

BRIEF CASE

THE OHIO SCHOOL BOARDS ASSOCIATION

Serving the public school leadership team



Longtime education policy expert DeMaria named state superintendent

The State Board of Education has selected veteran Ohio education policy expert **Paolo DeMaria** as the next state superintendent of public instruction. The May 11 vote to hire DeMaria, one of 44 candidates to apply for the post, was unanimous. He most recently served as principal consultant for Education First Consulting. He previously served as Ohio Board of Regents executive vice chancellor, an Ohio Department of Education associate superintendent, director of the Office of Budget and Management for Gov. **George V. Voinovich** and chief policy advisor for Gov. **Bob Taft**.

OSBA Black Caucus announces 2016 scholarship winners

The OSBA Black Caucus has announced the 2016 Leo Lucas Scholarship winners. The program provides African-Americans graduating from high school funds to help them attend college. Ten students were selected from among 126 applicants. The scholarship program is named for the late **Leo Lucas**, a **Dayton City** school board member and educator who founded the OSBA Black Caucus. For a list of the winners and more information on the caucus, visit <http://links.ohioschoolboards.org/90489>.

High court rules public 'meeting' may include electronic communications

On May 3, the Ohio Supreme Court held that Ohio's Open Meetings Act prohibits any private, prearranged discussion of public business by a majority of the members of a public body regardless of whether the discussion occurs face to face; by telephone; via videoconference; or electronically by email, text, tweet or other form of communication. The case, *White v. King*, stemmed from a lawsuit an Ohio school board member filed against his board of education. For complete details, visit <http://links.ohioschoolboards.org/85016>.

Kasich appoints Ohio's first female governor to State Board of Education

Nancy P. Hollister, who served briefly as Ohio's first female governor, has been appointed to the State Board of Education. Gov. **John R. Kasich** named her to fill the vacancy left by former Ohio Rep. **Bob Hagan**'s resignation last year. Kasich previously had appointed attorney and business professor **Robert E. McDonald Jr.** to fill the vacancy, but McDonald withdrew before he was sworn in. Hollister, who was Gov. **George V. Voinovich**'s lieutenant governor, served the final 11 days of his term in the late 1990s when he resigned early to take a U.S. Senate seat.

OSBA accepting nominations for regional, state committees and offices

OSBA is seeking nominations for 2017 regional and state committee appointments. All school board members are encouraged to apply for OSBA elected offices and

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Route workshop information to:

- ☐ Administrators
- ☐ Athletic directors
- ☐ New board members

committee posts. Serving as an officer or committee member provides an outstanding opportunity to interact with board members from other school districts and represent your board and district at region and state events. A Call for Nominations brochure and application form were recently mailed to all board members and are posted at <http://links.ohioschoolboards.org/40095>. The nomination deadline is June 30. Contact your regional manager to learn more about a particular committee, elected office or the nomination process. Regional managers' phone numbers and email addresses are posted at www.ohioschoolboards.org/regions.

OSBA Pocket Calendars mailed to district treasurers

The 2016-2017 OSBA Pocket Calendar has been mailed to treasurers at all member school

World War II vet gets bus ride of a lifetime

As a child, 90-year-old Indian Lake resident **Roger Timmons** lived right next to the schoolhouse. There was never a need to hop on the bus.

But his daughter, **Kelly Shaw**, always knew it was something the World War II veteran wanted to do.

Indian Lake Local (Logan) made certain Timmons, who served in the Navy in the South Pacific, received the ride he deserved.

Several members of the district's Indian Lake Elementary School Student Council accompanied Timmons, and many students and families who live along the bus route stood with signs and waved to thank Timmons for his service to the country.

Source: www.peakofohio.com

districts. The calendar contains a list of important Ohio Revised Code dates and deadlines, contact information for all OSBA staff members and dates of major OSBA professional development events. Board members who don't receive their calendar should contact their treasurer.

Back-to-school sales tax holiday will return

Ohio is again offering a three-day sales tax holiday to help parents and teachers save money while back-to-school shopping. The sales tax will be suspended Aug. 5 through Aug. 7 on clothing, school supplies and instructional materials within certain price ranges. The holiday also applies to mail, telephone and online purchases. For details, visit <http://links.ohioschoolboards.org/78583>.

OSBA online

● www.ohioschoolboards.org

Photos from the 2016 Board Leadership Institute are now posted on OSBA's Flickr page. You can view and download the pictures at www.flickr.com/photos/ohschoolboards/albums. While you're there, check out the photo albums from the OSBA spring region conferences, State Legislative Conference and other events.



Briefcase

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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.



BULLETIN BOARD

compiled by Melanie Price, administrative assistant of communication services

Board changes

Avon Local (Lorain) appointed **Kelly Zurawski** to the board effective May 6. She replaced **Scott Radcliffe**, who took a position on the Avon City Council. ●●● **Lancaster City** Board of Education member **Thomas Pearce** announced his resignation effective April 29. ●●● **Mid-Ohio ESC** appointed **Brad Geissman** and **Glenna Plotts** to the board effective April 27. Geissman replaced **Howard Koons**, who resigned, and Plotts replaced **Dennis Leader**, who resigned after being appointed a Morrow County Commissioner. ●●● **Southeastern Local (Clark)** appointed **Hans Eriksen** to the board effective April 25. He replaced **Tammy Severt Stoops**, who resigned.

Administrative changes

Superintendents

Continental Local (Putnam) hired **Danny F. Kissell** as superintendent effective Aug. 1. He will replace **Joel Mengerink**, who took the superintendent position at **Elida Local (Allen)**. Kissell currently is an elementary principal at **Gibsonburg EV**. ●●● **Midview Local (Lorain)** hired **Bruce Willingham** as superintendent effective Aug. 1. He will replace **Scott E. Goggin**, who took the superintendent position at **Westlake City**. Willingham currently is the assistant superintendent at **Maple Heights City**. ●●● **Milton-Union EV** hired **Dr. Brad M. Ritchey** as superintendent effective Aug. 1. He will replace **Dr. Virginia Rammel**, who is retiring. Ritchey currently is the director of instruction and assessment at **Parma City**. ●●● **Oberlin City** hired **John Monteleone** as assistant superintendent effective Aug. 1. He currently is an elementary school principal at **Lorain City**.

Treasurers

Clyde-Green Springs EV hired **Meghan Rohde** as treasurer effective May 16. She replaced **Joyce Dupont**, who took the treasurer position at **Norwalk City**. Rohde previously worked as an internal auditor at PNC Bank. ●●● **Crestview Local (Columbiana)** hired **Beth Lykins** as treasurer effective June 1. She will replace **Charlene Mercure**, who is retiring. Lykins currently is the treasurer at **South Central Local (Huron)**.

Sympathies

Allen County ESC Board of Education member and former **Elida Local (Allen)** board member **Paul L. Brown** died April 27. He was 89. ●●● Former **Berne Union Local (Fairfield)** Board of Education member **Scott A. Zody** died April 27. He was 50. ●●● Former **Buckeye Valley Local (Delaware)** Board of Education member **Larry D. Cline** died April 21. He was 71. ●●● **Gene Barrett**, a member of the former **Green Township** Board of Education in Scioto County, died May 1. He was 86. ●●● Former **Hubbard EV** Board of Education member **James A. LaCivita** died April 28. He was 86. ●●● Former **Lexington Local (Richland)** Board of Education member **Doyal F. Sears** died May 3. He was 81. ●●● Former **Plymouth-Shiloh Local (Richland)** Board of Education member **Annabell M. Pugh** died May 1. She was 90. ●●● Former **Rossford**

Editor's note

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

EV Board of Education member **Leroy “Cot” Marquette** died May 4. He was 84. ●●● Former **Sheffield-Sheffield Lake City Board of Education member Ruth A. Matthey** died April 18. She was 87. ●●● Former **Southern Local (Columbiana) Board of Education member Larry Dean Boals** died April 19. He was 76. ●●● **John Syx**, a former superintendent at **Swanton Local (Fulton)** and the former **Gorham-Fayette School District** in Fulton County, died May 4. He was 84. ●●● Former **United Local (Columbiana) Board of Education member Ronald E. Gesaman** died April 20. He was 84.



OSBA LEADERSHIP

by Cheryl W. Ryan, director of school board services

OSBA offers summer special for custom workshops, retreats and to jump-start strategic plans

For most school administrators and board members, summer provides an opportunity to finish projects and see to details for closing out the current academic year. The slower pace and less-packed days also provide a perfect opportunity for leadership teams to come together on good board governance practices, problem-solving, communication or

development of new initiatives. Community surveys, goal setting, performance planning, evaluations and team dynamics often are part of a summer agenda.

Summer board retreats and workshops provide the opportunity to discuss certain topics in greater depth, address challenges, get to know administrative team members

better and discuss long-range projects or discuss processes that need board review.

A strategic planning initiative is another good summer activity. Launching a planned, formal and goal-oriented strategic planning process can help districts gain clarity on how best to use current resources and build community investment.

The OSBA Division of School Board Services is pleased to present facilitated training opportunities this summer at a discount to OSBA members. Retreats and customized workshops scheduled for dates between June 1 and Aug. 15 will be discounted:

- full-day (six hour) retreat facilitation: \$1,400 (regularly \$1,600);
- customized three-hour workshop: \$700 (regularly \$850).

If you wish to discuss or book your board's summer workshop or retreat, call OSBA's school board services division at (614) 540-4000 while openings are still available.

Administrative salary analysis

Need help determining how to compensate your administrators? It's more complicated than most people think, and OSBA has considerable experience in this area. We are able to help school districts with a variety of important initiatives, including:

- compensation/classification system design
- job description creation/modification
- performance evaluation system design

For more information, contact **Van D. Keating**, director of management services, at (614) 540-4000, (800) 589-OSBA, or vkeating@ohioschoolboards.org.



NEWS

by Scott Gerfen, assistant editor

Board members devoted to education at leadership institute

After two days of unrivaled learning and networking, school board members who gathered at the Hilton Columbus/Polaris in north Columbus April 29 and 30 were ready to put their newfound knowledge to use.

Board members savor the professional development that OSBA's Board Leadership Institute offers year after year. Nearly 200 were registered for this year's event.

"You can never underestimate the value of training," said **Randall E. Smith, Forest Hills Local (Hamilton)**. "If you want to do a good job as a board member, the very best way is to build a firm foundation of high-quality training.

"I've seen people who want to try and function as a board member with no training, and it's very easy to make mistakes."

The Friday-Saturday event featured 18 breakout sessions in six learning tracks, covering student achievement, finance, critical issues, board development, leadership and hot topics such as the opioid epidemic and accommodating transgender students.

BLI is planned at the Board Leadership Institute Focus Group meeting during the OSBA Capital Conference and, based on board members' recommendations,

further developed by OSBA staff.

This was the event's 15th year.

"Our entire board was here, and that's how important we think professional development is," **Hamilton County ESC** board member **Bill Ferguson Jr.** said. He also is a member of the **Great Oaks Career Campuses** Governing Board. "OSBA provides dynamic sessions at Capital Conference, and I would say the (BLI) is No. 2. ... It's really important that board members attend something like this."

All five members of the **Campbell City, Hamilton County ESC, Mad River Local (Montgomery) and Warrensville Heights City** boards participated in BLI.

A benefit of a smaller conference like BLI is the networking opportunities. Between sessions and during two luncheons sponsored by CompManagement and CompManagement Health Systems Inc., attendees were able to meet with colleagues, browse the on-site OSBA Bookstore and talk with regional managers.

Information also was available on OSBA endorsed programs.

Handouts from each breakout session were placed on flash drives, so attendees can share material with others in their

districts.

"It's never the same twice, and you have great opportunities to gain perspective from other board members and views that maybe you didn't think about or come up with on your own for topics that are trending right now," OSBA President **Eric K. Germann, Lincolnview Local (Van Wert)** and **Vantage Career Center**, said.

Opening General Session

C. Ed Massey

What NASCAR and school boards have in common

by Crystal Davis, deputy director of communication services

"There are over 14,000 school boards in the U.S. ..." said **C. Ed Massey** as he waived around a clear plastic jar full of car lug nuts during his April 29 BLI talk. "And if we all collectively work together, think of the voice we will have."

A die-hard NASCAR fan, Massey also is a Kentucky school board member and former president of the Kentucky School Boards Association and National School Boards Association. Offering genuine and still-oily racing lug nuts to those who answered questions correctly, Massey skillfully connected NASCAR to the everyday work of

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school boards during his presentation.

"As a school board member, this is how I came into NASCAR. I was asked by the Marine Corps to help get into our schools for recruiting purposes. They took me to the Kentucky Speedway, and at my very first race, I sat on top of a toolbox on pit road. I became an addict."

Wearing a NASCAR tie, Massey pointed to the back wall of the packed room where he hung two stock car race flags.

"Because I'm obviously passionate about the sport, I thought, 'how could we involve educators with NASCAR?' A few years ago, we partnered with NASCAR and started an essay contest with schools."

High school students may enter the contest, and a board evaluates the entries. Winners have the opportunity to spend an entire race day with a NASCAR team to learn how much STEAM (science, technology, engineering, art and math) education is involved in the process.

"The Kentucky Speedway also gives certificates to schools to distribute how they want, whether it be for attendance, good grades or whatever, for a student to go to the race for free and the parents for half price. They want to fill seats, but they also want to engage students to become familiar with something they think they'll be passionate about.

"So how do you do that? You take what they're learning about and make it real for them ... you learn a lot more when you're having fun than when you're not having fun."

To make it real for school board members, Massey detailed the many similarities between school boards and NASCAR teams: the driver is equal to the school superintendent; the board chair is equal to the crew chief; board members are equal to the pit crew; the community is the owner; the parents are equal to the fans; and the vendors are equal to the sponsors.

"We have to understand our role as a board member. In NASCAR, they change tires or perform their pit road duty in 14 to 16 seconds. They don't try to tell

Continued on page 7



OSBA Survey Service

The solution for your survey needs

Community and staff input and feedback are among the best ways to drive your strategic decision-making process, resulting in higher impact outcomes. A quality survey takes time to create, distribute, collect and analyze. OSBA's online survey service does this work for you.

Count on OSBA's knowledgeable staff to work with you to create customized survey questions, disseminate the survey and collect the data. Additionally, a team of communication and board services professionals can analyze survey results, provide customized recommendations and deliver a final report, as well as suggested actions after the survey.

For more information, contact Cheryl W. Ryan at (614) 540-4000 or (800) 589-OSBA.

Celebrate the stars in your district at the OSBA Student Achievement Fair

Tuesday, Nov. 15, 2016 • 11:30 a.m. to 3 p.m. • Greater Columbus Convention Center

The OSBA Capital Conference Student Achievement Fair highlights outstanding student performance groups and fresh, innovative initiatives from school districts across the state. The fair will be held from 11:30 a.m. to 3 p.m. on Tuesday, Nov. 15, 2016, during the OSBA Capital Conference.

Student Achievement Fair performing groups

OSBA will choose one school district performing group from each of the association's five regions to perform during the Student Achievement Fair. Past performing groups have included choirs, bands, orchestras, percussion ensembles and cheerleaders. Each group will perform for 20 minutes. To nominate a performing group, submit a nomination at <http://conference.ohioschoolboards.org/saf-nominations> and email an electronic video audition or YouTube link to **Teri Morgan**, deputy director of school board services, at tmorgan@ohioschoolboards.org. Only electronic recordings will be accepted.



Student Achievement Fair district programs

OSBA is accepting nominations for district programs. These programs showcase exemplary programs that improve student achievement. Examples of district programs in the Student Achievement Fair include one-to-one technology programs, STEM engineering for middle grades, a workforce exchange program and career center culinary arts programs. For more ideas, visit <http://links.ohioschoolboards.org/60021> to view the list of 2015 Student Achievement Fair district programs.

One hundred programs highlighting student achievement will be selected. While multiple programs may be submitted for consideration, no more than two per district will be selected, so districts should prioritize their submissions. Nominate a district program at <http://conference.ohioschoolboards.org/saf-nominations>.

District programs will be showcased in a 10x10-foot booth that can accommodate up to five people. **Please note: Internet access IS NOT provided with your booth. If you need Internet access, you can purchase it from the convention center. The 2015 daily rate for Wi-Fi was \$99 per device. You will need a credit card to make the purchase.**

Have questions?

If you have questions about nominating a student performing group or district program, contact **Gwen Samet** (gsamet@ohioschoolboards.org) or **Teri Morgan** (tmorgan@ohioschoolboards.org) at (614) 540-4000 or (800) 589-OSBA.



The nomination deadline is Friday, June 24. Visit <http://conference.ohioschoolboards.org/saf-nominations> to nominate a student performing group or district program today!



THE 39TH ANNUAL OHIO COUNCIL OF SCHOOL BOARD ATTORNEYS

SCHOOL ATTORNEY WORKSHOP

FRIDAY, JUNE 17

TUITION IS \$200

NATIONWIDE HOTEL AND CONFERENCE CENTER, LEWIS CENTER

Agenda

- 8:30 a.m. Registration and continental breakfast**
- 9 a.m. Federal regulation update**
Get updates on key federal regulations, including new and proposed language in the Every Student Succeeds Act, Fair Labor Standards Act and Federal Educational Rights and Privacy Act.
Sara C. Clark, director of legal services, OSBA; and Tom Ash, director of governmental relations, Buckeye Association of School Administrators
- 10 a.m. ODE misconduct investigations**
Hear about the process, resolution options and hearing procedures the Ohio Department of Education (ODE) Office of Professional Conduct uses upon receiving allegations involving criminal convictions or conduct unbecoming the teaching profession.
Cory Haydocy and Samuel Dunsky, staff attorneys, ODE Office of Professional Conduct
- 10:45 a.m. Break**
- 11 a.m. Settlement and separation agreements**
This presentation will highlight some of the key provisions and typical stumbling blocks in finalizing settlement and separation agreements with a view toward reaching a compromise between plaintiff and defense interests.
William A. Nolan, Esq., Barnes & Thornburg LLP, Columbus
- Noon OCSBA Annual Business Meeting**
- 12:15 p.m. Lunch (provided)**
- 1:15 p.m. Correctional education in juvenile justice facilities**
Providing high-quality education in juvenile justice settings presents unique challenges for administrators, teachers and staff. This experienced panel will review federal and state laws and initiatives and key considerations for ensuring all students receive an appropriate education.
Christina Henagen Peer, Esq., Walter Haverfield LLP, Cleveland; Jessica Dawso, associate director, ODE Office for Exceptional Children; and Karl Koenig, assistant director, ODE Office of Federal Programs
- 2 p.m. Break**
- 2:30 p.m. Title IX: not just athletics**
The Office for Civil Rights has increased its focus on school obligations under Title IX in cases involving sexual assault. Walk away with practical guidance on common challenges, including working with law enforcement while completing your own concurrent investigation and handling allegations of off-campus assault.
Melissa M. Carleton, Esq., Bricker & Eckler LLP, Columbus
- 3:30 p.m. Professional conduct: more Atticus Finch and less Lincoln lawyer**
Bring your popcorn! This session will feature examples of lawyers and legal ethics from film and popular culture to illustrate lawyers' obligations under the code of professional responsibility.
Robert H. Eddy, Esq., Gallagher Sharp LLP, Toledo
- 4:30 p.m. Adjourn**

This workshop is open to OCSBA members, and school board members and in-house counsel of school districts that are members of OSBA. Unauthorized audio recording or videotaping of any session is strictly prohibited.

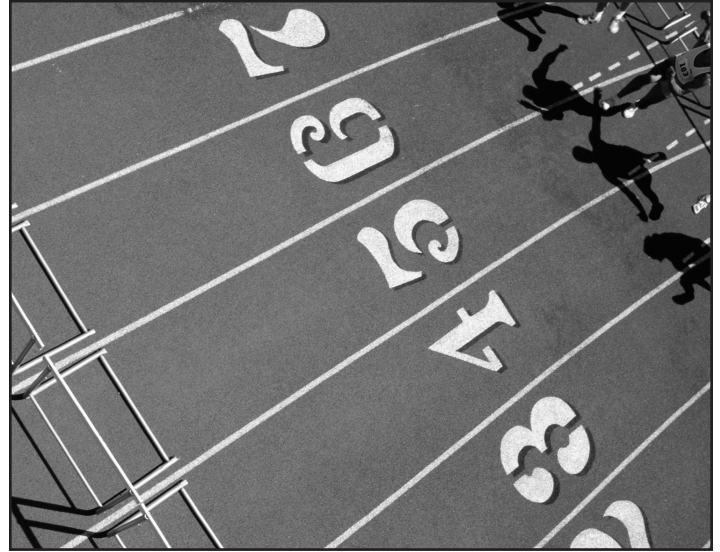
This course has been approved by the Supreme Court of Ohio Commission on Continuing Legal Education for 5.50 total CLE hour(s).

The workshop will be held at the Nationwide Hotel and Conference Center, 100 Green Meadows Drive South, Lewis Center, OH 43035. The phone number is (614) 880-4300. Register online at www.ohioschoolboards.org/workshops or contact **Laurie Miller**, OSBA senior events manager, at (614) 540-4000, (800) 589-OSBA or Lmiller@ohioschoolboards.org.

Sports Law Workshop

Friday, June 24
9 a.m. to 3:15 p.m.

OSBA office, Columbus
Cost is \$150



AGENDA

8:30 a.m. Registration and continental breakfast (provided)

9 a.m. Coaching contracts Q&A
What's the difference between pupil activity permits and supplemental contracts? Should coaches have background checks? Should they be evaluated, paid overtime or nonrenewed? Start your day off with answers to some of the most frequently asked coaching questions.
Paul J. Deegan, Esq., Smith Peters Kalail Co. LPA, Columbus

9:45 a.m. Athletic department audits
Review the Ohio auditor of state's guidelines and best practices for accounting and managing student activity funds and other athletic finances. Identify potential issues to avoid in your district.
Ryan Fortney, assistant auditor, Ohio auditor of state's office

10:30 a.m. Break

10:45 a.m. Accommodating transgender student athletes
Review the latest developments in accommodating transgender athletes, including the Ohio High School Athletic Association's transgender policy and providing access to restrooms and locker rooms.
Sara C. Clark, director of legal services, OSBA

11:30 a.m. Lunch

This workshop is open to school board members, administrators, athletic directors and staff of districts that are members of OSBA. Unauthorized audio recording or videotaping of any session is strictly prohibited.

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

12:15 p.m. Managing boosters and other outside groups

Identify legal requirements and best practices for managing booster groups and parent organizations in your district. Walk away with practical guidance on board policy language, liability coverage, potential tax issues and more.
Peter T. Zawadski, Esq., Walter Haverfield LLP, Cleveland

1:15 p.m. Break

1:30 p.m. Sports case law update
Learn the latest developments in sports law litigation, including liability, transportation, employment, discipline and everything in between.
Edmund F. Brown, Esq., FisherBroyles, LLP, Columbus

2:15 p.m. Tackling technology in high school athletics
Review the legalities of using technology in high school athletic programs, including the use of social media by coaches and players, the ability of districts to live broadcast their games, the use of drones and more.
Erin M. Wessendorf-Wortman, Esq., Ennis Britton Co. LPA, Cincinnati

3:15 p.m. Adjourn

This course has been approved by the Supreme Court of Ohio Commission on Continuing Legal Education for 5.0 total CLE hour(s).



WORKSHOP REGISTRATION

OCSBA School Attorney Workshop
☐ June 17, Columbus, \$200

Sports Law Workshop
☐ June 24, Columbus, \$150

OSBA Workshop Registration Form

Workshop name _____ Workshop date _____
Attendee name _____ Title _____
Daytime phone _____ Email _____
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 email **Laurie Miller**, senior events manager, at Lmiller@ohioschoolboards.org. Include a purchase order number with fax or email.



_____ *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 email confirmation of registration if an email 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, email 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.

You may register on our website at www.ohioschoolboards.org/workshops. You will need a username and password.



Mail

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



Phone
or fax

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



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

Cancellation and refund policy

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

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colleagues how to do their role. They just try to do their job well.

"I'm just passing through, I'm one board member and all I can do is try to have as big an impact on the community as I can have right now."

Massey went on to point out the similarities in controlled factors between NASCAR and education such as curriculum equals the race plan; grades equal the number of laps; and data equals data.

"(NASCAR teams) measure tire pressure to the 'T' (and scrutinize

data). If you're doing something the way you've always done it and not improving, you must adapt.

The only way to do that in education is to monitor what your students are doing. You've got to have the right team, and you have to be willing to change up what you're doing. And you've got to have training.

"We've got to learn to partner with higher education (to make sure teachers are adequately trained) ... and businesses. We have a guaranteed employability

program where if students are on time, show up, do their homework and get reasonable scores, we partner with businesses so that when they graduate, they are guaranteed a job."

Later, Massey discussed similarities in uncontrollable factors between school boards and NASCAR teams, such as program failure is equal to a blown engine; testing requirements are equal to NASCAR rules; and for both, funding equals funding.

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Start employees on the path to success with an employee handbook



Many districts have employee handbooks, but they may be outdated or incomplete. OSBA can help your district create a concise and accurate handbook that is useful for employers and employees.

A handbook:

- provides clear notice of expectations to employees;
- is a handy reference for employees to answer questions and cover basic conditions of employment;
- supports growth and development;
- supports disciplinary actions when guidelines are not followed;
- is a reference tool for nonunion employees.

OSBA offers three options of tiered services to meet your district's needs, including:

- Standard – electronic template of handbook and sample language;
- Review – electronic template of handbook, consultant guidance and more;
- Premium – most complete service to a district.

For more information, contact **Van D. Keating**, director of management services, at (614) 540-4000, (800) 589-OSBA or vkeating@ohioschoolboards.org.

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"You could have one naysayer that influences the whole school. You've got to be strong enough in leadership to keep noise in the background. There's also a problem with adapting; you have done miracles with the money you already have, but they don't get it. Legislators should have to wear their sponsors on their suits."

The crowd roared with laughter and applause. During the hour that he spoke, Massey kept the crowd engaged by sharing pictures and stories about various NASCAR drivers and jokes.

"How many of you are in it for the money? I've been doing this 20 years, and I've been waiting for my payday, so I filed again last week. It's coming! Actually, the real reward is the success of the

schools and to see that smile on a kid's face when a child gets it."

And Massey said he doesn't have to look far to see the fruits of his board's efforts. Among his three daughters, his oldest is graduating from college soon with a teaching certification, his youngest is a high school junior, and he was leaving straight from BLI to watch his third daughter receive an academic award at Western Kentucky University.

"When I think about my daughter tonight, that's because she is the product of a public school system that cared about her success."

Success comes in his district, at least in part, Massey said, because his board takes time at the beginning of each meeting to

celebrate the small victories.

Student groups perform the Pledge of Allegiance and the national anthem, and the board presents Parent Power and Sportsmanship awards. Twice a year, they hold an Evening with the Stars and a Breakfast of Champions, sponsored by community businesses, to recognize student achievement.

"Education is about more than test scores. If you make sure a kid is fed, has clothes, comes to school, has a smile on his face and improves on test scores even a little bit, you have succeeded ... because you changed the life of a child. You, as board members, are sometimes the only love those students are ever going to get.

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OSBA Legal Assistance Fund
Ohio School Boards Association

Achieving more together

The OSBA Legal Assistance Fund provides financial or legal assistance in matters of statewide importance to local school districts.

What we can do:

- File friend of the court (amicus) briefs supporting issues of statewide importance.
- Minimize the financial hardship of costly litigation to individual boards of education.
- Supplement legal services available to boards of education.

Benefits to your district:

- Favorable judicial decisions that set precedents that can have a positive impact in your district.
- Direct assistance to your district if it is involved in a lawsuit of statewide significance.
- A quarterly e-newsletter of recent Ohio school law developments.

To join, contact the OSBA Division of Legal Services at (614) 540-4000.

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"When it comes to victory ... graduation equals victory lane. You don't get to victory until you put forth meticulous effort, and the big victory will never come unless you celebrate the small victories (that happen as you enjoy the ride)."

Closing Luncheon

Ohio Rep. John Patterson

Investing in public education

by Scott Gerfen, assistant editor

The late Olympic distance runner **Steve Prefontaine** used words that were often as inspiring as his racing style.

During his April 30 presentation on the worth of public education, Ohio Rep. **John Patterson** (D-Jefferson) repeated one of those quotes from a man who once held the American record in seven different distance track events.

"To give anything less than your best is to sacrifice the gift," Prefontaine once said.

Public education is an investment in someone who, in return, gives back in the form of service and participation in democracy, Patterson told BLI attendees.

And without a "vibrant and thriving democracy, our economy and our society will crumble."

The retired **Jefferson Area Local (Ashtabula)** history teacher, who is in his second term in the Ohio House of Representatives, fears we have lost sight of that investment. Patterson serves on the House Education Committee and the House Finance Subcommittee on Primary and Secondary Education.

"We are quickly becoming a back-porch society with walls of oppression, as compared to a front-porch society with stairs of opportunity. The public school creates an intersection for life experiences from which we derive communal respect and deeper understanding for our shared purpose and collective meaning. We must dedicate our time and talent to this great cause."

In January, Patterson introduced House Bill (HB) 438, legislation to designate the week before Thanksgiving as Ohio Public Education Appreciation Week. The annual period of recognition would coincide with the national American Education Week.

"We must constantly remember

and reflect upon the very purpose of public education. What is our purpose, especially during periods of duress? It is important to revisit the very reasons why we believe what we believe."

He said the Joint Education Oversight Committee will help serve that mission. Patterson serves on the 10-member panel of six Republicans and four Democrats.

Established by HB 64, the committee's charge is to "select, for review and evaluation, education programs at school districts, other public schools and state institutions of higher education that receive state financial assistance in any form."

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OSBA strategic planning — the road map for decision making

Let OSBA put you on the path to success. OSBA can help your district create a comprehensive, long-term strategic plan to ensure you always know which road to take. OSBA consultants will help you identify critical issues, set comprehensive goals for the district and determine priorities for the future.

Call the OSBA Division of School Board Services at (614) 540-4000 or (800) 589-OSBA to get moving in the right direction today.

News, continued from page 9

He encouraged BLI attendees to get involved.

"Being a former teacher, I have a homework assignment. I want

you to diligently monitor our work, offer suggestions and prod us to promulgate reasonable and logical legislation and

programming to reflect the increasingly challenging aspects of education.

"Will you hold us to that?"



INFORMATION

by Amanda Finney, senior marketing and trade show manager

Association welcomes new policy consultant

Kyle E. Lathwell has joined the OSBA staff as a policy consultant in the Division of Management Services. A former police officer, Lathwell worked for the law firm of Kegler, Brown, Hill + Ritter LPA and served as an assistant legal counsel at the Ohio Department of Education. She also served as an assistant attorney

general in the education section of the Ohio attorney general's office.

In her role as policy consultant, Lathwell will assist member school districts with policy consultation and development. She also will write for OSBA publications and present at professional development

workshops.

Lathwell is a graduate of **Lorain City's** Lorain High School, Kent State University and University of Toledo School of Law. She also is a member of the Ohio State Bar Association.

Lathwell can be reached at kLathwell@ohioschoolboards.org or (614) 540-4000, ext. 243.



LEGISLATIVE REPORT

by Jay Smith, deputy director of legislative services

Bill would better protect students from lead contamination

Gov. **John R. Kasich** has proposed legislation that seeks to better protect Ohio students and communities from lead contamination in drinking water.

Kasich proposed House Bill (HB) 512 following incidents in Ohio and elsewhere in which water supplies were found to contain significant amounts of lead contamination, and notification

timelines were deemed insufficient to properly protect students and the public.

The bill, part of midbiennium budget review legislation, was recently introduced and is expected to move through the General Assembly prior to its summer break.

HB 512 would require water systems to provide homeowners

test results within two business days of the systems receiving the results. The current requirement is 30 days.

If high lead levels are detected in a water system, the bill would require a systemwide notification within two business days and more in-depth public education within 30 days. If the system fails

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PUBLIC SCHOOLS WORK!

compiled by Scott Gerfen, assistant editor

ODE recognizes Schools of Promise, Schools of Honor

More than two dozen schools have been recognized by the Ohio Department of Education (ODE) for maintaining high academic achievement among their students.

Many of these students are in economically disadvantaged situations, which can make learning challenging.

ODE named 22 Schools of Promise, 14 High Performing Schools of Honor and four High Progress Schools of Honor. Ten of the 29 schools received more than

one award.

Visit <http://links.ohioschoolboards.org/31519> to view the complete list.

"Even as expectations rise, these communities continue to beat the odds," Dr. **Lonny J. Rivera**, interim state superintendent of public instruction, said in a news release.

"Students of every background and ability level deserve the opportunity to succeed, and I'm especially proud of the difference these schools are making in the

lives of Ohio's students."

To qualify as a School of Promise, a school must serve at least 40% economically disadvantaged students, and 80% or more of students in grades that took the 2014-15 PARCC and Ohio Graduation Tests must have rated proficient in reading and math for all subgroups of students, among other criteria.

Learn more about criteria for the awards at <http://links.ohioschoolboards.org/20515>.

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to meet these new time frames, the Ohio Environmental Protection Agency (EPA) would intervene to notify homeowners within 10 days and provide public education. In cases of EPA intervention, noncompliant systems would face an administrative penalty.

To help schools and communities prevent lead contamination, provisions in the bill are aimed at coordinating state resources for financial assistance. These resources include drinking water revolving loan programs available through EPA, which provides low-interest loans and long-range funding for projects such as infrastructure improvements, upgrades to water plants and replacing lead service

lines that pose a risk.

In addition, a partnership among the Ohio Water Development Authority, EPA and the Ohio Facilities Construction Commission would offer grant funding to help schools built prior to 1990. The grants would reimburse districts for the cost of replacing plumbing identified as causing lead contamination.

Eligible districts can request to have their buildings tested for lead content in drinking water through the Ohio Water Development Authority Assessment Program. If the assessment indicates drinking fountains, water coolers, plumbing fixtures or limited connected lines exceed the federal action level for

lead, the district may apply to be reimbursed for up to \$15,000 per building to replace those fixtures.

Prior to being passed in the House Energy and Natural Resources Committee, the provisions dealing with grant funding for districts was removed from HB 512. OSBA was told those provisions will be inserted into HB 547 since that bill makes changes to state appropriations and is currently before the House Finance Committee.

For the latest updates, contact the OSBA Division of Legislative Services.

Editor's note: Information in this article was current as of May 12, 2016.

June 2016

- 1 Last day to take action to nonrenew contracts of administrators other than superintendent and treasurer — RC 3319.02; last day to take action on and give written notice of intent not to re-employ teachers — RC 3319.11(D); last day to take action on and give written notice of intent not to re-employ nonteaching employees (Note: this requirement does not apply to municipal school district employees as defined in RC 3311.71) — RC 4141.29(I)(1)(f).
- 17 OCSBA School Attorney WorkshopLewis Center
- 24 Sports Law WorkshopColumbus
- 30 2015-2016 school year ends — RC 3313.62; end of third ADM reporting period — RC 3317.03(A).

July 2016

- 1 2016-2017 school year begins — RC 3313.62; last day for board to notify teaching and nonteaching employees of succeeding year salaries — RC 3319.12, 3319.082; board may begin to 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).

- 5 Last day for voter registration for August election — RC 3503.01, 3503.19(A) (30 days prior to the election).
- 10 Last day for termination of teaching contract by a teacher without consent of the board of education — RC 3319.15.
- 15 Last day to adopt school library district tax budget on behalf of a library district — RC 5705.28(B)(1).
- 16 New Board Member WorkshopColumbus
- 21 New Board Member Series Workshop: How's it going so far?Columbus
- 26 Last day to submit certification for November conversion levy to tax commissioner — RC 5705.219(B) (105 days prior to election).
- 29 Semiannual 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 through June 30, 2016 — RC 3517.10(A)(4).

August 2016

- 1 Last day to submit certification for November income tax levy to Ohio Department of Taxation — RC 5748.02(A) (100 days prior to election); last day to submit to the Ohio Department of Education

- a plan to require students to access and complete online classroom lessons ("blizzard bags") in order to make up hours for which it is necessary to close schools — RC 3313.482; last day to file statistical report with Ohio Department of Education — RC 3319.33.
- 2 Special Election Day — RC 3501.01 (first Tuesday after the first Monday).
- 5 Attendance, Tuition and Custody Law WorkshopLewis Center
- 5 Last day to submit November emergency, current operating expenses or conversion levy to county auditor for November general election — RC 5705.194, 5705.195, 5705.213, 5705.219 (95 days prior to election).
- 10 Last day for school district to file resolution of necessity, resolution to proceed and auditor's certification for bond levy with board of elections for November election — RC 133.18(D); last day for county auditor to certify school district bond levy terms for November election — RC 133.18(C); last day to submit continuing replacement, permanent improvement or operating levy for November election to board of elections — RC 5705.192, 5705.21, 5705.25.