

BRIEF CASE

THE OHIO SCHOOL BOARDS ASSOCIATION

Serving the public school leadership team



Nearly 300 attend State Legislative Conference

It was a full house at the March 23 State Legislative Conference at the Hyatt on Capitol Square, with almost 300 public school leaders, legislators and legislative aides participating. Hosted by OSBA, the Ohio Association of School Business Officials and the Buckeye Association of School Administrators, the conference featured speakers Senate President **Tom Niehaus** (R-New Richmond) and Dr. **Robert Sommers**, director of the Governor's Office of 21st Century Education. The annual conference gives board members and other school leaders the opportunity to hear from key policymakers and discuss education-related issues with their state representatives.

Recognize educators during PTA National Teacher Appreciation Week

The first week of May is PTA National Teacher Appreciation Week, with May 3 set aside by the National Education Association as National Teacher Appreciation Day. For ideas on hosting a teacher appreciation event in your school district, visit www.pta.org/teacher_appreciation.asp or www.nea.org/grants/1359.htm.

Time growing short to register for 2011 Board Leadership Institute

The OSBA Board Leadership Institute (BLI) — the only training event in Ohio designed exclusively for board members — is just over two weeks away. Set for April 29-30 in Columbus, BLI features outstanding keynote speakers, 18 breakout sessions, networking opportunities and much more. For details, visit <http://links.ohioschoolboards.org/33166>, see the *Briefcase* blue pages or contact **Laurie Miller** at (614) 540-4000, (800) 589-OSBA or Lmiller@ohioschoolboards.org.

'Waiting for Superman' is making headlines again

"Waiting for Superman" is back in the news. While the film reminds us what's at stake for children who do not receive a great education, the underlying messages of "public schools are failing" and "charters are good" minimize complex issues and set up an "us" versus "them" mentality. OSBA's Public Education Reform Tool Kit is a resource that local school leaders can use to counter that mentality with well-reasoned discussions. Download the tool kit at <http://links.ohioschoolboards.org/84918>.

Student video teams invited to document OSBA Capital Conference

OSBA is searching for a high school video production team to create a 10-minute documentary of the 2011 Capital Conference. The team will attend the Nov. 13-16 conference in Columbus to film and produce the video. The final version will be streamed on OSBA's website, shared with other state school boards associations and used to promote the conference. Visit <http://links.ohioschoolboards.org/67565> for a

April 11, 2011

Volume 42 Issue 7

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Route workshop information to:

- ☐ Administrators
- ☐ Human resource directors
- ☐ Principals
- ☐ Transportation supervisors

submission form and program criteria. View the 2010 team's video at <http://links.ohioschoolboards.org/74706> and click on the "2010 Capital Conference Video" link. The deadline is May 13.

Schools told to expect military kids returning from Japan

After the recent disasters in Japan, the U.S. government has authorized a 30-day voluntary departure of U.S. military families from the island of Honshu. The Department of Defense (DoD) said that some school districts may see a rise in temporary enrollment during that time and asks schools to do all they can to ease students' transition. Contact DoD's **Kathleen Facon** at Kathleen.facon@hq.dodea.edu or (703) 588-3191 for more information.

Program seeking support for military families, children

The Ohio National Guard

Kettering a semifinalist in Michelle Obama recipe contest

Kettering City's Van Buren Middle School is one of 15 semifinalists in first lady **Michelle Obama's** Recipes for Healthy Kids competition. The first lady and the U.S. Department of Agriculture (USDA) launched the contest in September.

The competition, which offers \$12,000 in prizes, challenged teams of school nutritionists, chefs, students and community members to create nutritious, kid-approved recipes that schools can easily use in National School Lunch Program menus. Kettering's food service staff and local chef **Rachel Tilford** created five new recipes, including the students' favorite, "Chicken Alfredo with a Twist."

The recipes are posted at <http://links.ohioschoolboards.org/22104>, where visitors can vote for their favorites through May 15.

Source: Ohio Department of Education

(ONG) Community Outreach Office works to build community support for ONG Family Readiness programs. The Guard is hosting a series of Regional Inter-Service Family Assistance Committee meetings across Ohio to encourage community resources, such as school boards,

to get involved in programs that support military families. For dates, locations and contacts, visit www.ong.ohio.gov/family/newsletter.htm, click on "Buckeye Families Winter 2011," download the newsletter and scroll to page 2.

This month in OSBA history

OSBA achieved a major legislative goal in April 1959 when Gov. **Michael DiSalle** signed Substitute House Bill 88. The legislation permitted banking institutions to bid higher interest rates on inactive funds deposited by school boards and allowed school districts to invest in government securities.

OSBA online

● www.ohioschoolboards.org

The OSBA Internet Update offers the latest education news to Ohio's school leaders. To view the update, go to OSBA's website and click on "OSBA Internet Update" in the "What's New" section.



Briefcase

Ohio School Boards Association
8050 North High Street, Suite 100
Columbus, OH 43235-6481
(614) 540-4000 — (800) 589-OSBA
fax: (614) 540-4100 ● www.ohioschoolboards.org

OSBA President: **Cathy Johnson, South-Western City**
OSBA Executive Director: **Richard Lewis, CAE**
Managing editor: **Gary Motz**, editorial manager
Assistant editor, layout and design: **Angela Penquite**, communication design manager

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OSBA leads the way to educational excellence by serving Ohio's public school board members and the diverse districts they represent through superior service and creative solutions.



BULLETIN BOARD

compiled by Melanie Price, administrative assistant of communication services

OSBA executive searches

Superintendent

District

- ❶ Twinsburg City
- ❷ Northeastern Local (Clark)
- ❸ Warren City

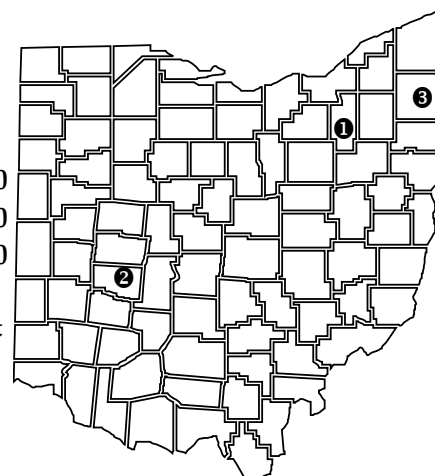
Deadline

- April 22
- April 29
- May 6

Contact

- OSBA Search Services, (614) 540-4000
- OSBA Search Services, (614) 540-4000
- OSBA Search Services, (614) 540-4000

❶ = Superintendent



Other searches

Position

Superintendent

District

Newton Falls EV

Deadline

April 29

Contact

Michael Hanshaw, superintendent,
Trumbull County ESC, (330) 505-2800

Director of instructional
leadership

Middletown City

April 15 or
until filled

Lisa Lowery, director of human
resources, Middletown City,
(513) 423-0781, ext. 2651

Elementary school principal

Rocky River City

April 22

Dr. David Kircher or **Paul Pendleton**,
Ohio Schools Council/Finding Leaders,
(440) 666-4889 or (216) 225-2787

National searches

Position

Superintendent

District

Pittsburgh, Pa.

Deadline

April 11

Contact

Joy M. Gaetano, director of human
resources, jgaetano@northallegheeny.org

Superintendent

Amesbury, Mass.

April 15

Michael Gilbert, Massachusetts
Association of School Committees,
(617) 523-8454

Superintendent

Malden, Mass.

April 22

James M. Hardy, Massachusetts
Association of School Committees,
(617) 523-8454

Editor's note

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

Board changes

Frontier Local (Washington) Board of Education member **Michael Rinard** announced his resignation effective March 21. He is moving out of the district. ●●● **Manchester Local (Adams)** Board of Education member **Fredricka Jenkins** announced her resignation effective March 11. ●●● **Richmond Heights Local (Cuyahoga)** Board of Education member **Gannon Quinn** announced his resignation effective March 31. ●●● **Western Local (Pike)** Board of Education member **Mark Bakenhaster** announced his resignation effective March 14.

Administrative changes

Superintendents

Centerburg Local (Knox) hired **Mike Hebenthal** as superintendent effective Aug. 1. He will replace **Dorothy Holden**, who is retiring effective July 31. Hebenthal is currently the district's middle school/high school principal. ●●● **Cuyahoga Heights Local (Cuyahoga)** hired Dr. **Edwin S. Holland** as superintendent effective Aug. 1. He replaces **Peter P. Guerrero**, who is retiring. Holland is currently superintendent at **Cuyahoga Falls City**. ●●● **Jackson Local (Stark)** Superintendent **Cheryl Haschak** announced her retirement effective July 31. The district hired Assistant Superintendent **Chris DiLoreto** as superintendent effective Aug. 1. ●●● **Jonathan Alder Local (Madison)** Superintendent Dr. **Douglas Carpenter** announced his resignation effective July 31. ●●● **Mason City** Superintendent Dr. **Kevin Bright** announced his resignation effective July 31. He has taken an assistant superintendent position at **Lakewood City**. ●●● **Mathews Local (Trumbull)** Superintendent **Lee Seiple** announced his resignation effective July 31. ●●● **New Lexington City** Superintendent Dr. **Lawrence A. Rentschler** announced his retirement effective July 31. ●●● **New Miami Local (Butler)** Superintendent **Melissa Kircher** announced her resignation effective July 31. She will become the **Bethel-Tate Local (Clermont)** superintendent effective Aug. 1. Kircher will replace **James R. Smith**, who is retiring. ●●● **Ontario Local (Richland)** hired **Lisa A. Carmichael** as

superintendent effective Aug 1. She replaces **Daryl Hall**, who is retiring July 31. Carmichael currently is superintendent at **Massillon City**. ●●● **Troy City** hired Interim Superintendent **Eric Herman** as superintendent effective Aug. 1. He replaces **Tom Dunn**, who took the superintendent position at **Miami County ESC**. ●●● **Western Brown Local (Brown)** hired **Christopher Burrows** as superintendent effective April 1. He replaced **Jeff Royalty**, who retired in January. Burrows was previously the high school principal at **Hillsboro City**. ●●● **Goshen Local (Clermont)** Assistant Superintendent **Jane Schmidbauer** announced her retirement effective June 30.

Need arbitration and SERB representation? Remember OSBA!

OSBA is dedicated to providing school districts with quality arbitration and SERB representation at a reasonable cost.

Our professional labor team is highly trained in law and labor relations. We have represented a large number of school districts.

Our emphasis is on quality service and assistance at a reasonable price. We offer a flat rate for all arbitration and SERB representation matters — just \$2,000 per case, plus mileage. No law firm can beat that price!

For more information, contact Renee Fambro at (614) 540-4000 or (800) 589-OSBA.



Treasurers

Ledgemont Local (Geauga) hired **Kelly Moore** as treasurer effective Aug. 1. She replaces Interim Treasurer **Dianne Kellogg**. Moore currently is an assistant auditor with the state of Ohio. ●●● **London City** Treasurer **Britt Lewis** announced his resignation effective March 21. **Shirley Dodge** was

Continued on page 7



Senate Bill 5: **Management's Perspective**

Tuesday, April 19
OSBA office, Columbus

9 a.m. to 3:30 p.m.
Cost is \$140

Without doubt, Senate Bill (SB) 5 has become one of the most controversial bills Ohio has seen in recent memory. The collective bargaining reforms are expansive and their impact reaches far beyond the bargaining table. However, understanding the hows and whys of these reforms is difficult and the practical application of many of the changes is daunting. OSBA, with assistance from the law firm of Walter & Haverfield LLP and Huffmaster Crisis Management, will present a unique look at SB 5 from three distinct perspectives: the negotiator's, the board member's and a security consultant's. We'll look at negotiations, benefits, policy, human resources, strategies for implementing changes and what options unions now have to contest these changes. We'll also provide the latest legislative news related to SB 5, discuss effective dates and how contract rollovers or extensions can help or hinder the process. A complete analysis of the bill's provisions will be distributed and included in the discussions.

Agenda:

8:30 a.m.	Registration	12:30 p.m.	The board's perspective
9 a.m.	Welcome and introductions	2 p.m.	Break
9:10 a.m.	SB 5 overview, analysis and updates	2:15 p.m.	The security consultant's perspective
10 a.m.	The negotiator's perspective	3 p.m.	Panel discussion and questions
11:30 a.m.	Lunch (provided)	3:30 p.m.	Adjourn

Presenters: *Eric Johnson, Esq.*, Walter & Haverfield LLP; *Woodie Goodnight*, consultant, Huffmaster Crisis Management; and *Van D. Keating*, director of management services, and *Renee L. Fambro*, deputy director of labor relations, OSBA

Transportation Roundtable

You decide the topic

Date and location:

Wednesday, May 25
OSBA office, Columbus

Cost:

\$40, includes lunch

Time:

10 a.m. to 2 p.m.

In this roundtable discussion, any attendee can offer a question or issue to be discussed by the entire group for whatever length of time is needed.

This is an opportunity for transportation supervisors and other school administrators to sit down and openly discuss various issues, as well as interact with individuals from other school districts to solve similar problems. **Pete Japikse**, associate director of the Ohio Department of Education's Office of Pupil Transportation, will be on hand to answer questions.



Board Leadership Institute

Organizational leadership for tomorrow's schools

Benefits:

- ◆ Participate in a program designed exclusively for and by board members
- ◆ Experience a comprehensive two-day training event
- ◆ Receive a CD with all of the handouts from this board member-only event
- ◆ Hear nationally acclaimed speakers
- ◆ Strengthen board governance skills
- ◆ Choose from 18 different breakout sessions
- ◆ Network with other board members
- ◆ Earn 20 Award of Achievement points

Good decisions require informed decision-makers.

As a member of your school district's governing body, you are called on at every meeting to make decisions. Some decisions are easy; others complicated. So, what can be done to improve board member development?

Almost all board members agree that they could use more training in tackling school district problems. When asked how, board members say they want training that is highly task-oriented, takes a short period of time and is done in small groups led by outstanding instructors.

To meet these requests, OSBA worked with board members from across the state to develop the 10th annual Board Leadership Institute. The two-day workshop is specifically designed for board members and will focus on multiple topics. Participants will have the opportunity to attend general sessions, 18 breakout sessions and network with each other.

Twenty points will be awarded for attendance at the institute, which may be applied toward receiving OSBA's Award of Achievement and Master Board Member award.

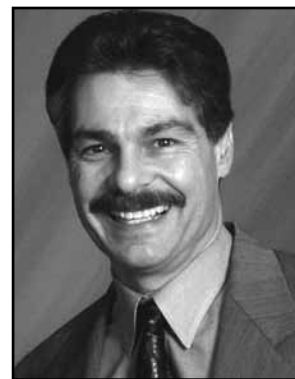
Keynote speakers set the tone for BLI

BLI will kick off on Friday, April 29, with **Neil Leist**, a superintendent at **Clermont Northeastern Local (Clermont)** and author of *Superintendent Savings Strategies: Stretching the Taxpayer's Dollar in Your School*. Don't miss this savvy superintendent's easy-to-implement "super-saver" strategies.

Dr. **Ray Guarendi** will close BLI on Saturday, April 30. Don't miss this dynamic presentation full of humor, real-life examples and practical ideas for dealing with children more calmly, easily and effectively.



Neil Leist



Dr. Ray Guarendi

Registration and hotel details

BLI will be held in Columbus on April 29 and 30. Cost for the institute is \$235, and includes breakfast and lunch on both days, a networking reception and materials. To register, contact **Laurie Miller** at (614) 540-4000; (800) 589-OSBA; or Lmiller@ohioschoolboards.org.

The 2011 Board Leadership Institute will be held at the Hilton Columbus/Polaris. The

Hilton is in north Columbus, near the Polaris Fashion Place mall. This location is easily accessible from I-71, offers free parking and is close to many dining opportunities. To reserve your hotel room, contact the Hilton Columbus/Polaris at (614) 885-1600.

For more details, visit **www.ohioschoolboards.org/board-leadership-institute**.

Agenda

April 29

8 a.m. — Registration and continental breakfast

9 a.m. — Opening general session with Neil Leist

10:45 a.m. — Student achievement

- ♦ Race to the Top — real reforms for tomorrow's innovative leaders
- ♦ Transforming pre-K to 12 education in Ohio
- ♦ Ohio Smart Schools

12:15 p.m. — Lunch

1:30 p.m. — Finance

- ♦ What treasurers hope board members know
- ♦ Show me the money!
- ♦ Trends in collective bargaining

3 p.m. — Critical issues

- ♦ Student/staff boundary invasions — addressing the epidemic in our schools
- ♦ Career & technology education — It's not your father's VoTech anymore!
- ♦ Bully-Proofing Youth techniques

4:30–6 p.m. — Reception

Sponsored by CompManagement Inc.

April 30

7:30 a.m. — Buffet breakfast

8:15 a.m. — Board development

- ♦ Trouble in paradise — when board work doesn't feel like a vacation!
- ♦ Consensus building — it is not a democracy!
- ♦ Board orientation — everyone wins

9:45 a.m. — Legal/legislative

- ♦ Tales of tuition, custody and attendance
- ♦ The State Teachers Retirement System plan to strengthen the financial condition of the retirement system
- ♦ Ohio legislative update

11:15 a.m. — Hot topics

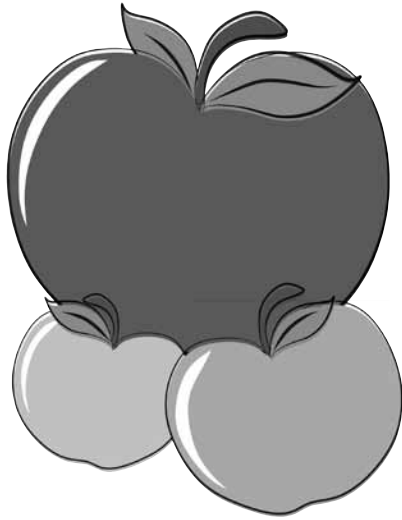
- ♦ Collaborating to create focus — Ohio superintendent evaluation system
- ♦ Reducing costs and improving outcomes through instructional and operational shared services
- ♦ Getting to the CORE — Preparing Ohio's students for college and careers

12:30 p.m. — Closing luncheon with Dr. Ray Guarendi



Ohio School Boards Association

April 29-30, 2011 • Hilton Columbus/Polaris, north Columbus



Management Development Series #2: **Implementing Healthy Choices for Healthy Children (SB 210) — It may not be as bad as you think!**

*Tuesday, May 10
OSBA office, Columbus*

*10 a.m. to 1:45 p.m.
Cost is \$80*

Senate Bill (SB) 210 is causing quite a stir in school districts around the state. Body mass index (BMI) screenings, nutrition consultations and guidelines, physical activity reporting and report card information are all pieces of this giant puzzle. Fortunately, there are school districts that are already doing these things and experts in the educational community who can help your district.

Attend this workshop to learn how some school districts in northeast Ohio have navigated the rough waters of BMI screenings with the help of the Cleveland Clinic. Hear how the School Nutrition Association of Ohio is helping school districts implement the nutritional guidelines of the bill. Learn from the Ohio Department of Education (ODE) and the Ohio Department of Health (ODH) about what is expected and required from school districts, as well as ODE's other responsibilities under this bill.

Registration will begin at 9:45 a.m. The registration fee includes materials, lunch and refreshments. Space is limited, so register today!

Agenda

9:45 a.m.	Registration and refreshments	11:15 a.m.	Implementing nutritional guidelines and the myths of school lunches <i>Beth Spinks, School Nutrition Association of Ohio</i>
9:55 a.m.	Welcome		
10 a.m.	Navigating through student wellness and BMI screenings <i>Marty Cool and Marty Motsco, First Ring Superintendents' Collaborative; and Persis Sosiak, Cleveland Clinic</i>	12:15 p.m.	Lunch (provided)
		12:45 p.m.	Reporting requirements and responsibilities <i>Laura Rooney, coordinated school health manager, ODH; and ODH co-presenters</i>
11 a.m.	Morning break		

Cyberlaw

Technology and the Law Seminar

Tuesday, May 17

Embassy Suites,
Dublin

9 a.m. to 3 p.m.

Tuition is \$140



AGENDA

8:30 a.m. Registration

9 a.m. **Following the e-trail — use of electronic records in disciplinary cases**
Employees frequently create electronic records that demonstrate misconduct. However, districts face issues when seeking records created outside the workplace or with privately owned devices. This session will discuss these issues and explain how telephone, credit card, email and other electronic records may be used in disciplinary investigations and proceedings.
Patrick J. Schmitz, Esq., Scott, Scriven & Wahoff LLP, Columbus

9:45 a.m. **Fired over Facebook**
An employer's ability to discipline or terminate employees for the revelations they make and the interactions they have with students on social media websites like Facebook is an emerging legal issue. Join Akron City Schools general counsel for a discussion on this hot legal topic.
Rhonda J. Porter, general counsel, Akron City

10:30 a.m. Break

10:40 a.m. **Big Brother is watching — surveillance cameras in school settings**
Districts face many issues when they bring surveillance cameras into their schools. They include privacy considerations, records retention and disclosure, and the use of video recordings for disciplinary or evaluative purposes. This session will provide an overview of these issues and offer best practices for those districts that choose to use surveillance cameras.
Sara C. Clark, deputy director of legal services, OSBA

11:45 a.m. Lunch (provided)

12:45 p.m. **Acceptable-use policies and today's technology**
A well-written acceptable-use policy is essential for ensuring successful, equitable and cost-effective technology use in the district. This session will identify ways that school districts can strengthen their acceptable-use policies to keep current with technological trends, including Internet use in the classroom and district-assigned technology.
William M. Deters II, Esq., Ennis Roberts Fischer Co. LPA, Cincinnati

2 p.m. Break

2:10 p.m. **Before you hit 'send' — the legal challenges associated with email**
The electronic age has brought new challenges when it comes to public records, the Sunshine Law and records retention. Learn how the relevant laws apply to email and other electronic records, along with practical advice about retention and disposal of electronic records.
Adam C. Miller, Esq., Benesch, Friedlander, Coplan & Aronoff LLP, Columbus

3 p.m. Adjourn

Unauthorized audio recording or videotaping of any session is strictly prohibited.

OSBA communication services webinar:

Expand your district's reach – tapping the power of social media

Wednesday, April 20

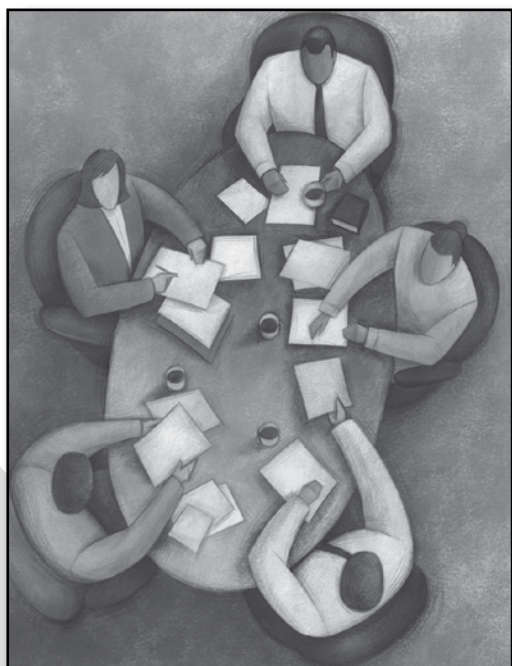
7 p.m. to 8 p.m.



Social media tools enable your school district to communicate much more widely than in the past. Teachers, students, parents and your community are connected via Facebook, Twitter, LinkedIn and more. Is your district taking advantage of the incredible potential of this 21st century tool?

This webinar will examine the basic types of social media and effective ways to use them to communicate with constituents. We also will briefly review how public record and open meeting laws apply when schools communicate with social media.

The webinar will be held from 7 p.m. to 8 p.m. on Wednesday, April 20. Register today by contacting Laurie Miller at Lmiller@ohioschoolboards.org. The registration fee is \$35.



How will your board become stronger?

- ☐ Lift weights
- ☐ Take vitamins
- ☐ Hope
- ☒ Schedule an OSBA customized workshop

Some school boards want to tailor continuing education programs to their unique needs. OSBA can plan and staff workshops that are aimed at a single school district or in combination with multiple districts. These workshops are usually held locally at a site determined by the board.

Workshops are scheduled when school boards are interested in building a stronger team, setting board goals and objectives, or resolving problems.

The workshop can be scheduled for a half day, a full day or more.

**Call OSBA, (614) 540-4000, for more information
or to schedule your workshop today!**





2011 Student Achievement Fair

OSBA Capital Conference

Nov. 15, 2011

OSBA invites your school district to:

- *Showcase an outstanding performing group!*
- *Showcase the exemplary programs that are improving student achievement in your district!*
- *Show us your best programs and tell us about your best practices!*

The OSBA Capital Conference Student Achievement Fair highlights outstanding initiatives from school districts across the state. OSBA is seeking another round of fresh, innovative programs or practices your district is willing to share with thousands of Ohio school district representatives. Programs and practices will be selected based on creativity and impact on student achievement. While multiple programs may be submitted for consideration, no more than two per district will be selected, so districts should prioritize their submissions.

Performing groups also will be selected to entertain attendees during the Student Achievement Fair. To be considered, submit an audio or video recording of the performing group.

Student Achievement Fair application

Tuesday, Nov. 15, 2011 ● 11:30 a.m. – 3:30 p.m.

____ Enclosed is a concise title and description of our **student achievement program** in 25 words or less, including what we think others will learn from our booth. (You may submit additional material that describes your program.)

Will you need electricity? ☐ Yes ☐ No

____ Enclosed is a title and description of the **performing group** that we would like to showcase at the Student Achievement Fair. (Include an audio or video recording of the performing group.)

Title of program or performing group: _____

Description: _____

Submitted by: _____ Title: _____

(Please inform the contact person as to your submission.)

Daytime phone: () _____ E-mail: _____

(Please print)

Contact person: _____ Title: _____

Daytime phone: () _____ E-mail: _____

(Please print)

Superintendent: _____ E-mail: _____

(Please print)

School district: _____ Address: _____

City: _____ Ohio ZIP: _____

If selected, your district's program will be showcased in a 10x10-foot booth that can accommodate up to five people. (More details to follow). Applications may be submitted online at www.ohioschoolboards.org/SAF, or mail **student achievement program** applications to Kathy LaSota, deputy director of school board services, OSBA, 8050 N. High St., Suite 100, Columbus, OH 43235. Mail your completed **performing group** application, with recording, to Cheryl W. Ryan, school board services consultant, at the above address. Visit www.ohioschoolboards.org/SAF for specific details regarding the Student Achievement Fair. **Application deadline is Wednesday, June 1, 2011.**



WORKSHOP REGISTRATION

Senate Bill 5 — Management's Perspective Workshop

☐ April 19, Columbus, \$140

Expand your district's reach — tapping the power of social media webinar

☐ April 20, webinar, \$35

Board Leadership Institute

☐ April 29-30, Columbus, \$235

MDS #2: Senate Bill 210

☐ May 10, Columbus, \$80

Cyberlaw Workshop

☐ May 17, Dublin, \$140

Transportation Roundtable

☐ May 25, Columbus, \$40

OSBA Workshop Registration Form

Workshop name _____ Workshop date _____
Attendee name _____ Title _____
Daytime phone _____ E-mail _____
District/firm _____ County _____

Enclosed is a check for \$ _____ or P.O.# _____ to cover _____ registration(s). Make checks payable to OSBA and mail to 8050 N. High St., Suite 100, Columbus, OH 43235-6481; fax to (614) 540-4100; or e-mail Laurie Miller at Lmiller@ohioschoolboards.org. Include a purchase order number with fax or e-mail.



_____ Please check here if you require special accommodations. Contact us or attach a written description of needs.

Please photocopy this form for each person

OSBA workshop registration procedures

OSBA sends e-mail confirmation of registration if an e-mail address is provided. Registration is open to all boards and staff of OSBA members. "Walk-in" registrations are welcome on a space-available basis only. Please call OSBA to check the status of registration before you arrive at the workshop. To register, you must have a purchase order number or a check payable to OSBA and a completed registration form. You may register with a purchase order number by phone, fax, e-mail or Web page 24 hours a day.

Award of Achievement/LPDC

Most workshops entitle members to Award of Achievement credits. Local Professional Development Committee certificates of attendance will be issued to all workshop attendees.



Mail



Phone
or fax



OSBA
8050 N. High St.,
Suite 100, Columbus, OH
43235-6481

OSBA Registration Hotline,
(614) 540-4000, ext. 300;
toll free (800) 589-OSBA,
ext. 300; or fax us at
(614) 540-4100.

E-mail registrations can be
sent to Laurie Miller at Lmiller@ohioschoolboards.org.
Please include a purchase
order number.

You may register on our Web page at
www.ohioschoolboards.org. Events are listed at
the bottom of the page.

Cancellation and refund policy

- Cancellations received by OSBA at least four workdays before the date of the workshop will receive a full refund or no charge to the district.
- Cancellations received less than four workdays before the date of the workshop will have one-third of the fee charged to the district.
- No-shows and cancellations the day of the workshop will be charged the full registration amount.



LEGISLATIVE REPORT

by Michelle Francis, lobbyist

Kasich signs collective bargaining reform bill

The Ohio General Assembly passed Senate Bill (SB) 5, sponsored by Sen. **Shannon Jones** (R-Springboro), which makes sweeping changes to Ohio's collective bargaining law for public employees. The House vote was 53-44, followed by concurrence in the Senate with a vote of 17-16. Gov. **John Kasich** then signed the bill on March 31.

Before the bill went to the House floor it picked up several amendments in the House Commerce and Labor Committee. The following is a list of the changes that were made to the bill:

- Removes specific provisions on jail time and/or fines for contempt of court orders enjoining strikes.
- Relaxes collective bargaining limits on unclassified civil servants, confining the prohibition to "certain clerical and administrative employees and certain employees that serve in a fiduciary capacity."
- Lowers the number of petition signatures needed to decertify a union as "exclusive representative" from a simple majority to 30% of the employees in the collective bargaining unit.
- Restores current law establishing State Employee Relations Board (SERB) determinations on an "appropriate bargaining unit" as

final and unappealable.

- Prohibits contract language barring local school boards from acquiring services from educational service centers.
- Prohibits "fair share" wage deductions from public employees who are not members of the workplace union.
- Bans payroll deductions supporting political action committees, except as found in campaign finance law.
- Adds 15 days to various dispute resolution time lines.
- Removes provisions defining employee picketing and "direct dealings" by public employees with employers during labor negotiations as unfair labor practices.
- Removes provision requiring SERB to hold hearings for all unfair labor practice charges.
- Makes those leveling charges parties to a SERB hearing in the same degree as SERB representatives and those charged with unfair labor practices.
- Limits conflict-of-interest protections against public officials or public employees participating in the collective bargaining process to situations in which the official or employee's immediate family has a direct interest.
- Requires a "performance pay" system to be developed by the

Department of Administrative Services for most public employees, except teachers, rather than the "merit pay" proposed in the Senate-passed bill.

- Requires, beginning in the 2013-2014 school year, a board of education to conduct performance evaluations for teachers based upon a statewide framework adopted by the State Board of Education. Requires an evaluation to be conducted annually unless specified circumstances apply. Requires these evaluations or any peer review program to be used, in part, to determine performance-based pay and reductions in force for teachers.
- Strengthens limitations on longevity pay.
- Prohibits compensation of nonunion supervisors from being automatically tied to collective bargaining agreements.
- Limits vacation days for current public employees accruing leave at a rate of 9.2 hours per pay period to no more than 720 hours.
- Removes the requirement for reductions in force to reflect "efficiency of service" or "appointment type."
- Creates the Ohio Commission for Excellence in Public Service to establish best practices for "healthy

Continued on page 6

Legislative Report, continued from page 5

working relationships” in public employment.

- Requires the chief financial officer of a public employer to advise the employer’s legislative body on “which last best offer costs more” — the public employer’s or the public employee union’s.

- Requires, with respect to certain public employers, the chief financial officer of the legislative body to determine whether the agreement entered into under the final dispute resolution procedure results in new revenue being needed to fund the agreement. Allows, if the officer determines that additional revenue is needed or if the officer fails to act, signatures to be collected to place the last best offers on the ballot.

We believe that the process outlined in the amendment that allows a public election on the last best offers is counter to the concept of local control by duly elected officials acting on behalf of the public. Such a process would not only be costly to already cash-strapped school districts, but cumbersome and divisive at best.

From a practitioner’s point of

view, it is difficult to understand how the many complex and intricately balanced issues contained in a collective bargaining agreement could be clearly condensed into simple ballot language that would lend itself to a simple “yea” or “nay” at the ballot box.

The bill also would eliminate the authority for school boards to pay the “employee share” of contributions to the school employee and teacher retirement systems. Often, this practice applies only to district administrators. Like adjustments in salaries, school boards have used this tool to manage the overall compensation and benefits package for employees.

This provision could cause changes in compensation that disproportionately affect some employees, but not others. We asked for this provision to be removed, allowing boards the flexibility to address the issue locally, but requiring the appropriate transparency practices described in other parts of the bill.

OSBA, along with the Ohio Association of School Business

Officials and Buckeye Association of School Administrators, communicated these concerns to the legislature in an attempt to make adjustments to both the dispute resolution procedure and the pension pickup language, however, neither was changed. A copy of the letter is available at www.ohioschoolboards.org/apps/bt_billdetails.php?legtype=SB&billnumber=5&Submit2=GO.

Now that SB 5 has been passed by the General Assembly and signed by the governor, opponents are ready to begin a petition procedure for a referendum to repeal the law. SB 5 was filed with the secretary of state’s (SOS) office on April 1, that means the deadline to file petitions for a referendum to challenge the bill in November is June 30 (90 days after the bill is filed with the SOS’s office).

According to the SOS website, the total number of signatures on the petitions must equal at least six percent (6%) of the total vote cast for the office of governor in the last gubernatorial election. It is estimated that opponents will need about 231,149 valid signatures to put the measure to a statewide vote.

If petitioning for a referendum is successful, the legislation cannot be implemented until the referendum is decided in the November general election.

For the latest legislative updates, please contact the OSBA legislative services division at (614) 540-4000 or (800) 589-OSBA.

Editor’s Note: All information in this article was current as of April 4.

You really can make a difference!



Children are our future and there is no greater investment than a child’s education. By joining OSBA’s political action committee, Kids PAC, you are helping to ensure all children in Ohio receive the quality education they deserve!

To learn more about Kids PAC, contact OSBA at (614) 540-4000 or (800) 589-OSBA.



PUBLIC SCHOOLS WORK!

compiled by Gary Motz, editorial manager

Medina teacher's drive brings gift of reading to Athens County

Medina City High School teacher **Sue Bryenton** knows the value of a well-stocked library. She's an English teacher, after all.

In December, Bryenton and her father delivered the fruits of a book drive — 7,671 books — to three Athens County elementary schools. In a newspaper article thanking donors to her book drive, Bryenton wrote, "Both children and staff were overwhelmed, thankful and shocked at the number of books donated from

such a generous community."

The recipients were **Alexander Local's** Alexander Elementary School and **Athens City's** The Plains and Chauncey elementaries. The project took flight after **Eileen Platzbecker**, a former Medina High School student who teaches at Alexander Elementary School, told Bryenton that her students had no books to read at home.

Bryenton had plenty of helpers on the book drive, including her parents, teachers and students. The

schools also pitched in, including the high school, which provided a room where volunteers sorted, counted and boxed the books. She also had the help of a local insurance agency, which rented the U-Haul truck used to deliver the books, and a local service group that paid for the gas.

Bryenton is not finished with her book campaign. She is currently collecting donations for a drive that ends May 13.

Source: *Medina County Life*

Bulletin Board, continued from page 4

appointed interim treasurer. ●●● **Milford EV Treasurer Randy Seymour** announced his resignation effective May 1.

Sympathies

Former **Clear Fork Valley Local (Richland)** Board of Education member **Roger E. Snavelly** died March 23. He was 71. ●●● Former **Franklin City** Board of Education member **William Treadway** died March 19. He was 82. ●●● Former **Huron City** Treasurer **Kathryn "Kay" Ackerman** died March 14. She was 89. ●●● Former **Newark City** Board of Education member **Dr. James Hoffhine Johnson** died March 19. He was 82. ●●● Former **Norton City** Board of Education member **Clint L. Byrd** died March 14. He was 74. ●●● Former **Norwalk City** Board of Education member **Margaret "Peggy" Jane Corrigan** died March 23. She was 67. ●●● **Dr. Earl Edward Bardall**, superintendent at the former **Painesville Township Local (Lake)** School District, died March 15. He was 69. ●●● **Portsmouth City** and **Scioto County Career Technical Center** Board of Education member **Ray W. Thompson** died March 25. He was 83. ●●● Former **Southwest Local (Hamilton)** Board of Education member **Dr. William M. Kuhlmann** died March 6. He was 79. ●●● Former **Tuslaw Local (Stark)** Board of Education member **Lois A. Indorf** died March 27. She was 74. ●●● Former **Washington County ESC, Washington County Career Center** and **Fort Frye Local (Washington)** Board of Education member **Ralph Knowlton** died March 25. He was 79. ●●● Former **Westfall Local (Pickaway)** Board of Education member **Donald W. Schleich** died March 19. He was 80.

Arbitration Referral Service

As a membership service, the OSBA division of management services maintains an arbitrator referral service. With this OSBA benefit, a school district with a grievance proceeding to arbitration can send us a list of the arbitrators, and we will provide guidance as to which arbitrators to select and which are best to avoid.

Call OSBA at (614) 540-4000
or (800) 589-OSBA for details.

April 2011

- 11 OSBA 129th General Assembly budget update webinar
- 14 OSBA Southwest Region Executive Committee Meeting Xenia
- 15 *Last day for certain board members and administrators to file financial disclosure forms with the Ohio Ethics Commission — RC 102.02.*
- 19 OSBA SB 5: Management's Perspective Workshop Columbus
- 20 Expand your district's reach — tapping the power of social media webinar
- 25 *Last day to submit certification for August income tax levy to Ohio Department of Taxation — RC 5748.02(A) (100 days prior to the election).*
- 29 *Last day to submit August emergency or current operating expenses levy to county auditor for August election — RC 5705.194, 5705.213 (95 days prior to the election).*
- 29-30 OSBA Board Leadership Institute Columbus
- 30 *Last day to give written notice of intent not to re-employ teachers — RC 3319.11(D) (1); and nonteaching employees — RC 4141.29(I)(1)(e).*

May 2011

- 1 OSBA Southeast Region Executive Committee Meeting Zanesville
- 3 *Primary/Special Election Day — RC 3501.01 (first Tuesday after the first Monday).*
- 4 OSBA Small School District Advisory Network Meeting Columbus
- 4 *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 — RC 5705.192, 5705.21, 5705.25; last day to certify resolution for school district income tax levy for August election to board of elections — RC 5748.02(C); last day to submit emergency levy for August election to board of elections — RC 5705.195; last day to submit phased-in levy or current operating expenses levy for August election to board of elections — RC 5705.251(A) (90 days prior to the election).*

- 10 OSBA Management Development Series #2 Workshop Columbus
- 13 OSBA Executive Committee Meeting Columbus
- 14 OSBA Board of Trustees Meeting Columbus
- 17 OSBA Cyberlaw Workshop Dublin
- 25 OSBA Transportation Roundtable Columbus

June 2011

- 10 OSBA OCSBA Spring Seminar.. Newark
- 12 OSBA Northwest Region Executive Committee Meeting TBD
- 24 OSBA Sports Law Workshop Columbus
- 30 2010-2011 school year ends — RC 3313.62.

July 2011

- 1 2011-2012 school year begins — RC 3313.62; last day for board to notify teaching and nonteaching employees of succeeding year salaries — RC 3319.082, 3319.12; board may adopt appropriation measure, which may be temporary — RC 5705.38(B); treasurer must certify available revenue in funds to county auditor — RC 5705.36(A)(1).