbus and virtual
- 31 *End of second ADM reporting period — RC 3317.03(A).*

April 2023

- 3 *Last day for voter registration for May election — RC 3503.01, 3503.19(A) (30 days prior to election).*
- 4 Southwest Region Executive Committee
..... TBD
- 18 Coffee Chat: From Gender Neutral

- Bathrooms to Banned Books: Inclusion in the Education Space Virtual
- 25 OSBA Forum Virtual
- 28-29 OSBA Board Leadership Institute
..... Columbus
- 30 Southeast Region Executive Committee
..... Zanesville

May 2023

- 1 *Last day to submit certification for income tax levy to Ohio Department of Taxation for August election — RC 5748.02(A) (100 days prior to the election).*
- 2 *Special Election Day; Primary Election Day — RC 3501.01 (first Tuesday after first Monday).*
- 5 *Last day to submit emergency or current operating expenses levy to county auditor for August election — RC 5705.194, 5705.195, 5705.213 (95 days prior to the election).*
- 10 *Last day for school district to file resolution of necessity, resolution to proceed and auditor's certification for bond levy with board of elections for August election — RC 133.18(D); last day for county auditor to certify school district bond levy terms for August election — RC 133.18(C); last day to submit continuing replacement, permanent improvement or operating levy for August election to board of elections.*