

# BRIEFCASE

THE OHIO SCHOOL BOARDS ASSOCIATION

Serving the public school leadership team



## Ohio Supreme Court accepts Youngstown City's HB 70 appeal

The Ohio Supreme Court announced Oct. 24 it will review the constitutionality of 2015's House Bill (HB) 70, which authorizes the state to take control of school districts with three consecutive years of failing state report card grades. The law drastically expands the power of academic distress commissions by requiring the appointment of a CEO with significant operational and instructional control of a district. **Youngstown City**, the first district to be taken over under the law, initially filed a suit challenging its constitutionality in 2015. Since then, **Lorain City** and **East Cleveland City** have come under state control. OSBA's Legal Assistance Fund and several other education groups filed an amicus brief to support Youngstown City in its challenge. For more information, visit OSBA's Legal Ledger at <http://links.ohioschoolboards.org/96398>.

## Report provides comparison of state policies on school discipline

The Education Commission of the States has released a new resource that examines state policies on school discipline. Recent data show significant disparities in the application of suspension and expulsion based on race, gender and disability status. The emergence of these data, coupled with research showing the long-term negative impact of removing students from the learning environment, has prompted many state education leaders to re-examine their school discipline requirements. About 15 states, including Ohio, limit the use of suspension or expulsion by grade level, usually in the early grades. Access the report at <http://links.ohioschoolboards.org/58099>.

## Commission seeks entries for Dr. Martin Luther King Jr. competition

The Ohio Civil Rights Commission is calling for entries in its annual contest to honor Dr. **Martin Luther King Jr.**'s life and work. The statewide competition is open to students in grades six through 12; this year's theme is *The Journey is Not Complete*. Entries may be in the form of multimedia presentations, artwork or essays and must be postmarked or emailed by 5 p.m. Dec. 21. The contest is intended to challenge students to think about how civil rights and diversity affect their lives and how they can continue King's work in their own way. Winners will be honored at a recognition ceremony. For more information, entry forms and lists of past honorees, visit <http://links.ohioschoolboards.org/48153>.

## Feds unveil resources to support English learners with technology

The U.S. Department of Education has released the National Study on English Learners and Digital Resources. The report provides the first national look at how districts and educators use educational technology to instruct English learner (EL) students, the fastest-growing student population in the country. A tool kit

**Nov. 12, 2018**

Volume 49 Issue 21

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### Route workshop information to:

- Administrators
- Building principals
- New board members

accompanying the study provides suggestions and ideas for educators who want to use new technology-based resources to help their EL students gain proficiency in English and meet academic goals. It also offers five guiding principles for educators to apply in exploring new ways of working with and supporting EL students through technology. The study is available at <http://links.ohio-schoolboards.org/22699>.

### Take advantage of free electronic OSBA Briefcase

Districts can get the OSBA Briefcase newsletter free if *all* subscribers sign up to receive it electronically. If anyone in the district does not choose the electronic option, the district rate of \$140 for up to 15 subscribers applies. Please note your district's preference on the 2019 OSBA membership invoice, which will be sent at the end of November.

### Students attempt to break record for longest sandwich

The grid of sandwiches on the floor of **Beachwood City's** Beachwood High School gymnasium measured 13,300 linear feet. Making it took 32,300 SunButter and Welch's grape jelly sandwiches on Orlando Italian twist bread and 15 hours and 425 volunteers.

The effort smashed the official world record for the longest continuous line of sandwiches by more than 100 feet. However, it might take weeks for Guinness World Records to determine if it will recognize the accomplishment. Junior **Lena Leland** came up with the idea to build a record-breaking line of sandwiches that would then be distributed to those in need.

"This is about helping the community," she told a local newspaper. "The world record is just a bonus."

Source: Cleveland Jewish News

### Association offers School Management News discount

OSBA is again offering the School Management News (SMN) newsletter at a substantial discount to member districts in which *all* subscribers choose to receive it electronically. The electronic subscription rate is \$150 annually

for up to 15 subscribers; the paper subscription is \$200. Please indicate which option your district prefers on the 2019 OSBA membership invoice. SMN is a monthly newsletter providing districts the latest news affecting day-to-day operations. Topics include labor relations, human resources, business, finances, labor contract settlements and more.



## Briefcase

Ohio School Boards Association  
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OSBA Chief Executive Officer: **Richard Lewis, CAE**

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Managing editor, layout and design: **Angela Penquite**, senior communication design manager

Assistant editor: **Scott Gerfen**, communication manager

*A one-year subscription to Briefcase is \$135 for up to 15 subscribers. Briefcase also is available electronically by email or by fax. For more information, contact Lesley Moore at the address or fax number above or email [Lmoore@ohioschoolboards.org](mailto:Lmoore@ohioschoolboards.org). Briefcase is published semimonthly by the Ohio School Boards Association. Postage paid at Westerville, Ohio. Postmaster: Send address changes to: Briefcase, Attn.: Mailroom, Ohio School Boards Association, 8050 N. High St., Suite 100, Columbus, OH 43235-6481.*

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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, unwavering advocacy and creative solutions.

### OSBA online

● [www.ohioschoolboards.org](http://www.ohioschoolboards.org)

Photos from OSBA's six fall region conferences are posted on OSBA's Flickr page at <http://links.ohioschoolboards.org/11522>. The conferences featured updates from OSBA officers and staff; student entertainment; and awards recognizing board members, administrators and school staff for outstanding contributions to public education. For details on the fall conferences, see the Regional Roundup article on page 4.



# BULLETIN BOARD

compiled by Melanie Price, senior administrative assistant of communication services

## Other searches

Position	Location	Deadline	Contact
Superintendent	Fairbanks Local (Union)	Jan. 11	Kathy Lowery, (614) 769-1211 or Deb Campbell, (937) 215-7068, K-12 Business Consulting Inc.

## National searches

Position	Location	Deadline	Contact
Superintendent	Scottsdale, Ariz.	Nov. 27	McPherson & Jacobson LLC, <a href="http://www.macnjake.com">www.macnjake.com</a>
Superintendent	Smackover, Ark.	Dec. 11	McPherson & Jacobson LLC, <a href="http://www.macnjake.com">www.macnjake.com</a>

## Board changes

Columbiana County ESC appointed Robert Marra to the board effective Oct. 16. He replaced Jacki Dalonzo, who resigned effective Sept. 30. ●●● Van Buren Local (Hancock) appointed Dr. Scott Grant to the board effective immediately. He replaced Dolores M. Cramer, who resigned in August. ●●● Vantage Career Center appointed Lincolnview Local (Van Wert) Board of Education member Michelle Gorman to the board effective April 5. She replaced Eric K. Germann, who resigned effective March 1. Germann will continue to serve on the Lincolnview Local board. ●●● Westerville City Board of Education member Richard W. Bird announced his resignation effective Oct. 22. He is moving out of state.

## Administrative changes

### Treasurers

Crestwood Local (Portage) hired Deb Armbruster as treasurer effective immediately. She replaced Jill A. Rowe, who took the treasurer position at Berea City. Armbruster previously was the assistant to the treasurer at South Euclid Lyndhurst City.

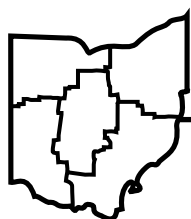
## Sympathies

Former Anthony Wayne Local (Lucas) Board of Education member Carolyn M. Reese died Oct. 20. She was 96. ●●● Former Cleveland Municipal Board of Education member Daniel O. Corrigan died Oct. 7. He was 85. ●●● Former Coshocton City Board of Education member Thomas Frank "Tom" Thompson died Oct. 6. He was 63. ●●● Former Crestview Local (Columbiana) Board of Education member Carl R. Garwood died Oct. 28. He was 85. ●●● Former Fostoria City Interim and Assistant Superintendent Richard W. "Rick" Heintschel II died Oct. 18. He was 70. ●●● Former Franklin Monroe Local (Darke) Board of Education member Larry Feitshans died Oct. 26. He was 80. ●●● Former Genoa

### Editor's note

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

**Area Local (Ottawa)** Board of Education member **Donald A. Peiffer** died Oct. 14. He was 85. ●●● Former **Kalida Local (Putnam)** Board of Education member **Robert D. "Bob" Winkle** died Oct. 20. He was 93. ●●● Former **Lake Local (Wood)** Board of Education member **Richard L. Miller** died Oct. 19. He was 80. ●●● **Eldon Stearns Wright III**, a member of the former **Liberty Township** Board of Education in Mahoning County, died Oct. 4. He was 94. ●●● **Jerome E. Schacht**, a former superintendent at **Indian Lake (Logan)**, **Pandora-Gilboa Local (Putnam)**, **Ridgedale Local (Marion)**, **Woodmore Local (Sandusky)** and the former **Mendon-Union** School District in Mercer County, died Oct. 12. He was 82. ●●● Former **Youngstown City** Board of Education member **Don Hanni III** died Oct. 16. He was 71.



## REGIONAL ROUNDUP

compiled by Scott Gerfen, assistant editor

### Fall conferences honor school board members, districts

More than 1,100 school board members, administrators, teachers, students and guests attended OSBA's regional fall conferences at six locations across Ohio.

These well-attended events, which also are held in the spring, recognize successes and give attendees the opportunity to network and build new relationships with others in their region.

OSBA President **Randy Smith**, **Forest Hills Local (Hamilton)**, OSBA Chief Executive Officer **Richard Lewis** and other OSBA staff greeted attendees and provided association updates.

Board members who attend a regional conference earn five credits toward the OSBA Award of Achievement, which recognizes public school board members who strive to improve their leadership skills.

Regional managers organize the region conferences. Following is a summary of their fall conference reports. Visit OSBA's Flickr page at

<http://links.ohioschoolboards.org/11522> to view conference photos. Learn more about OSBA's regions at [www.ohioschoolboards.org/regions](http://www.ohioschoolboards.org/regions) or contact your regional manager.

#### Central Region

*by Kim Miller-Smith  
regional manager*

Central Region President **Amy Eyman**, **Lancaster City**, presided over the Sept. 19 Central Region Fall Conference at Villa Milano in Columbus. Conference registration totaled 193 guests.

Lancaster City's Lancaster High School Chamber Singers entertained attendees. **Jonathan Juravich**, 2018 Ohio Teacher of the Year from **Olentangy Local's (Delaware)** Liberty Tree Elementary School, delivered the keynote address.

Conference activities included the election of 2019 Central Region Executive Committee members. **Renda M. Cline**, **Mansfield City**, was elected the region's 2019 president-elect.

**Jennifer LaPlace**, a teacher at **Columbus City's** Centennial High School, received the region's Outstanding Teacher award. She was the region's only nominee for 2019 Ohio Teacher of the Year.

The region's Champion of Public Education award was presented to former state representative **Gerald Stebelton**. The award recognizes individuals who serve at the state level and make a positive impact on school districts in the Central Region and across Ohio.

The region also awarded exemplary employees; Friends of Public Education; Outstanding Board Members; and board members with 30 years of service. Eyman was honored for her excellent leadership and service as the Central Region president.

#### Northeast Region

*by Reno Contipelli  
regional manager*

The Northeast Region Fall

*Continued on page 5*

Regional Roundup, continued from page 4

Conference, held Oct. 3 at the Galaxy Restaurant and Banquet Center in Wadsworth, was attended by 130 school board members, administrators and guests.

Region President **Karen Dendorfer, Parma City**, presided over the meeting and thanked sponsors FieldTurf and Pepple & Waggoner Ltd.

Elections were held for the region's executive committee. Board members elected **Robert M. Heard Sr., Cleveland Municipal**, as the region's 2019 president-elect.

Dendorfer introduced a number of speakers, including **Kevin J. Locke, Esq.**, of Pepple & Waggoner Ltd., who gave an informative legal update on issues such as the Janus ruling and school safety.

Dendorfer and OSBA President Smith presented the Outstanding

School Board Member awards. The **Rev. Dr. Curtis T. Walker Sr., Akron City**, was named the region's 2018 OSBA All-Ohio School Board member.

Certificates also were presented to the region's OSBA Capital Conference Student Achievement Fair participants.

**Doug G. Stuart, Rittman EV and Wayne County Schools Career Center**, received the Roger L. Samuelson Award. He was recognized for his leadership, dedication and commitment to kids.

The annual Lester C. Marrison Teacher Education Book Grant scholarship went to **Nicholas Stupka**, a 2018 graduate of **Cardinal Local's (Geauga) Cardinal High School**. He attends Ashland University.

**Mark A. Murphy, Tuscarawas Valley Local (Tuscarawas)**, was

honored as the region's Superintendent of the Year.

Others honored by the region were:

- **Mary Workman**, Wayne County Schools Career Center and **Tri-County ESC**, Treasurer of the Year;
- **Tuscarawas Valley Local**, Outstanding School Board Team;
- **Diane Cooper**, Wayne County Schools Career Center, Outstanding Classified Employee;
- **Criminal Justice Program**, Wayne County Schools Career Center, Outstanding JVSD or Vocational Program;
- **Dorothy Blackmon and Louise McNair, Warrensville Heights City; Doug Shenberger, Hillsdale Local (Ashland); and Alice Tyna, Cuyahoga Heights Local (Cuyahoga)**, Outstanding Volunteers.

*Continued on page 6*

# Reasonable Suspicion Training



OSBA is offering a reasonable suspicion drug and alcohol training program for supervisors. Completion of this course is required for all supervisors of safety-sensitive (commercial driver's license) drivers, including school bus drivers. Best practice is that each district have at least two administrators trained in this requirement.

The course meets the Federal Motor Carrier Safety Administration U.S. Department of Transportation requirements. Attendees will receive a certificate of completion.

**Details:** This workshop is being offered Thursday, Nov. 29, from 10 a.m. to noon at the OSBA office. The cost is \$50.

**Registration:** Online at [www.ohioschoolboards.org/workshops](http://www.ohioschoolboards.org/workshops) or contact **Laurie Miller**, senior events manager, at (614) 540-4000, (800) 589-OSBA or [Lmiller@ohioschoolboards.org](mailto:Lmiller@ohioschoolboards.org)

# OSBA MASTER OF TRANSPORTATION ADMINISTRATION (MTA) PROGRAM

This series of workshops will help those involved in student transportation better understand and perform day-to-day operations.

These half-day workshops — offered from 10 a.m. to 2 p.m. — include a working lunch and time for questions. Each class is scheduled twice; participants may sign up for either session. Each class is \$95, or you can purchase an MTA subscription for the workshop series; contact **Diana Paulins**, OSBA senior administrative assistant of board and management services, for subscription information. All workshops will be at the OSBA office, 8050 N. High St., Columbus, 43235. Visit [www.ohioschoolboards.org/transportation-training-programs](http://www.ohioschoolboards.org/transportation-training-programs) to learn about the MTA certification program.

## Workshop dates and descriptions

### Nov. 28 or Dec. 6 — Transportation rules and regulations

Review the rules and regulations that govern pupil transportation in Ohio. Look at state law, administrative code and the role that local policy plays in a successful operation. This class is essential for new transportation administrators as well as any school administrators involved with transportation services. These are the standards to which you are held and for which liability can be assigned when your department fails to meet them.

### Feb. 6 or 13 — Federal regulations, guidance and agencies

School transportation is not only governed by local rules, it is subject to a significant number of federal agencies, rules and regulations. We will look at the external impacts on transportation and review the federal alphabet soup, including FMCSA, NHTSA, NTSB, TSB and ODI, as well as landmark federal studies on school transportation.

### March 6 or 13 — Laws, rules and policy — what, how and why

What is the difference between revised code, administrative code and department policy? Are they all mandates or just best practices? What happens when they conflict? Review the technical aspects of these various regulatory controls and the process through which ideas become rules or regulations. Learn how you can help influence the future.

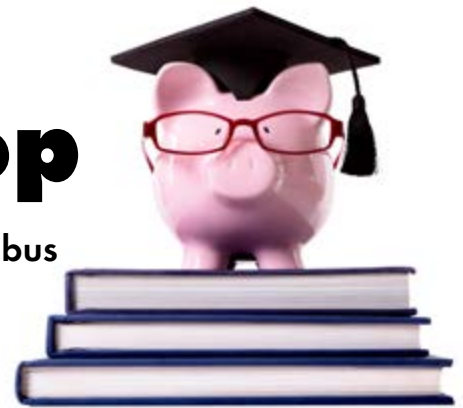
### April 3 or 10 — Hot topics — safety, trends and statistics

Review hot topics in student transportation, including seat belts in school buses. Learn about NTSB accident studies, Ohio school bus accident statistics and any topics that attendees bring from their local districts. While we look at these hot topics, an underlying focus also is on how to identify the learning points in each of these areas and share them with the staff that delivers our front-line transportation services.

Register by contacting **Diana Paulins** at (614) 540-4000, (800) 589-OSBA or [mta@ohioschoolboards.org](mailto:mta@ohioschoolboards.org). You also can purchase a subscription plan for all the workshops in this series; contact Paulins for more information.



# Winter School Finance Workshop



Friday, Nov. 30, 9 a.m. to 3:30 p.m. • OSBA office, Columbus

Join us for this annual event where you'll hear the latest information around school finance, Statehouse news and more. Cost is \$160, which includes materials, lunch and refreshments. You can register on the Ohio Association of School Business Officials (OASBO) website at [www.oasbo-ohio.org](http://www.oasbo-ohio.org) or by calling (614) 431-9116.

## Agenda

**8:30 a.m. Registration and continental breakfast**

**9 a.m. Reports from the Statehouse**

A panel of news reporters shares its thoughts on the current legislative agenda and news from the Statehouse.

*Jackie Borchardt, Columbus bureau chief, Cincinnati Enquirer; Jim Siegel, The Columbus Dispatch; and Karen Kasler, Statehouse News Bureau*

**10 a.m. Update on school-funding study/workgroup**

*State Reps. Robert R. Cupp (R-Lima) and John Patterson (D-Jefferson)*

**11 a.m. Break**

**11:15 a.m. General economic outlook**

*John Erik Niermeyer, Stratos Wealth Partners*

**11:45 a.m. State budget outlook: Revenues and trends**

*Tim Keen, Ohio Office of Budget and Management*

**12:30 p.m. Lunch (provided)**

**1:15 p.m. OEPI post-DeRolph study: School-funding priorities and the equity gap**

*Dr. Howard Fleeter, consultant, Ohio Education Policy Institute (OEPI)*

**2:45 p.m. Legislative update and wrap-up**

Lobbyists will share the latest information about legislative proposals and recently passed legislation.

*Jennifer Hogue, director of legislative services; Jay Smith, deputy director of legislative services; and Will Schwartz, lobbyist, OSBA; and Barbara Shaner, legislative advocacy specialist, OASBO*

**3:30 p.m. Adjourn**



# Human Resources for Board Members

Tuesday, Dec. 4, 10 a.m. to 2 p.m. • OSBA office, Columbus • Cost \$95

Board members have a strong, natural interest in processes to ensure their districts are recruiting, hiring and retaining high-quality staff members, teachers and administrators. But the appropriate role for board members, as decisions are made and staff are monitored and evaluated, can be difficult or misunderstood. This workshop answers questions about board member roles and responsibilities related to hiring and will help increase understanding of best practices related to contracts, extensions and nonrenewals.

**9:30 a.m. Registration**

**9:55 a.m. Welcome and overview**

**10 a.m. Administrative contract law: What you need to know**

This session will focus on the employment of district administrators, including the superintendent, treasurer, assistant superintendent, principals, assistant principals and business managers. Review the legal steps for hiring, evaluating, nonrenewing and terminating district administrators. Learn how to prepare now so you're ready this spring.

*Sara C. Clark, chief legal counsel, OSBA*

**11 a.m. Equity in the hiring process**

District leaders recognize the need for strong, representative teachers and principals, especially in districts with students from minority groups, lower socioeconomic households or with special needs. Learn about educator equity gaps in Ohio, the definition of properly licensed or certified teachers and some of the root causes of teacher/principal inequality. We will discuss some steps and specific strategies to address identified teacher quality gaps and pertinent leadership and human resources actions to ensure every student receives instruction from a qualified teacher. We also will explore cognitive biases that can affect the way we relate to others and place them at a disadvantage. Hear an overview of cognitive biases, the effects of biases at work, and tips and strategies to address bias throughout the hiring process.

*Kim Miller-Smith, senior student achievement consultant, and Dr. Kathy McFarland, deputy chief executive, OSBA*

**Noon Lunch (provided)**

**12:30 p.m. Board roles and responsibilities in human resources**

This session will review best practices for board members in the employment process. We will discuss conflicts of interest, ethics in hiring processes, issues associated with nepotism and the overall role of governance as it relates to personnel. We also will review recommendations for board involvement in policy development, handbook approval and the collective bargaining process.

*Cheryl W. Ryan, director of board and management services, and Kenna S. Haycox, senior policy consultant, OSBA*

**2 p.m. Closing thoughts and adjourn**

Register online at [www.ohioschoolboards.org/workshops](http://www.ohioschoolboards.org/workshops) or contact **Laurie Miller**, senior events manager, at (614) 540-4000, (800) 589-OSBA or [Lmiller@ohioschoolboards.org](mailto:Lmiller@ohioschoolboards.org).





# Effective strategies for preschool expansion

Tuesday, Dec. 11, 9 a.m. to 3:45 p.m. • Cost is \$160 • OSBA office, Columbus

Today's successful public schools are more than the traditional K-12 model. The path to higher student achievement starts in the early childhood years. For many districts, ensuring their students come to kindergarten ready to learn is an important priority. This one-day workshop focuses on strategies for successful funding, implementation and curriculum crucial to the overall success of an early childhood learning initiative.

Register online at [www.ohioschoolboards.org/workshops](http://www.ohioschoolboards.org/workshops) or contact **Laurie Miller**, OSBA senior events manager, at (614) 540-4000, (800) 589-OSBA or [Lmiller@ohioschoolboards.org](mailto:Lmiller@ohioschoolboards.org).

## Agenda

**8:30 a.m. Registration and continental breakfast**

**8:50 a.m. Welcome**

**9 a.m. Laying the groundwork for Ohio's early childhood system**

Hear an overview of Ohio's early childhood system, what it is and what it isn't. Learn about the data behind it and how we should think differently about connecting the early childhood education that actually exists to the K-12 system.

*Shannon Jones, executive director, Groundwork Ohio*

**10:30 a.m. Break**

**10:45 a.m. Enhancing support for special needs preschool students**

The ability to work with children and their educational needs before they enter kindergarten is critical for long-term success, especially among at-risk students. **Hilliard City** is making great strides with special needs preschool-aged students through its innovative peer-mentoring program. The Hilliard team will share how it implemented its socioemotional curriculum and district cultural initiatives at the preschool level.

*Brian Hart, preschool building principal, and Julie Pollard, Carrie Racs, Emily French, teachers, Hilliard City*

**Noon Lunch (provided)**

**12:45 p.m. Strategies for leveraging community partnerships**

**Cincinnati City** has become the gold standard for effective community engagement. Learn about the impressive ways the district has used its local communities to grow its districtwide early childhood learning program.

**2:15 p.m. Break**

**2:30 p.m. Lockland Local's grassroots approach to community learning**

What do you do when you are the smallest and one of the poorest urban school districts in the state of Ohio? If you are **Lockland Local (Hamilton)**, you don't wait for a saving grace to swoop in and save you, you take your district's rejuvenation into your own hands. Lockland Local will share its Herculean efforts to create an integrated community school and expand its educational offerings to early childhood learning.

*Ted Jebens, superintendent, Lockland Local*

**3:45 p.m. Adjourn**



# WORKSHOP REGISTRATION

Register at [www.ohioschoolboards.org/workshops](http://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 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.



# Levy University

Friday, Dec. 7, 9 a.m. to 3 p.m.  
OSBA office, Columbus • Cost is \$160

## Agenda

**8:30 a.m. Registration**

**9 a.m. Welcome**

**9:15 a.m. Board roles and responsibilities**

Review the board's unique role in preparing the district and community for putting a levy on the ballot.

*Cheryl W. Ryan, director of board and management services, OSBA*

**10 a.m. Levy campaign do's and don'ts**

This session will cover school board responsibilities and legal requirements as well as begin the discussion on campaign best practices. Learn more about legislation that allows a district to place a special levy on the ballot focused only on school safety and security initiatives.

*Jerry Rampelt, executive director; Michael Collins, Ryan Collins and Andrea Kruse, consultants, Support Ohio Schools Research and Education Foundation; and Nathan Miner, president, Momentum Strategy Group*

**11:30 a.m. Working lunch (provided)**

**11:45 a.m. Campaign best practices**

This session will continue with best practices that districts can use with any district-support organization. It will include practical guidance on volunteer recruitment; planning and organization; polls and surveys; community involvement; effective messaging; fundraising; social media campaigns; and effective printed materials.

*Jerry Rampelt, Ryan Collins, Andrea Kruse, Michael Collins and Nathan Miner*

**3 p.m. Adjourn**

Register online at [www.ohioschoolboards.org/workshops](http://www.ohioschoolboards.org/workshops) or contact **Laurie Miller**, OSBA senior events manager, at (614) 540-4000, (800) 589-OSBA or [Lmiller@ohioschoolboards.org](mailto:Lmiller@ohioschoolboards.org).



Regional Roundup, continued from page 5

**Northwest Region**

by Dr. Judy Jackson May  
regional manager

Northwest Region President Penny Kill, Spencerville Local (Allen) and Apollo Career Center, hosted the two fall conferences. Nearly 350 guests attended events

at Vanguard-Sentinel Career & Technology Centers' Sentinel campus in Tiffin on Oct. 4 and at Vantage Career Center in Van Wert on Oct. 18.

The career centers' culinary arts programs prepared and served dinner.

Toledo City's Waite High School Young Men and Women of Excellence and Waite High School Honor Choir opened the Oct. 4 conference, where members of the Vanguard-Sentinel Career & Technology Centers Public Safety

Continued on page 7



# Diversity and Inclusion in the Law

Wednesday, Dec. 12, 9 a.m. to 2 p.m.  
OSBA office, Columbus • Cost: \$160

**Agenda**

8:30 a.m. **Registration and continental breakfast**

8:55 a.m. **Welcome**

9 a.m. **Baby Boomers to Gen Z: Building an inclusive, multigenerational workplace**

All schools have workforces that span several generational groups. Gain insight into encouraging a healthy multigenerational working environment and avoiding the pitfalls that could expose your district to claims under the Age Discrimination in Employment Act.

*Stacy V. Pollock, Esq., Mazanec, Raskin & Ryder Co. LPA*

10:15 a.m. **Break**

10:30 a.m. **What's good for the goose: Gender equity in the school workplace**

Interpretation of state and federal laws and U.S. Equal Employment Opportunity Commission guidance on the extent of "sex" as a protected class is all over the board, making it difficult for districts to clearly understand their obligation not to discriminate. Understanding and implementing policies to promote gender equity and equal treatment of all employees promotes employee performance and well-being and will help limit claims of workplace discrimination. This session focuses on an employer's legal requirements under applicable anti-discrimination laws and suggests best practices for creating an inclusive work environment.

*Marie-Joëlle Khouzam, Esq., Bricker & Eckler LLP*

11:45 a.m. **Lunch (provided)**

Lunch will be catered by Freedom a la Cart, a Columbus nonprofit organization that combines support services and employment opportunities for local survivors of human trafficking.

12:30 p.m. **Understanding the Americans with Disabilities Act**

Most school workplaces include at least one employee with a disability. Review the key elements of the Americans with Disabilities Act and how to manage its requirements in a school environment.

*Christina Henagen Peer, Esq., Walter Haverfield LLP*

2 p.m. **Adjourn**

*This course has been approved by the Supreme Court of Ohio Commission on Continuing Legal Education (CLE) for 4.00 total CLE hour(s) instruction. Register online at [www.ohioschoolboards.org/workshops](http://www.ohioschoolboards.org/workshops) or contact Laurie Miller, OSBA senior events manager, at (614) 540-4000, (800) 589-OSBA or [Lmiller@ohioschoolboards.org](mailto:Lmiller@ohioschoolboards.org).*

Regional Roundup, continued from page 6

Program presented the colors. Toledo City's Waite High School Choir provided entertainment.

Members of the Vantage Career Center Criminal Justice Program opened the Oct. 18 conference, and **Lincolnview Local's (Van Wert)** Lincolnview High School Choir entertained guests.

The region recognized Outstanding Board Member nominees **Eric K. Germann**, Lincolnview Local; **Alex T. Gorobetz**, Fremont City; and **Martha Murray**, Sandusky City. Germann was named the region's 2018 OSBA All-Ohio School Board member.

Conference events included the election of the region's executive committee members. **Thomas C. Patterson**, Sandusky City, was elected the region's 2019 president-elect.

Also honored were veteran board members with 10 and 15

years of service. **James Yelensky**, **North Bass Local (Ottawa)**, was recognized for 35 years.

The region's academic awards included the U.S. News & World Report 2018 Best Ohio High Schools, Ottawa Hills High School, **Ottawa Hills Local (Lucas)**; Ohio Department of Education (ODE) 2017 All A's awards; and ODE 2017 Momentum awards.

The Northwest Region also recognized the 2019 Ohio Teacher of the Year in Toledo City's **Mona Al-Hayani**. **Van Wert City's Robert Sloan** also was a nominee from the region.

Others recognized include:  
● Northwest Region Excellence in Community Service Award — Pastor **Beth Giller**, Oregon, Ohio; Seneca East FFA, **Bryan Crapo**, adviser, **Seneca East Local (Seneca)**; **Valerie Zeno**, High School Hospitality Management

instructor, Vanguard-Sentinel Career & Technology Centers; **Kristina White**, community liaison, **Springfield Local (Lucas)**; Dr. **Joel Knerr**, **Ottoville Local (Putnam)**; **Marty Hohman**, elementary science teacher, and **Mary Kramer**, high school chemistry teacher, Van Wert City; and **Larry Streets**, community volunteer, photography and video production, **Jennings Local (Putnam)**.

● Northwest Region Humanitarian Award — **Chris Gillmore** and Seneca East Elementary, Middle School and High School choirs, Seneca East Local; AJ's Heavenly Pizza and Hempy Water Tiffin LLC; **Jackie Morris**, third-grade teacher, Ella P. Stewart Academy for Girls, Toledo City; **Sharon Weber**, high school Health Careers Program educational aide, Vanguard-Sentinel Career & Technology Centers; **Kristin Schnerer**, social studies teacher, Start High School, Toledo City; and **McKenna Reitz**, AP psychology teacher, Springfield High School, Springfield Local.

● Who's Who in the Northwest Region Excellence Award for Outstanding Leadership — **Benton-Carroll-Salem Local (Ottawa)** Board of Education; **Chris Joyce** and **Danielle Blust**, Tiffin Education Association, **Tiffin City**; **Dan Poggiali**, chief of staff and transformation officer, Sandusky City; **Pat Marinis**, **Ed Phillips** and the Seneca East

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## Professional Conduct for OCSBA Attorneys



Wednesday, Dec. 5, 3 p.m. to 4:30 p.m. • Cost \$75 • webinar

The OSBA Division of Legal Services will provide an overview of legal ethics, professionalism and the Ohio Code of Professional Responsibilities, with a focus on those provisions that have the greatest influence and impact on school law practitioners. *This course has been approved by the Supreme Court of Ohio Commission on Continuing Legal Education for 1.50 total hours, with 1.50 of attorney professional conduct instruction.*

Register online at [www.ohioschoolboards.org/workshops](http://www.ohioschoolboards.org/workshops) or contact **Laurie Miller**, senior events manager, at (614) 540-4000, (800) 589-OSBA or [Lmiller@ohioschoolboards.org](mailto:Lmiller@ohioschoolboards.org).

Regional Roundup, continued from page 7

Middle School Student Council, Seneca East Local; **Joe King**, transportation and maintenance supervisor, **Gibsonburg EV**; **Christina Ramsey**, principal, McKinley STEMM (science, technology, engineering, mathematics and medicine) Academy (former principal of Byrendale Elementary School), Toledo City; **Floyd Collins**, digital technologies program instructor, Vanguard-Sentinel Career & Technology Centers; and **Angela Rehtine**, Dorr Elementary School counselor, Springfield Local.

This year's recipients of the Bonnie Eddy Educational Supply and Book Grant are:

- **Abbey Cook, Perrysburg EV's** Perrysburg High School; Bowling Green State University, secondary education;
- **Julia Rausch, Napoleon Area City's** Napoleon High School; Cleveland State University, secondary mathematics;
- **Derek Siefer, Ottawa-Glandorf Local's (Putnam)** Ottawa-Glandorf High School; Bluffton College, social studies;
- **Emily Wegert, Woodmore Local's (Sandusky)** Woodmore High School; Bowling Green State University.

Upcoming 2019 events: The Northwest Region Spring Conference is March 14 at **Apollo Career Center**, and the Northwest Region fall conferences are Oct. 3 and Oct. 17. The region's executive committee will meet Feb. 24, June 23 and Nov. 10.

## Southeast Region

by *Paul D. Mock*  
regional manager

The Southeast Region enjoyed a very successful fall conference at **Tri-County Career Center** in Nelsonville on Sept. 27, with 179 registered guests.

Students in the career center's culinary arts program, with chef **Katie McGushin**, prepared and served appetizers. Bush's Restaurant in Logan prepared dinner. Students in the career center's criminal justice program provided hospitality, and senior **Lincoln Mash**, with the career center's welding program, entertained guests with a musical performance.

Region President **Kim Harless, Jackson City**, presided over the meeting, which included the election of **Terry Halley, Gallia County Local (Gallia)**, as the region's 2019 president-elect.

The Southeast Region Outstanding School Board Member Awards were presented to **Michael Fador, St. Clairsville-Richland City** and **Belmont-Harrison Career Center**; **Fred Meredith, Belpre City**; and **Gail Requardt, East Muskingum Local (Muskingum)** and **Mid-East Career and Technology Centers**. Requardt was named the region's 2018 OSBA All-Ohio School Board member.

Plaques were presented to the top recipients in the region's Outstanding Recognition Program, which began in 1993. The region received 59 nominations from 18

school districts.

The Outstanding Student Program went to the Intervention Night Program, **Muskingum Valley ESC**; Outstanding Male Student was awarded to **Colby Sleek** from **Fort Frye Local's (Washington)** Fort Frye High School; and the Outstanding Female Student was **Addison Guilliams** from **Washington-Nile Local's (Scioto)** Portsmouth West High School.

Other recipients included Outstanding Faculty Member **Allen Clark** from **Warren Local's (Washington)** Warren High School; Outstanding Classified Staff Member **Timothy Alexander** from **Franklin Local (Muskingum)**; Outstanding Treasurer **Lee Jane Williamson, River View Local (Coshocton)**; Outstanding Volunteer Grandma **Jennie Altier** from **Nelsonville-York City's** Nelsonville-York Elementary School; Outstanding Administrator **Courtney M. Spatar** from **Local-Hocking Local's (Hocking)** Logan-Hocking Middle School; Outstanding New Program or Innovation, Healthy Kick Start, **Gallia-Vinton ESC**; and Outstanding Community Business Leader **Amanda Cox**, owner of Nothing But Chocolate, East Muskingum Local (Muskingum).

The President's Award, selected each year by the region president, honors those who have shown unwavering commitment and dedication to public education and boys and girls in southeast Ohio. Honored was Jackson City

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Superintendent **Phillip R. Howard**.

**Damon Asbury**, retired OSBA director of legislative services, received the 2018 Advocate of Education Hall of Fame Award. He also served as executive director and deputy executive director of the State Teachers Retirement System Ohio and **Worthington City** superintendent.

The conference also recognized the region's ODE Purple Star Award recipients: **Caldwell EV's Caldwell High School** and **Nelsonville-York City's Nelsonville-York elementary, junior high and high schools**.

The 2019 Southeast Region conferences will be held March 19

at **Pike County Career Technology Center**; March 26 at **Northern Local's (Perry) Sheridan High School**; and Sept. 26 at **Logan-Hocking Local's (Logan) Logan High School**.

### Southwest Region

by *Ronald J. Diver*  
regional manager

**Miami Valley Career Technology Center** in Englewood hosted the Oct. 11 Southwest Region Fall Conference, with 267 attendees.

Region President **Scott Huddle, Mad River Local (Montgomery)**, presided over the meeting, which included **Fairfield City's Fairfield Senior High School All Men's Show Choir FortissibROS**. **Mad River Local's Stebbins High School Air Force Jr. ROTC** presented the colors. Dinner was prepared by **Northmont City** catering.

During elections for the region's executive committee, **Fred Hunt, Hamilton County ESC** and **Great Oaks Career Campuses**, was elected region president-elect for 2019.

Three National Blue Ribbon Schools — **Kettering City's Indian Riffle Elementary School, Oak Hills Local's (Hamilton) John Foster Dulles Elementary School** and **Mariemont City's Mariemont Elementary School** — were honored. The region's nominees for 2019 Ohio Teacher of the Year — **Nancy Reeves, East Clinton Local's (Clinton) East Clinton Middle School; Bre Sambuchino, Loveland City's Loveland High School Teaching Professions**; and

**Jason Whited, Centerville City's Centerville High School** — each received a framed certificate and flower.

The highlight of the evening was the presentation of the 2018 Friend of Education Hall of Fame Award to **Roger Grein**, founder and president of Magnified Giving. Grein overcame a lifelong disability to create an organization that supports students and distributes funds for schools in Ohio's southwest region.

The region's immediate past president, **Mark Ewing, Great Oaks Career Campuses**, was surprised with a Friend of the Southwest Region plaque for his service to OSBA and the region. Ewing will resign from his board seat at the end of the year to follow his calling by serving a small mission in Kentucky.

OSBA Chief Executive Officer **Lewis** also received a Friend of the Southwest Region plaque for more than 30 years of service to the association.

The Southwest Region Outstanding Student Program Awards were again a big success. Fifteen programs (three programs from five categories) were judged as outstanding, and each was presented with a framed certificate.

Outstanding New Programs were: **Northridge Local's (Montgomery) NHS Manufacturing Program; Northwest Local's (Hamilton) Middle Schools STEM**; and **Northmont City's Northmont High School Aileron Student**

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## OSBA Contract Analysis Service

OSBA provides a cost-effective professional analysis of both certified and classified collective bargaining agreements. These written reviews serve as a critique of current contract provisions, suggest potential pitfalls regarding legal compliance and provide specific recommendations as you go into your next round of collective bargaining.

Contact **Van D. Keating** at (614) 540-4000 or (800) 589-OSBA for more information.



## PUBLIC SCHOOLS WORK!

compiled by Scott Gerfen, assistant editor

### Bus driver leads effort to feed kids in need

As the **Loveland City** school bus pulled into the Loveland InterFaith Effort Food Pantry at a local church, the emotion of the moment was evident.

Loveland City bus driver **Lisa Simpson** was behind the wheel of the bus filled with nearly 1,000 food items.

"It brought everyone to tears," Simpson told a local newspaper. "Their mouths dropped; they started crying. It was a total release of emotion."

Simpson had a "spark of an idea" about a year ago to do something to give back to the community where she was born, raised and raised her children and grandchildren.

Loveland City Business Manager **John A. Ames** had seen Simpson donate to the pantry and knew how much she wanted to organize the effort. As a bus driver, Simpson sees students who need assistance.

"Lisa took it and ran with it,"

Ames said. "It was just incredible, such a cool thing to see bus drivers come together as a group. It's an awesome thing for the kids to see, and to actually see who they're helping out. She just owned it."

Simpson placed collection bins in every school and encouraged each one to collect more than the other. They didn't let her down.

"I'm so very proud of the whole district," she said. "At that point, I was just the driver of the bus."

Source: [www.cincinnati.com](http://www.cincinnati.com)

*Regional Roundup, continued from page 9*

Leadership Summit.

Outstanding Ongoing Programs were: **Upper Valley Career Center's** Computer Information Systems; **Eastern Local's (Brown)** Eastern Brown Middle School Community Connections; and Loveland City's middle school and high school Loveland Robotics Program.

Outstanding Volunteer Programs were: **Fairlawn Local's (Shelby)** middle school and high school Adopt-A-Family Program; **Ohio Hi-Point Career Center's** FCCLA; and **Three Rivers Local's (Hamilton)** Taylor Middle School Builders Club.

Outstanding Multidistrict Impact Programs were: Great Oaks

Career Campuses' Great Oaks Summer Career Camps; **Warren County Career Center's** Students Against Destructive Decisions; and Miami Valley Career Technology Center's Miami East/MVCTC Agriculture Program.

Outstanding Special Recognition Programs were: Great Oaks Career Campuses' Career Exploration Specialist; **Goshen Local's (Clermont)** Goshen Middle School MakerSpace Club; and **Sycamore Community City's** The Aviation Station Mobile Steam Classroom.

The 2018 AI Kettlewell Awards for outstanding board leadership were presented to **Linda A. Jordan, Clark County ESC**; Dr. **Kathryn M. Lorenz, Loveland City**

and Great Oaks Career Campuses; **Daryl Michael Jr., Montgomery County ESC**; OSBA President Smith; and **Andrew B. Wilson, Fairborn City**. OSBA President Smith was named the region's 2018 OSBA All-Ohio School Board member.

Framed certificates were presented to 28 of the 35 Southwest Region programs chosen as participants in the 2018 Student Achievement Fair at the OSBA Capital Conference. **Lakota Local's (Butler)** Liberty Junior School Bucket Drum Club also received a certificate for being selected as one of five Student Achievement Fair student performing groups.

**November**

- 28 OSBA Master of Transportation Administration: Transportation rules and regulations ..... Columbus
- 29 Reasonable Suspicion Training ..... Columbus
- 30 Winter School Finance Workshop ..... Columbus

**December**

- 3 Southwest Region Executive Committee Meeting ..... Mason
- 4 Human Resources for Board Members ..... Columbus
- 5 Professional Conduct for OCSBA Attorneys webinar
- 6 OSBA Master of Transportation Administration Program: Transportation rules and regulations ..... Columbus
- 7 Levy University workshop .... Columbus
- 11 Effective Strategies for Preschool Expansion workshop ..... Columbus
- 12 Diversity and Inclusion in the Law Workshop ..... Columbus
- 31 *Last day for treasurer to canvass the board to establish a date of the organizational meeting — RC 3313.14.*

**2019**

**January**

- 12 Board Member 101: Survival kit for first-term board members..... Columbus
- 15 *Deadline for boards of education of city, exempted village, vocational and local school districts to meet and organize — RC 3313.14; last day for boards of education of city, exempted village, vocational and local school districts to adopt tax budgets for the coming school fiscal year — RC 5705.28(A) (1).*
- 20 *Last day for boards of education to submit fiscal tax-year budget to county auditor — RC 5705.30.*
- 28 *Last day to submit certification for May income tax levy to Ohio Department of Taxation — RC 5748.02(A) (100 days prior to election).*
- 31 *Deadline for educational service center (ESC) governing boards to meet and organize — RC 3313.14; deadline for secondary schools to provide information about College Credit Plus to all students enrolled in grades six through 11 — RC 3365.04(A); annual campaign finance reports must be filed by certain candidates, political action committees, caucus committees (legislative campaign funds) and political parties (by 4 p.m.) detailing contributions and expenditures from the last*

*day reflected in the previous report through Dec. 31, 2018 — RC 3517.10(A)(3).*

**February**

- 1 *Last day to submit May emergency, current operating expenses or conversion levy to county auditor for May election — RC 5705.194, 5705.195, 5705.213, 5705.219 (95 days prior to election).*
- 2 Board Member 201: Mastering your board leadership skills..... Miamisburg
- 2 Board Member 201: Mastering your board leadership skills..... Independence
- 6 *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 May election — RC 133.18(D); last day for county auditor to certify school district bond levy terms for May election — RC 133.18(C); last day to submit continuing replacement, permanent improvement or operating levy for May 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 May election to board of elections — RC 5748.02(C), 5705.219(G); last day to submit emergency levy for May election to board of elections — RC 5705.195.*