

BRIEF CASE

THE OHIO SCHOOL BOARDS ASSOCIATION

Serving the public school leadership team



Make plans to attend the 2023 OSBA Capital Conference

The 2023 Capital Conference is just a few short months away. Starting July 24, you can register to attend through your district treasurer or superintendent or online at www.ohioschoolboards.org/conference/registration. Individual cost is \$350 per person, but member school districts sending more than six people pay a flat group registration rate of \$2,400. OSBA sustaining members, government employees and retired administrators can attend for only \$100. You'll want to register early so you can plan ahead and ensure a spot at any special events you want to attend.

Prepare your nominations for this year's Media Honor Roll

OSBA will kick off its 2023 Media Honor Roll program next month. The Media Honor Roll provides school districts the opportunity to recognize their local journalists for providing fair and accurate coverage of their schools. It is designed to help districts build and maintain positive, productive relationships with the news media and ensure fair and balanced reporting along with continuing community support. Details will be sent to superintendents and communications directors and posted at <http://links.ohioschoolboards.org/35524> in early August.

Student teachers struggle with educational technology, study suggests

Preservice teachers, also known as student teachers, report in a study by University of Central Missouri researchers, that they are more likely to use technology to occupy students with fun activities than for active learning, presented June 26 at the International Society for Technology in Education conference. The student teachers surveyed also described their technology use as "teacher-centric," raising questions about whether the technology skills being taught in education programs can be effectively transferred to the classroom. The study's authors speculate that the teachers' initial introduction to teaching remotely during the pandemic could have slowed down their understanding of how to use technology interactively with their own students. In other words, pandemic learning loss may be an urgent issue for teachers too. Read the report at <http://links.ohioschoolboards.org/uocslive>.

Ohio State University announces virtual Family Engagement Leadership Summit

School administrators are invited to attend a free virtual summit hosted by the Ohio State University's Ohio Statewide Family Engagement Center. Happening Sept. 22 from 9 a.m. to 3 p.m., this event features expert talks and a student panel on the topic of engaging families in their children's education. To learn more and register, visit <http://links.ohioschoolboards.org/osu/family-engagement>.

July 10, 2023

Volume 55 Issue 13

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Route workshop information to:

- Administrators
- Principals
- Communication specialists
- Transportation supervisors

Free 2023 Capital Conference housing webinar

Have questions about reserving housing for the 2023 OSBA Capital Conference? Confused about the process, pricing or dates and deadlines? Join the OSBA team for a free webinar all about Capital Conference housing, held Friday, Aug. 18 at 10 a.m. Visit <http://links.ohioschoolboards.org/ohioschoolboards/housing-webinar> to learn more.

Ohio attorney general seeks applications for teen ambassador board

If students in your district are interested in an opportunity to participate in their state government, make sure they're aware of Ohio Attorney General **Dave Yost's** Teen Ambassador Board, which is accepting

Health care academy named for Ohio Hi-Point member

Ohio Hi-Point Career Center recently dedicated the Anne Marie Nicolosi Reams Healthcare Academy in honor of its board president.

Anne Marie Reames, a career nurse and health care advocate, has served on the career center board for 20 years.

"I was so humbled by the honor," she told a local online news website. "I just felt so honored to represent health care. I just think it's so important for our community and for all the students."

Friends, family and community leaders were on campus to celebrate the occasion. Health careers instructors **Megan Lacher** and **Tammy Newland**, as well as exercise science instructor **Heather Smith**, provided demonstrations during the dedication.

Source: peakofohio.com

applications until July 21. This board, made up of rising high school juniors and seniors who serve a one-year tenure, meets twice annually with an assistant attorney general to advise the attorney general's office on issues pertaining to teens. The program

is seeking driven self-starters who plan to pursue a career in government. More information and an application are available at <http://links.ohioschoolboards.org/ohioattorneygeneral/teen-ambassadors>.

OSBA online

● www.ohioschoolboards.org

OSBA's Management Services webpage includes a variety of school management resources, including employee handbook consultation; a link to the State Employees Relations Board's database of collective bargaining settlements; links to our affiliate programs for salary analysis; and more. Subscribers to School Management News can also find a digital archive of back issues, which contain a wealth of useful information for school district administrators. Explore our management solutions today at <https://www.ohioschoolboards.org/management-services>.



Briefcase

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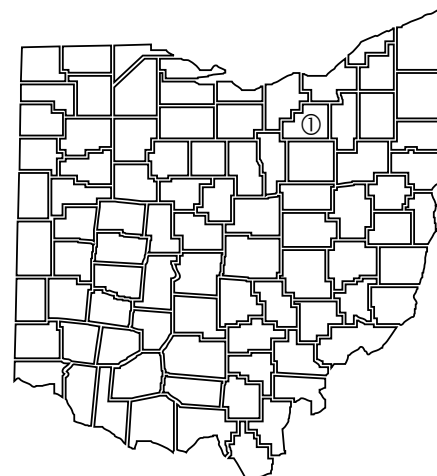
BULLETIN BOARD

compiled by Melanie Price, senior administrative assistant of communication services

OSBA executive searches

Treasurer

District	Deadline	Contact
① Black River Local (Medina)	July 14	OSBA Search Services, (614) 540-4000



Board changes

Dover City Board of Education member **Robert Everett** announced his resignation effective June 13. ••• **Lisbon EV** appointed **Jennifer Whitman** to the board effective immediately. She replaced **Gary Peruchetti Jr.**, who died in May. ••• **Norwalk City** appointed **Eric Gonzales** to the board effective June 22. He replaced **Lisa A. Wick**, who resigned. ••• **Northwest Local (Stark)** appointed **Larry Murgatroyd** to the board effective immediately. He replaced **Victor Colaianni**, who resigned in May. ••• **Woodridge Local (Summit)** appointed **Marlene Martin** to the board effective June 14. She replaced **Jeff McHugh**, who moved outside the district.

Administrative changes

Superintendents

Buckeye Local (Medina) hired **Jeffrey Stanton** as superintendent effective Aug. 1. He will replace **Jeffrey Harrison**, who took the superintendent position at **Brecksville-Broadview Heights City**. Stanton is currently human resources director at **North Olmsted City**. ••• **Clinton Massie Local (Clinton)** hired Director of Innovation and Learning **David Moss** as superintendent effective Aug. 1. He will replace **Matt Baker**, who resigned. ••• **Delphos City** hired **Jefferey Hobbs** as interim superintendent effective immediately. He replaced **Doug Westrick**, who took a principal position at **Bluffton EV**. Hobbs was previously superintendent at **Fairlawn Local (Shelby)**. ••• **Kent City** hired Assistant Superintendent **Thomas Larkin** as superintendent effective Aug. 1. He will replace **George J. Joseph**, who is retiring. ••• **Northridge Local (Licking)** hired Assistant Superintendent Dr. **Kristine Michael** as superintendent effective Aug. 1. She will replace **Scott Schmidt**, who resigned to pursue an opportunity at another district. ••• **Youngstown City** hired Deputy Superintendent of Teaching, Learning and Leadership **Jeremy Batchelor** as interim superintendent effective July 1. He replaced **Justin M. Jennings**, who resigned.

Treasurer

Archbold Area Local (Fulton) Treasurer **Christine Ziegler** announced her retirement effective July 31. ••• **Brooklyn City** hired **Robert T. Schirhart** as treasurer effective Aug. 1. He will replace Interim Treasurer **John Scott**. ••• **Delphos City** hired **Laura Peters** as treasurer effective Jan. 1. She will replace **Brad Rostofer**, who is retiring. Peters is currently treasurer at **Vantage Career Center**. ••• **Knox County ESC** hired Assistant Treasurer **Melissa Carpenter** as treasurer effective Aug. 1. She will replace **Judy Forney**, who took the treasurer position at **Mount Vernon City**.

Forney will replace **Gary Hankins**, who is taking an assistant principal position at **Knox County Career Center**. ••• **South Range Local (Mahoning)** hired **Jarred Zapolnik** as superintendent effective Aug. 1. He will replace **Bethany Carlson**, who is resigning. Zapolnik is currently a principal at **Massillon City**.

Sympathies

Former **Groveport-Madison Local (Franklin)** Board of Education member **Charlotte Patricia Barker** died June 15. She was 82. ••• Former **Northwood Local (Wood)** Board of Education member **James G. "Jim" Miller** died June 18. He was 83. ••• Former **Ottawa-Glandorf Local (Putnam)** Board of Education member **Joseph P. Uphaus** died June 20. He was 78.



COMMUNICATIONS

by Jay Remy, communications consultant

How to plan district announcements

How should you make an announcement within a school district? That depends on the type of announcement and how big it is. Is the superintendent retiring after 10 years, or is a board member resigning after only serving for a month? Is the district switching to a new payroll system, or has the budget picture turned grim?

The nature and complexity of the announcement will dictate the strategy and the timing. The correct approach depends on the potential impact — emotional, technical or both.

Emotional announcements

The sudden resignation of a beloved principal for health reasons will cause more emotional impact than it will technical

questions. An interim replacement will be announced and the school will continue operations. In that case, there will not be a lot of technical questions to answer but there will be a lot of emotional processing to be done. Staff will need to process the news before students start coming to them upset and needing support.

In such cases, district leaders have the opportunity to show their compassion for employees by the manner in which they make the announcement as much as by the words they use. It is a chance to show that careful thought has been given to the employees, the board and the entire school community.

The first step is to talk to the person or people involved in an emotionally charged

announcement. Find out what information they would like to keep private and what information they would like to share. The second step is to consider which groups will care the most and determine in what order it makes sense to inform them. In doing this, consider which groups are most likely to spread the word quickly to the general public and save them for last. The goal is to have each group within the school community hear the news from a trusted source before they hear about it via the local news or social media. Nothing makes people feel less valued than learning big news about someone they care about third-hand.

Look at the various audiences within the district and inform

Continued on page 9

Urban School Boards Network Meeting



Why attend

The Urban Network is the premier advisory voice to OSBA in helping urban school boards of education effectively prepare all students to be globally competitive and successful. Through sharing ideas and best practices, all urban school districts benefit, and we invite any staff in the district to participate in conversation. Workshop discussion will dive deep into the topic of educational and economic equity.

Key takeaways

- Discuss challenges and actions around educational and economic equity.
- Board and district office colleagues from Miami-Dade County Public Schools in Florida will join via zoom.

Date and time

Thursday, July 20
10 a.m.-noon

Location

In person at:
OSBA office
8050 N. High Street, Suite 100 | Columbus, 43235

Cost

Free

Register

www.ohioschoolboards.org/events



**OHIO SCHOOL BOARDS
ASSOCIATION**

www.ohioschoolboards.org
8050 N. High Street, Suite 100 | Columbus, Ohio 43235

Budget Analysis and Discussion Seminar



Why attend

Attend the Budget Analysis and Discussion Seminar for the most in-depth analysis on the 2024-25 state budget. This comprehensive seminar will provide insights on the budget process and final version of the legislation.

Key takeaways

- Learn about the school-funding changes in the biennial budget bill and what's to come.
- Hear about provisions in the budget bill that will impact schools and how they will be implemented.
- Get all of your budget questions answered.

Date and time

Tuesday, Aug. 1
8:55 a.m.–3:30 p.m.

Location

Virtual or in person at:
Hilton Columbus/Polaris
8700 Lyra Drive | Columbus, 43240

Cost

\$205

Register

www.ohioschoolboards.org/events



OHIO SCHOOL BOARDS
ASSOCIATION



Ohio's Superintendent Association



Reasonable Suspicion Training



Why attend

Reasonable suspicion drug and alcohol training is the responsibility of all employers who manage drivers with commercial driver's licenses (CDLs) to ensure their staff is trained. OSBA's training is tailored specifically to school district needs. Completion of this course meets the Federal Motor Carrier Safety Administration U.S. Department of Transportation (FMCSA) requirements. Attendees will receive a certificate of completion. Best practice is that each district have at least two individuals on staff trained.

Date and time

Wednesday, Aug. 2
10 a.m.-noon

Location

Virtual

Cost

\$70

Register

www.ohioschoolboards.org/events



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WORKSHOP REGISTRATION

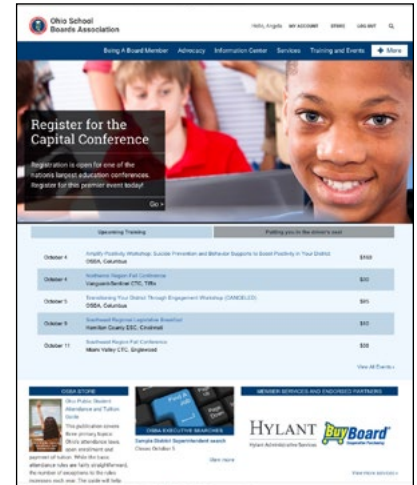
Register at www.ohioschoolboards.org/workshops

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.



OSBA CAPITAL CONFERENCE

HOUSING WEBINAR

Join the OSBA team as we discuss the 2023 Capital Conference housing system and walk through the entire process from start to finish. We will have time at the end for all of your questions. Attending the Housing Webinar will give you the best chance of getting your first choice in a hotel for the 2023 Capital Conference.

WWW.OHIOSCHOOLBOARDS.ORG/EVENTS



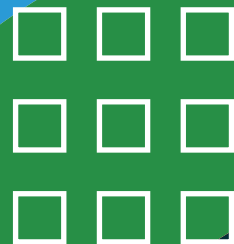
OHIO SCHOOL BOARDS ASSOCIATION

AUG. 18, 2023

10 a.m.-11 a.m.



HOTEL



Communications, continued from page 4

them accordingly. The school board should hear directly from the superintendent. In the case of an emotional announcement affecting one school, district leaders should go to the school and meet with staff before launching emails to the rest of the district, the public and the media. Even if the news goes public within a couple of hours, each audience within the school community will remember that the district or school leaders cared enough to tell them first.

Technical announcements

Some announcements have little emotional impact but cause technical questions. In such cases, it is not the news itself but the failure to address basic technical questions that leads to emotional distress. Districts that care about their employees will anticipate common questions and set up feedback channels to gather and address all the questions from staff that were not predicted.

Experience tells us that people want their direct supervisors to help them understand what's happening. If staff can turn to their boss for answers or direction, trust is built and anxiety is reduced. If staff get news of a technical change from the district level, they will go to their boss to make sense of how it will impact them. If the supervisor says, "I have no idea, I am just hearing about this myself," it strengthens negative stereotypes about district

leaders being out of touch.

For technical announcements, start at the highest level of district administration and give advance notice. See what questions arise and what staff questions administrators anticipate. Develop FAQ documents and perhaps a simple webpage to help explain the changes. Test these products with a few trusted staff members to see if they are helpful and complete. Then work your way from administrators to office managers and program managers to be sure they understand how to make sense of the announcement for staff who will come to them. And, finally, make your announcement to the staff at large only after every layer of the organization is prepared to make sense of the announcement.

Whenever possible, the announcement should be made early enough for many rounds of technical questions and answers to flow up and down the organizational structure before the change goes live. The simple act of giving time for this process will show consideration for district staff. Even if leaders do not have all the answers up front, it shows that they are willing to take the time to explain because they care about staff.

Sudden announcements

Despite your best planning, there will be times when news is simply happening too fast for the cascading messages and feedback described above. In such

instances, it is best to acknowledge and apologize for the necessity of notifying everyone at once. There is always time to make a few quick phone calls to board members, activate an administrator phone tree and alert key media, although perhaps only minutes before doing an all-staff notification. In such times, include your regrets and make a plan to allow for the processing of emotional reactions and technical questions after the initial announcement. Staff and the public are generally forgiving if they know you acted quickly out of necessity rather than from a disregard for their questions and concerns.

Remember the golden rule

When planning big announcements in the school district, consider a slight modification to the golden rule. Put yourself in the shoes of a board member or staff member and ask yourself, how, when and from whom would you like to hear this news? And who would you turn to if you didn't know how the announcement would impact you? Then, do your best to make it happen. The novelty of your news will fade in time and staff will be left with the knowledge that you care about them and think about them when something big is happening.

Source: Washington State School Directors' Association



LEGISLATIVE REPORT

by Nicole Piscitani, lobbyist

College Credit Plus bills look to improve programmatic operations

The Ohio General Assembly created the College Credit Plus (CCP) Program in 2015. It has since provided students in all areas of the state the ability to earn high school credit and college credit at the same time, at no cost to the student. School districts are required to work with local colleges and universities to provide students with CCP opportunities. College credit is applied towards degrees and certifications and students have the opportunity to earn both associate degrees and certifications while they are still in high school. Additionally, students who attend community colleges, four-year colleges and career technical schools after they graduate from high school can transfer the earned college credits towards their next degree.

The Ohio Auditor of State conducted an audit of the program and released the findings in August 2022. The report contained several recommendations to improve overall programmatic operations. In response, senators **Jerry C. Cirino** (R-Kirtland) and **Andrew O. Brenner** (R-Delaware) sponsored Senate Bill (SB) 104 and Representatives **Adam C. Bird** (R-New Richmond) and **Sean P. Brennan** (D-Parma) sponsored

House Bill (HB) 219. These bills are companion CCP bills that contain several of the recommendations from the Auditor of the State's Office. The bills do not contain any provisions that change eligibility, but rather are focused on programmatic changes to help with the operation of the CCP Program.

Both SB 104 and HB 219 have provisions that would implement the following changes.

Mid-year enrollment: Under current law, a student or parent must notify the student's school of attendance by April 1 of the student's intent to participate in CCP classes during the next school year. Students who decide to participate after April 1 have to wait an entire year.

The bill would allow students to enroll in the CCP program mid-year by amending the application dates to require a student or a student's parent to inform the student's school of the student's intent to participate in CCP in the next semester by a date established by the Chancellor, in consultation with the state Superintendent. This change will give students two opportunities to apply for the program.

College Textbooks-Under

current law school districts are required to purchase college textbooks for those students who participate in the CCP program. SB 104 and HB 219 would make changes to the responsible party in the purchasing of the college textbooks by encouraging each college and university to use open source materials, instead of purchase-only textbooks, in courses with CCP students. If a college or university uses a purchase-only textbook when there are open source materials that may be used, the institution must pay the entire textbook cost for the CCP student. If there are no open source materials available, the institution must pay 50% of textbook costs and the student's school pays the remaining 50%. An open source educational material is one that is free and publicly available.

Alternative instructor credentialing-This is a provision that would bring additional CCP opportunities to all eligible students by requiring the Chancellor to establish an alternative credentialing process to certify instructors. The instructors would be required to have relevant teaching experience as CCP

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PUBLIC SCHOOLS WORK!

compiled by Scott Gerfen, assistant editor

Grant helps Jefferson County JVS students gain work experience

A school-to-work program at **Jefferson County Vocational School** is helping students gain valuable on-the-job experience. The grant through Building Bridges to Careers (BB2C) reimburses students for their time in the field.

Senior **Kaden Kontra** studied in the electrical trades program and had an opportunity to put his skills to work with T.S. Electric in Richmond.

“They taught me ways to make my job easier in the field, and I

may work for a contractor after high school,” Kontra told a local newspaper. “I like (the program) because it gets my name out in the field. I get to know people, and I get hands-on experience like I get at the (vocational school).”

BB2C has received grants for multiple career explorations, ranging from mental health to construction projects in Appalachia, according to **Carina Aulicino**, career/workforce specialist at Jefferson County

Vocational School. Upon acceptance of the student's application, BB2C determines what grant money can be used to pay the student. Each student receives a check for different amounts.

The grant requires students to work between 40 and 80 hours to receive reimbursement and they have far exceeded that number. BB2C has been very helpful in making opportunities happen, Aulicino said.

Source: heraldstaronline.com

Legislative Report, continued from page 10

instructors but wouldn't be required to obtain additional graduate-level coursework. This provision would allow a school district to offer more CCP classes at the high school instead of the student taking classes online or at the college or university campus, removing transportation and electronic device barriers to allow a greater number of eligible students to participate.

Policy for weighted grades and class standing- Under current law, a school district or chartered

nonpublic school cannot have different policies for awarding grades and calculating class standings as it pertains to CCP courses, Advanced Placement, International Baccalaureate and honors courses offered by the school. The school district's policy must award grades and class standings that are equivalent. The provisions in SB 104 and HB 219 clarifies that the policy applies to all CCP classes.

SB 104 is currently in the Senate Workforce and Higher Education

Committee and has received three hearings. HB 219 was introduced on June 21 and was referred to the House Higher Education Committee. Due to the summer recess, additional hearings on the bills will occur later this year when the legislature returns. These bills are expected to see additional changes as they move through the process. The bill sponsors have indicated that they are open to additional recommendations to further improve the College Credit Plus Program.

July 2023

- 10 *Last day for voter registration for August election — RC 3503.01, 3503.19(A) (30 days prior to election); last day for termination of teaching contract by a teacher without consent of the board of education — RC 3319.15.*
- 14 OSBA Executive Committee Meeting Columbus
- 15 Board of Trustees Meeting Columbus
- 15 *Last day to adopt school library district tax budget on behalf of a library district — RC 5705.28(B)(1).*
- 20 Urban School Boards Network Meeting Columbus
- 22 Pre-Board Candidate Webinar..... Virtual
- 31* *Last day to submit certification for November income tax levy to Ohio. Department of Taxation — RC 5748.02(A) (100 days prior to election); last day for board of education to adopt a plan to require students to access and complete online classroom lessons (“blizzard bags”) in order to make up hours for which it is necessary to close schools — RC 3313.482(A)(1); semiannual campaign finance reports must be filed by certain candidates (by 4 p.m.) detailing contributions and expenditures made through June 30, 2023 — RC 3517.10(A)(4).*

August 2023

- 1 Budget, Analysis and Discussion Seminar Columbus
- 1 *Last day to file statistical report with Ohio Department of Education — RC 3319.33.*
- 2 Central Region Executive Committee Meeting Columbus
- 2 Northwest Region Executive Committee Meeting Wadsworth and virtual
- 2 Reasonable Suspicion Training Virtual
- 4 Attendance, Tuition and Custody Law Workshop Columbus and virtual
- 4 *Last day to submit emergency, current operating expenses or conversion levy to county auditor for November general election — RC 5705.194, 5705.195, 5705.213, 5705.219(C) (95 days prior to election).*
- 8 Southwest Region Executive Committee Meeting Ripley
- 8 *Special Election Day (August election available only if district is under a fiscal emergency) — RC 3501.01 (first Tuesday after the first Monday).*
- 9 *Last day to file (by 4 p.m.) a nominating petition as a board of education candidate for the November general election — RC 3513.254; 3513.255; 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 November election — RC 133.18(D); last day for county auditor to certify school district bond levy terms for November election — RC 133.18(C); last day to submit continuing replacement, permanent improvement or operating levy for November election to board of elections — RC 5705.192, 5705.21, 5705.25; last day to certify resolution for school district income tax levy or renewal of conversion levy for November election to board of elections — RC 5748.02(C), 5705.219(G); last day to submit emergency levy for November election to board of elections — RC 5705.195; last day to submit phased-in levy or current operating expenses levy for November election to board of elections — RC 5705.251(A) (90 days prior to election).*
- 15 Coffee Chat: EasyProcure, What is that? Virtual
- 23 Central Region Legislative Open HouseMount Vernon
- 23 Northeast/Northwest Regions Open HouseSandusky
- 27 Northwest Region Executive Committee meeting Virtual
- 28 Northeast/Southeast Regions Open House West Lafayette