

BRIEF CASE

THE OHIO SCHOOL BOARDS ASSOCIATION

Serving the public school leadership team



Federal agencies urge schools to register students for health insurance

The U.S. Department of Education and U.S. Department of Health and Human Services (HHS) are calling on states and districts to help enroll students in health coverage as part of the routine school registration process. About 2.8 million uninsured children are eligible for Medicaid or the Children's Health Insurance Program but are not yet enrolled, HHS reports. Overall, nearly 4.5 million children under age 18 — about 1 in 17 — remain uninsured. Research shows that children with health coverage are more likely to graduate from high school and college than uninsured children. For details, visit <http://links.ohioschoolboards.org/47932>.

Poll shows American confidence in value of a college education declines

A new poll from the nonprofit Public Agenda organization suggests confidence in higher education in the U.S. has waned since the Great Recession. Of those polled, just 42% said a college degree is necessary for success in the workforce, a 13% drop since 2009. In addition, 57% said there are many ways to succeed without a college degree, a 14% increase from 2009. In light of the findings, Public Agenda is urging policymakers to take the public's distrust in higher education seriously and focus on measuring and communicating the economic benefits of a college education. More information is posted at <http://links.ohioschoolboards.org/91887>.

Application period opens for lead plumbing replacement grants

The Ohio Facilities Construction Commission is notifying school administrators that eligible districts now can apply for grants to help replace lead plumbing fixtures. Schools built before 1990 can apply for reimbursement of up to \$15,000 for sampling, assessing and replacing drinking fountains, water coolers, fixtures and limited connected piping. For details, visit <http://links.ohioschoolboards.org/98968>.

October is National Bullying Prevention Month

Schools and communities across the country will observe National Bullying Prevention Month in October with the goal of reducing bullying and cyberbullying. Numerous websites offer educational resources to increase awareness of the issue to help prevent bullying, including: www.stopbullying.gov, www.pacer.org/bullying/nbpm and <http://links.ohioschoolboards.org/23931>.

Make key connections at Capital Conference Region Resource Center

Want to learn more about OSBA's regional services and activities? Then be sure to visit the Region Resource Center at the OSBA Capital Conference. Regional managers and officers from OSBA's five regions will be on hand throughout the conference to

Sept. 26, 2016

Volume 47 Issue 18

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School Bus Safety
Week next month;
National poll
explores wide range
of education issues;
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Work! 7

Route workshop information to:

- ☐ Administrators
- ☐ Business managers
- ☐ New board members
- ☐ Safety coordinators

answer questions, explain services and talk about activities and events in their respective regions. The center, located in the Main Concourse adjacent to the registration area, also is a great place to connect with other board members from your part of the state. The conference, which features renowned keynote speakers and a wealth of workshops, runs Nov. 13-16 at the Greater Columbus Convention Center. For details, visit <http://conference.ohioschoolboards.org>.

Celebrate National School Bus Safety Week next month

National School Bus Safety Week — Oct. 17-21 — is a time for parents, students, teachers, school bus drivers, school administrators, motorists and others to join forces to promote school bus safety. The Ohio Association for Pupil Transportation offers resources and activity guides to help schools

increase awareness of the importance of bus safety. See <http://oapt.org/nsbsw> for details.

National poll explores wide range of education issues

The 2016 Phi Delta Kappa/Gallup poll of Americans' views on education was recently

released. Major findings include: Americans don't agree on the overall purpose of education; school officials could improve their schools' public image if they communicated better with parents and solicited more input; and most Americans oppose allowing parents to excuse their children from standardized testing. The full results are posted at <http://pdkpoll2015.pdkintl.org>.

OSBA online

● www.ohioschoolboards.org

The OSBA VendorBook, a directory you can use all year to find goods and services for your schools, is now posted at <http://links.ohioschoolboards.org/61942>. This resource-rich publication can connect you to nearly everything your schools need to increase student achievement and maximize resources. The VendorBook also offers information on most of the Capital Conference Trade Show exhibitors.

Parma Paralympian gets spirited send-off

Cheers and songs from the marching band recently filled the halls of **Parma City's** Parma Senior High School.

The celebration wasn't a rally for the varsity football team but a spirited send-off for junior **Lauryn DeLuca**, who left Sept. 3 to compete at the 2016 Paralympics in Rio de Janeiro.

DeLuca, who has been competing for years, entered the games Sept. 13 as the country's top wheelchair fencing competitor. She was ranked 22nd in the world.

"I'm so excited about going to Rio to compete," DeLuca told a local newspaper. "I've been training for this a long time."

DeLuca's twin sister, **Olivya**, a percussionist in the marching band, was part of the parade through the halls.

Source: www.cleveland.com



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.



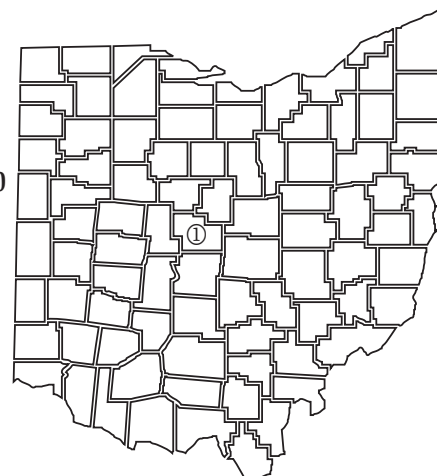
BULLETIN BOARD

compiled by Melanie Price, administrative assistant of communication services

OSBA executive searches

Treasurer

District	Deadline	Contact
① Olentangy Local (Delaware)	Oct. 10	OSBA Search Services, (614) 540-4000



Board changes

East Knox Local (Knox) appointed **Matthew Schwartz** to the board effective Sept. 1. He replaced **Don Lemley**, who resigned. ●●● Madison Local (Lake) Board of Education member **Kelly R. Tromba** announced her resignation effective Aug. 31. ●●● Perrysburg EV appointed **Eric Benington** to the board effective Sept. 6. He replaced **Cal Smith**, who resigned. ●●● Salem City appointed **LuAnn Haddad** to the board effective Sept. 2. She replaced **Angie Beck**, who moved out of the district. ●●● South-Western City appointed **Robert Ragland** to the board effective Aug. 22. He replaced **Randy Reisling**, who resigned.

Administrative changes

Superintendents

Martins Ferry City Superintendent **Dirk Fitch** announced his retirement effective Jan. 31. ●●● Warren County Career Center Superintendent **Maggie Hess** announced her retirement effective Dec. 31. ●●● Dayton City hired Dr. **Elizabeth Lolli** as assistant superintendent effective Sept. 6. She previously was the director of curriculum and instruction at Middletown City. ●●● Youngstown City Assistant Superintendent **Milton Walters** announced his resignation effective Oct. 31.

Sympathies

Neil Lewis Allen, a former Ada EV and Upper Sandusky EV superintendent; former treasurer at Port Clinton City; and former interim superintendent and interim treasurer at Fremont City, Marion City and Cleveland City (now Cleveland Municipal), died Aug. 15. He was 84. ●●● Former Beachwood City Board of Education member **Saul Eisen** died Sept. 7. He was 81. ●●● Former Beaver Local (Columbiana) Board of Education member **James A. "Jim" Moss** died Aug. 31. He

Editor's note

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

was 81. ●●● Former Columbus City Superintendent **Joseph L. Davis** died Sept. 8. He was 89. ●●● Former Fairborn City Board of Education member **Gary Lewis Bays** died Sept. 2. He was 71. ●●● **Donald "Don" L. Tener**, a member of the **Liberty Union-Thurston Local (Fairfield)** and former **Fairfield County** School District boards of education, died Aug. 22. He was 84. ●●● **Robert D. Collis**, a member of the former **Payne** School District Board of Education in Paulding County, died Sept. 5. He was 99. ●●● Former **Troy City** and **Upper Valley JVSD** Board of Education member **George Eugene Dearth** died Aug. 29. He was 79.



INFORMATION

by the National Education Association

Begin planning for the 95th annual American Education Week

The National Education Association's (NEA) 95th annual American Education Week (AEW) — Nov. 13-19, 2016 — presents all Americans with an opportunity to celebrate public education and honor individuals who are making a difference in ensuring every child receives a quality education. The AEW tagline, "Great Public Schools: A Basic

Right and Our Responsibility," reflects NEA's vision of calling upon all Americans to do their part in making public schools great for every child so they can grow and achieve in the 21st century.

History of American Education Week

Distressed that 25% of the

country's World War I draftees were illiterate and 9% were physically unfit, representatives of NEA and the American Legion met in 1919 to seek ways to generate public support for education.

The conventions of both organizations subsequently adopted resolutions of support for

Continued on page 5

New Board Member webinars: the path to success in your first year

These webinars cover timely topics to help you get up to speed during your first year on the board. Remaining webinars for 2016 include:

- Sept. 28 — policy
- Oct. 19 — security and safety

The cost for each webinar is \$35. Register by visiting www.ohioschoolboards.org/workshops. You also can register by contacting **Laurie Miller**, senior events manager, at (800) 589-OSBA, (614) 540-4000 or Lmiller@ohioschoolboards.org. You can purchase the webinar to watch at a later date; contact **Laurie Miller** to learn more.

Please note: If you signed up for the New Board Member Series or New Board Member Series Plus, you are registered for these webinars. You will receive information about the webinars, including the link to view it, a week prior to each webinar.





Leadership for Learning



Ohio School Boards Association
2016 Capital Conference

Special events offer fresh insights

Don't miss the chance to attend these outstanding presentations at the 2016 OSBA Capital Conference and Trade Show. Hear inspiring speakers present unique insights and practical solutions and have an opportunity to network with colleagues.

To register for any of these events, notify your district superintendent or treasurer, or indicate your request on the conference registration forms that were mailed in July. You can download registration forms at <http://conference.ohioschoolboards.org/2016/registration>.

Early Bird Workshop — Jeff Nischwitz

Unleashing your authentic leader
Sunday, Nov. 13, 2:30 p.m.-5:30 p.m.

Jeff Nischwitz is waking up audiences across the country with his messages about conscious leadership and his courageous injection of authenticity, vulnerability and intimate relationships into the business world.

Big in stature and bigger in heart, Nischwitz is leading audiences on a journey of self-awareness and discovery that is transforming organizations, leaders, teams and people. He is the author of two books, including "Unmask: Let Go of Who You're 'Supposed' to Be & Unleash Your True Leader," a road map for navigating your own personal journey as a leader in your business, career, relationships and life.

Ennis Britton Co. LPA is sponsoring this session. Registration is \$100. Board members should notify their treasurer to register.



OSBA Black Caucus dinner — Dr. Rodney D. Coates

Empowering African-American students through education

Sunday, Nov. 13, 6 p.m.-9 p.m.

The OSBA Black Caucus dinner will feature Dr. **Rodney D. Coates**, a professor and director of the Black World Studies program at Miami University. He specializes in the study of race and ethnic relations, inequality, critical race theory and social justice.

This event raises funds for the Leo Lucas Scholarship, which provides graduating African-American seniors funds for college. Music and networking begin at 6 p.m., with dinner at 6:30 p.m. The cost of the dinner is \$70; the reservation deadline is Nov. 4. To register for the dinner, notify your district treasurer or indicate your request on the conference registration form. Registration is required; limited tickets will be sold at the door for \$75. Please indicate any special accommodations needed. All conference attendees are invited.



Capital Conference Luncheons

Capital Conference Luncheons will be held Nov. 14 and 15. Doors open at noon. Registration is \$55 per luncheon; contact your treasurer to register. Monday's sponsors are CompManagement and GradyBenefits. Tuesday's sponsors are CompManagement Health Systems Inc., GradyBenefits, NaviGate Prepared and Ulmer & Berne LLP.

Monday — Collaboration Connection

This lunch-and-learn is designed to help you collaborate with others on topics that can help you be more effective in your

role as a district leader. These small-table discussions will allow for learning and sharing and lead to a deeper understanding in areas of interest or concern. Networking with those who have already tackled perplexing issues will allow for unique individual perspectives to be shared for the collective good.



Tuesday — Archie Griffin

The 3 Ds of success

Archie Griffin is best known for leaving defenders in the dust during his memorable career as a running back for Ohio State University (OSU). Griffin is the only player in college football history to win the Heisman Trophy twice. He has been praised not only for his football ability but also his outstanding character. He also played with the Cincinnati Bengals for seven years.

He returned to OSU following his playing career, serving as an assistant athletic director and the president and CEO of the Ohio State University Alumni Association. Griffin now works as a senior advisor in the university's Office of Advancement. He understands the importance of nurturing the next generation and is heavily involved in youth sports initiatives.



2016 Treasurers' Clinics

Choose the date and location that best fits your schedule:

Thursday, Sept. 29 Hilton Garden Inn Dayton South, Miamisburg

Thursday, Oct. 6 Hilton Garden Inn, Findlay

Tuesday, Oct. 11 Kent State University at Tuscarawas, New Philadelphia

Plan now to attend the 2016 OSBA Treasurers' Clinics to be held around the state. These clinics provide the most current information on school district fiscal issues. Treasurers, business managers, board members, administrators and treasurer's office personnel are encouraged to attend.

Agenda

8 a.m. **Registration and continental breakfast**
8:25 a.m. **Welcome and announcements**
Van D. Keating, director of management services, OSBA; OASBO regional director; and OSBA region president
8:30 a.m. **ODE update and discussion**
Ohio Department of Education (ODE) representatives will discuss the Community Eligibility Provision (CEP) and other new or revised changes in Ohio law affecting school districts.
9:30 a.m. **Auditor of state update**
Representatives from the auditor of state's office will provide an annual update on issues impacting school districts, including internal controls and recently released bulletins.
10:30 a.m. **Break**
10:45 a.m. **Ethics issues affecting school treasurers**
OSBA Deputy Director of Legal Services Jennifer A. Hardin will discuss Ohio's Ethics and Sunshine laws, emphasizing issues that are most relevant to school treasurers. Bring your questions for a lively session.

Noon **Lunch and legislative update**
OSBA and OASBO lobbyists will bring you up to speed on recent Ohio General Assembly activities, including pending legislation and what lies ahead for the upcoming lame-duck session.
1 p.m. **Family and Medical Leave Act (FMLA)**
Attorneys from Bricker & Eckler LLP will discuss issues affecting school districts in administering FMLA. The focus will be on reinforcing FMLA requirements, addressing difficult leave situations and answering participant questions.
2 p.m. **Break**
2:15 p.m. **Fair Labor Standards Act (FLSA)**
Attorneys from Squire Patton Boggs (US) LLP will explain recent FLSA changes, including new overtime rules, record keeping and compliance concerns.
3:30 p.m. **Insurance contracts and negotiated agreement pitfalls**
Grady Enterprises will share some of the intricacies and problems schools encounter in aligning negotiated agreements with their underlying insurance contracts.
4 p.m. **Adjournment**

Note: All handouts will be available online only.

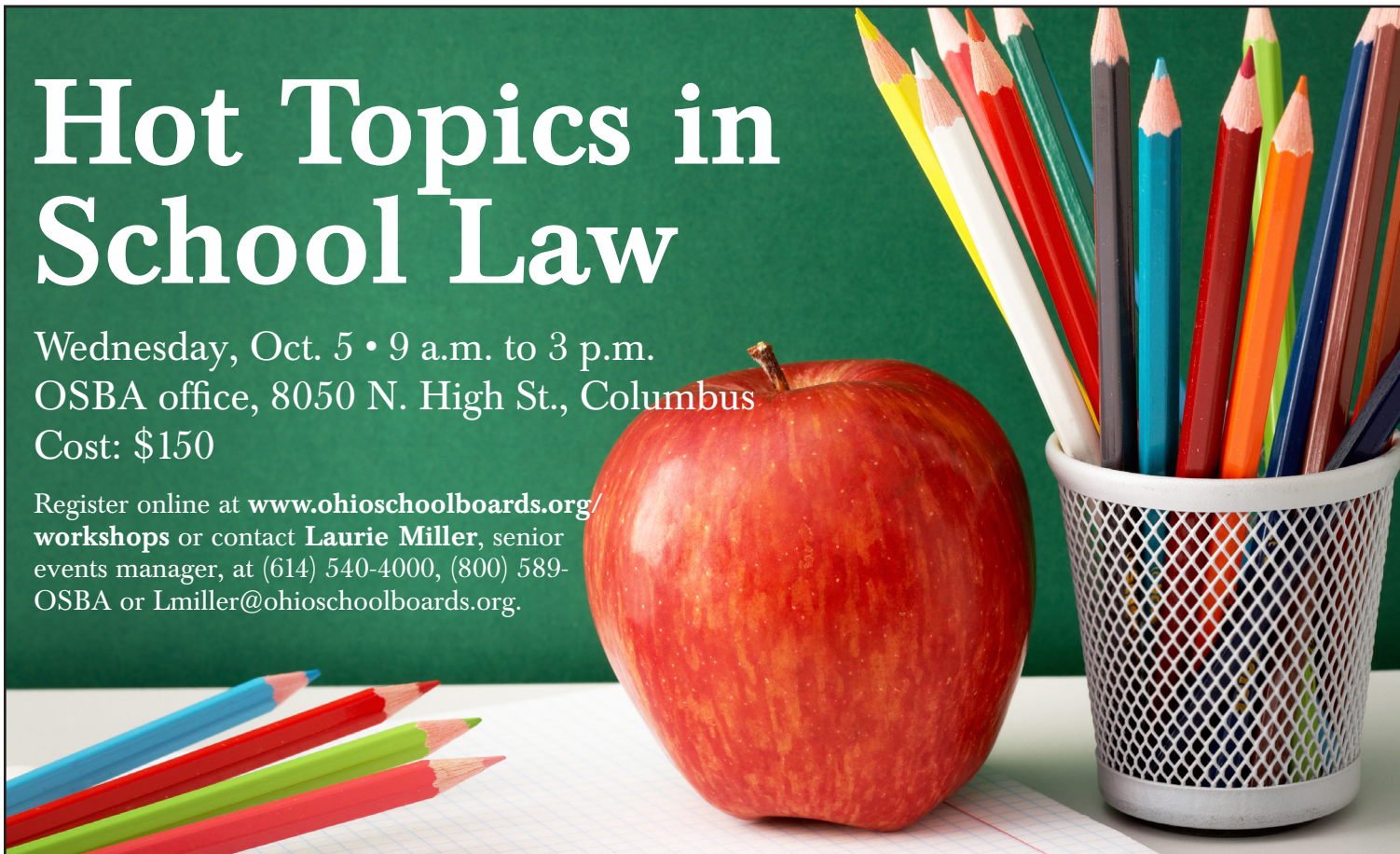
Registration and continental breakfast begin at 8 a.m. The cost is \$160, which includes registration, continental breakfast, lunch and materials. Register online at www.ohioschoolboards.org/workshops or contact **Laurie Miller**, senior events manager, at (614) 540-4000, (800) 589-OSBA or Lmiller@ohioschoolboards.org.

OSBA would like to thank PaySchools/Esber Cash Register, Jefferson Health Plan, NaviGate Prepared, Ohio School Plan and PlugSmart for their generous sponsorship and support of the 2016 Treasurers' Clinics luncheons.

Hot Topics in School Law

Wednesday, Oct. 5 • 9 a.m. to 3 p.m.
OSBA office, 8050 N. High St., Columbus
Cost: \$150

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



8:30 a.m. Registration and continental breakfast

8:50 a.m. Welcome

9 a.m. Top 10 policies for 2016

Discover the top 10 policies boards of education should be discussing and/or adopting this year. Is your board having the necessary discussions?

Kenna S. Haycox and Kyle E. Lathwell, policy consultants, OSBA

9:45 a.m. Website accessibility: Is your district prepared?

The U.S. Department of Education's Office for Civil Rights is beginning to consider if educational agencies' websites are compliant with the Americans with Disabilities Act. Now is the time to start assessing your district's website and determining if it is appropriately accessible. Review compliance measures to consider and potential options for making necessary changes.

Sara C. Clark, director of legal services, OSBA

10:45 a.m. Break

This program has been approved by the Supreme Court of Ohio Commission on Continuing Legal Education for 4.5 hours of CLE Credit.

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

11 a.m.

From heroin to medical marijuana: what districts need to know

Many districts are considering staff and/or student policies to address the recent legislative changes dealing with medical marijuana. Others are considering whether to keep Narcan on hand in case of an accidental heroin overdose. Look at important considerations and potential legal liability that could ensue.

Megan E. Greulich, staff attorney, OSBA

Noon

Lunch (provided)

1 p.m.

Copyright and teacher work product

Who owns the work product created by teachers and administrators in your district? You may think the answer is simple, but a deeper look reveals some intricacies. Review the issues and policies districts should consider on copyright and staff member work product.

Jennifer A. Hardin, deputy director of legal services, OSBA

2 p.m.

Break

2:15 p.m.

ESSA changes to McKinney-Vento

Among its many provisions, the Every Student Succeeds Act (ESSA) changes district requirements for homeless students and those in foster care. Learn more about those changes and how they impact your district's responsibilities.

Tom Ash, director of governmental relations, Buckeye Association of School Administrators

3 p.m.

Adjourn

OSBA MASTER OF TRANSPORTATION ADMINISTRATION (MTA) PROGRAM

Don't miss the kickoff of the 2016-17 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 \$90 or you can purchase an MTA subscription for the workshop series. All workshops will be at the OSBA office, 8050 N. High St., Columbus, 43235. Visit www.ohioschoolboards.org/transportation-training-programs to learn about the MTA certification program.



Workshop dates and descriptions

Oct. 12 or 18 — Payment in lieu of transportation/school choice transportation

Public schools are required to provide transportation to nonpublic, community and STEM schools. Review the service requirements and exceptions, steps districts may follow to declare transportation for a student impractical and why paying a parent in lieu of transportation may be considered.

Nov. 23 or 29 — Rules and laws governing Ohio pupil transportation

Pupil transportation is highly regulated. Explore the regulations that transportation administrators need to be familiar with to ensure transportation is safe, dependable and compliant with laws and best practices.

Dec. 7 or 14 — Student management and training

Review student discipline plans, actions within a driver's authority and effective strategies for working with parents and administrators, as well as required safety training and how to expand training beyond students that ride the buses.

Feb. 1 or 7 — Driver records/background check/compliance needs

Ohio's regulations governing school bus driver requirements are among the most detailed in the nation. Learn strategies to maintain compliance, and review driver audit forms and hiring checklists.

April 5 or 11 — Emergency transportation planning

Transportation departments are required to have a viable emergency plan in place. Review what an emergency plan should include, how to develop action plans and how to write a plan that anyone can follow, even in your absence.

May 3 or 9 — Fleet compliance

Learn about bus maintenance and safety checks, Ohio State Highway Patrol motor vehicle inspections and how to make the best use of the driver pre-trip inspection. Review preventive maintenance plans, bus purchasing and using data to determine an effective vehicle replacement plan.

Register online at www.ohioschoolboards.org/workshops. You also can purchase a subscription plan for all the workshops in this series. For questions about the program or to register, contact **Diana Paulins**, OSBA senior administrative assistant of policy services, at (614) 540-4000, (800) 589-OSBA or mta@ohioschoolboards.org.



Knowledge, Effectiveness and Teamwork

A workshop for central office and school building administrative assistants

Friday, Oct. 14
10 a.m. to 2 p.m.

OSBA office, Columbus
Cost is \$90

Within central offices and school buildings, administrative assistants are often considered the backbone of the organization. Every program and event runs through their workspace and every community member who comes in meets them before anyone else. Districts successful in maintaining positive relationships with their communities generally have very capable staff.

This packed agenda will include sessions on new policy developments, a discussion on making work processes more efficient, an exercise on understanding personal work styles and a better understanding of how the best teams make it happen. This workshop is the next in a series of professional development seminars and activities for administrative assistants, particularly those who work with boards of education, superintendents, treasurers and building principals.

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

Agenda

9:30 a.m.	Registration and coffee	12:30 p.m.	Let's be more effective: effectiveness brainstorming and group discussion
10 a.m.	Welcome and introductions		Teri Morgan, deputy director of school board services, OSBA
10:15 a.m.	What's going on? Policy issues and hot topics to know more about		
	Kenna S. Haycox, policy consultant, OSBA	1 p.m.	Developing teams that work — and work together
10:45 a.m.	What's your work style — the T.E.A.M approach		Cheryl W. Ryan, director of school board services, OSBA
	Steve Horton, school board services consultant, OSBA	1:45 p.m.	Final discussion and wrap-up
11:45 a.m.	Lunch (provided) and small group discussion	2 p.m.	Adjourn

Management Development Series #4 Homeless Students and Foster Students — What You Need to Know Now

Monday, Oct. 24
OSBA office, Columbus

10 a.m. to 2 p.m.
Cost is \$90



The Every Student Succeeds Act (ESSA) made several changes to serving homeless students and foster students. Now, more than ever, with the passage of ESSA, districts need to be aware of issues related to serving these students.

This workshop will provide an overview of the changes as well as more information on serving homeless students and foster students. Attendees also will gain practical insights into working with these particular student populations.

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



Identifying and Handling Transgender, Race and Bullying Issues in Schools

Thursday, Oct. 20, 9 a.m. to 3 p.m. • Cost \$150

OSBA office, 8050 N. High St., Columbus, (614) 540-4000

What does “transgender” mean? What doesn’t it mean? When does teasing cross the line to bullying? What are some of the cultural differences school staff members need to be aware of in their districts?

Join us for a full-day interactive workshop designed to help school administrators recognize and act upon instances of discrimination and harassment and handle public reaction to a district’s response to these issues.

The cost is \$150, which includes registration, materials, lunch and light refreshments. 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.

Find the best candidate

OSBA has exclusive rights to the Achiever, a candidate assessment tool used during the executive search process. The Achiever measures six cognitive learning skills with 10 personality dimensions to create a comprehensive candidate profile.

Coupled with OSBA’s extensive experience in executive searches and track record for success, the Achiever can help you determine the right candidate for your district. OSBA’s experienced consultants can help you through this process to ensure your executive search is very successful.

“As one component of the search package offered by OSBA, I appreciated the feedback from the Achiever report. By reflecting on the candidates’ answers, we were able to get a read on personality, interests, strengths and weaknesses. When taken in context of the entire process, the Achiever report yielded meaningful information and guided us in choosing the preferred candidate for the position.

— Rebekah Wright Kulis, board member, Kent City

To learn how the Achiever assessment can help you hire the right candidate for your district, contact **Cheryl W. Ryan** at (614) 540-4000 or (800) 589-OSBA. Visit www.ohioschoolboards.org/administrative-searches to learn more.

School Law for Treasurers Workshop



Thursday, Oct. 27
OSBA office, Columbus
Cost: \$150

Join OSBA for the annual School Law for Treasurers Workshop. Tailored exclusively for treasurers, this workshop will give you the tools you need to stay current.

Treasurers, assistant treasurers, business managers, board members and administrative teams are encouraged to attend.

8:30 a.m. Registration and continental breakfast

9 a.m. Updates for treasurers

- **Case law update** – Learn everything you need to know about the changing legal landscape for Ohio schools. Hear updates about the latest decisions on Title IX, public records, the Individuals with Disabilities Education Act, accommodations and more. *Sara C. Clark, director of legal services; Jennifer A. Hardin, deputy director of legal services; and Megan Greulich, staff attorney, OSBA*

- **Legislative update** – The leaves are changing and so are the laws. Participate in a discussion of the highlights of this legislative year and how the changes will affect your job duties and districts.

Jay Smith, deputy director of legislative services, OSBA; and Barbara Shaner, interim executive director, Ohio Association of School Business Officials

10:30 a.m. Break

10:45 a.m. Booster groups — benefit, burden or both?

Your teams, bands, clubs and district all can benefit from the efforts of hardworking and effective booster groups. But if the lines between schools and booster groups are blurred, confusion, conflict or worse can ensue. Learn best practices to help treasurers manage district relationships with booster groups.

Pamela A. Leist, Esq., Ennis Britton Co. LPA

11:45 a.m. Lunch (provided)

12:45 p.m. Making sense of employee investigations and discipline

Most, but not all, school district employees are hardworking and well-intentioned. Handling employee misconduct without creating more harm to the district or students can be a challenge. An education lawyer will provide practical ideas for surviving these difficult situations.

Donna M. Andrew, Esq., Pepple & Waggoner Ltd.

1:45 p.m. Protecting the district's revenue: TIFs, tax abatements and negotiated agreements

Discuss one of the most frequently asked questions: How can a school district respond to tax abatements, TIFs and other development measures that drain district resources?

2:30 p.m. Break

2:45 p.m. An ounce of prevention — protecting your purchasing processes from unscrupulous vendors

Bid rigging and other collusive vendor schemes can be costly to districts and taxpayers. The best course of action is to insulate the purchasing process from these types of schemes. Join an assistant attorney general to walk through ideas and proactive approaches to deter collusion.

Jennifer L. Pratt, chief, Antitrust Section, and Anthony Dillard, investigator, Antitrust Section, office of Attorney General Mike DeWine

3:45 p.m. Adjourn

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

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



WORKSHOP REGISTRATION

Treasurers' Clinics

- ☐ Sept. 29, Miamisburg, \$160
- ☐ Oct. 6, Findlay, \$160
- ☐ Oct. 11, New Philadelphia, \$160

New Board Member Webinar: Policy

- ☐ Sept. 28, \$35

Hot Topics in School Law

- ☐ Oct. 5, Columbus, \$150

OSBA MTA Program

- ☐ Oct. 12, Columbus, \$90
- ☐ Oct. 18, Columbus, \$90
- ☐ Nov. 23, Columbus, \$90
- ☐ Nov. 29, Columbus, \$90
- ☐ Dec. 7, Columbus, \$90
- ☐ Dec. 14, Columbus, \$90
- ☐ Feb. 1, Columbus, \$90
- ☐ Feb. 7, Columbus, \$90
- ☐ April 5, Columbus, \$90
- ☐ April 11, Columbus, \$90
- ☐ May 3, Columbus, \$90
- ☐ May 9, Columbus, \$90

Knowledge, Effectiveness and Teamwork — A workshop for central office and school building administrative assistants

- ☐ Oct. 14, Columbus, \$90

New Board Member Webinar: Security and safety

- ☐ Oct. 19, \$35

Identifying and Handling Transgender, Race and Bullying Issues in Schools

- ☐ Oct. 20, Columbus, \$150

Management Development Series #4: Homeless Students and Foster Students — What You Need to Know Now

- ☐ Oct. 24, Columbus, \$90

School Law for Treasurers

- ☐ Oct. 27, 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 online 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.

Information, continued from page 4

a national effort to raise public awareness of the importance of education. In 1921, the NEA Representative Assembly in Des Moines, Iowa, called for designating one week each year to spotlight education. In its resolution, NEA called for an educational week “observed in all communities annually for the purpose of informing the public of the accomplishments and needs of the public schools and to secure the cooperation and support of the public in meeting those needs.”

The first observance of American Education Week was Dec. 4-10, 1921, with NEA and the American Legion as co-sponsors. A year later, the U.S. Office of Education joined the effort as a co-sponsor, and the PTA followed in 1938.

Celebrating public schools

The weeklong celebration will spotlight distinguished individuals who are critical in building great public schools for the nation’s 50 million K-12 students. AEW’s celebration days include:

- Monday, Nov. 14: National kickoff. Schools across the country will celebrate excellence in education by hosting kickoff events and activities.
- Tuesday, Nov. 15: Parents Day. Schools will invite parents into the classroom for a firsthand look at what the school day is like for their children.
- Wednesday, Nov. 16: Education

Support Professionals Day.

Individuals who provide invaluable services to schools are recognized for their outstanding work.

- Thursday, Nov. 17: Educator for a Day. Community leaders will be invited to serve as educators and experience the challenges of teaching and meeting the needs of students.
- Friday, Nov. 18: Substitute Educators Day. This day honors the educators who are called upon to replace regularly employed teachers.

Activity ideas

To help plan and promote AEW’s celebration days, NEA is offering an online tool kit, complete with promotional materials, activity ideas and downloadable templates.

Some activity ideas include:

- Coordinate a pep rally on Monday to celebrate AEW and preview each of your celebration days.
- Distribute a media alert and press release about your event. Get samples at www.nea.org/aew.

Continued on page 6



OSBA Book Club

The fall selection: “Crucial Conversations: Tools for Talking When Stakes are High”

The first edition of “Crucial Conversations” exploded onto the scene and revolutionized the way millions of people communicate when stakes are high. This new edition gives you the tools to prepare for high-stakes situations; transform anger and hurt feelings into powerful dialogue; make it safe to talk about almost anything; and be persuasive, not abrasive. Webinars for this selection will be held on Oct. 11, Oct. 31 and Nov. 22 from 3:30 p.m. to 4:15 p.m.



Ready to join? Its easy:

- Register at www.ohioschoolboards.org/bookclub.
- Follow the link sent to you to order a book for each participating reader.
Discounted prices are available through OSBA’s bookstore on www.amazon.com.
- Note the dates and times for the webinars on your calendar and participate in the statewide conversation. You’ll receive a reminder about the webinars.
- Enjoy the read! OSBA is excited to create this opportunity for discussion in your district and across the state.

For questions, contact **Teri Morgan**, deputy director of school board services, at (614) 540-4000 or tmorgan@ohioschoolboards.org.

Sign up today at www.ohioschoolboards.org/bookclub!

Information, continued from page 5

- Ask students to write essays on what they would do if they were principal.
 - Hold an all-staff breakfast where the Teacher of the Year is announced.
 - Ask teachers to send letters of appreciation to the school board about any support staff who has helped them in some way.
 - Hold an assembly in which elementary students salute teachers and other school staff with skits, songs and poems, and thank them for their hard work.
 - Showcase photos of Substitute Educators of the Week on a central bulletin board or banner.
 - Distribute laminated bookmarks with the AEW logo to staff and students.
 - Invite community leaders to breakfast and open house at school.
 - Ask your local library to set up a special AEW exhibit outlining the observance.
 - Organize an AEW bulletin board contest, in which each classroom works together with its teacher to design a bulletin board that reflects the week's theme.
 - Give bus drivers cookies and thank-you cards signed by students on their route.
 - Encourage the whole town to wear school colors on Friday of AEW.
 - Organize an AEW kickoff open house to celebrate education, teachers, education support professionals, substitute teachers, parents and students.
 - Give teachers, support staff, administrators and school board members note tablets with the inscription, "We're Proud To Be in the Kid Business."
 - Invite students to perform before a parent-teacher organization meeting.
 - Ask teachers and students to send greeting cards to school board members and administrators to express appreciation for their roles and contributions.
 - Ask the high school graphic design class to make posters to put up around the community.
- Visit www.nea.org/aew for the complete tool kit.

Learn how you can save time and money with BoardDocs



Did you know that switching to paperless board meetings could help your school district save time and money and become more effective for as little as \$2,700 per year? OSBA proudly endorses BoardDocs paperless governance solutions. As the pioneer of eGovernance, BoardDocs has helped nearly 2,000 organizations worldwide dramatically lower costs, increase transparency and reduce the time spent producing board packets by up to 75%.

Going beyond simply distributing PDF files, BoardDocs' cloud-based solutions are so easy to use your organization will operate more effectively from day one. BoardDocs' next-generation, paperless services allow organizations to significantly improve the way they create and manage board packets, access information and conduct meetings. Join us to see how governing bodies across the nation are saving money and time with BoardDocs.

Register for a free one-hour webinar on Thursday, Oct. 13, from 11 a.m. to noon to learn more. Register at <https://www.boarddocs.com/event.nsf/ViewEvent/osbawebinar-1>. For questions about these webinars, contact **Laura Vautour**, BoardDocs e-governance specialist, at (800) 407-0141, ext. 3521, or Lvautour@boarddocs.com.



PUBLIC SCHOOLS WORK!

compiled by Scott Gerfen, assistant editor

Students team up with zoo to tag, free butterflies

Students at **Maumee City's** Gateway Middle School helped ensure scientists can monitor the migration of monarch butterflies.

In partnership with the Toledo Zoo and Aquarium, seventh-graders in the advanced science class tagged and released 30 butterflies earlier this month.

"For seventh-graders to work with the zoo, that is a powerful learning experience," teacher **Michael Dick** told a local newspaper.

Students carefully parted the insects' wings and placed a dime-sized sticker with an identification number on the butterflies' backs. They recorded data for each butterfly, including sex, ID number and the date released.

The male monarch butterfly has two black dots on its back, but the female does not.

"It was cool, because they were vibrating a little bit," student **Ava Gibson** said. "Touching them was really fun. I've never held a

butterfly before."

Ideally, the monarchs will safely migrate to Mexico. In March, the zoo announced that nine monarchs released in September 2015 were located in Mexico.

Due to a number of factors, including pesticides used to kill milkweed, monarch populations have dramatically declined, according to the zoo's **Chris Berg**. Milkweed is the only food monarch caterpillars eat.

Source: The Blade



FUNDING OPPORTUNITIES

compiled by Angela Penquite, managing editor

Promoting innovative uses of technology

The Vernier Technology Awards reward the innovative use of data collection technology using a computer, graphing calculator or other handheld device in the science classroom.

Maximum award: \$1,000 and \$3,000 in Vernier products

Eligibility: K-12 science teachers

Deadline: Nov. 30

Contact: www.vernier.com/grants/nsta

Grants to increase local food in schools

The U.S. Department of Agriculture (USDA) is offering grants to help schools create or strengthen farm-to-school programs. The grants will fund schools districts' efforts to increase local food served through child nutrition programs; teach children about food and agriculture through garden and classroom education; and develop schools and farmers' capacities to

participate in farm to school programs.

Maximum award: \$100,000

Eligibility: pre-K-12 school food authorities (SFAs) that participate in the national school lunch or breakfast programs and/or operate USDA's Summer Food Service Program/Seamless Summer Option or Child and Adult Care Food Program on-site

Deadline: Dec. 8

Contact: <http://links.ohioschoolboards.org/24251>

September 2016

- 28 New Board Member webinar: Policy
- 28 Central Region Fall Conference..... Columbus
- 29 Treasurers' Clinic..... Miamisburg
- 29 Southeast Region Fall Conference..... Nelsonville
- 30 *Deadline for boards of education to adopt a standards-based school counselor evaluation policy — RC 3319.113(C).*

October 2016

- 1 *Last day for board to adopt annual appropriation measure — RC 5705.38(B).*
- 5 Hot Topics in School Law workshop..... Columbus
- 5 Northeast Region Fall Conference..... Wadsworth
- 6 Treasurers' Clinic..... Findlay
- 11 Treasurers' Clinic..... New Philadelphia
- 11 OSBA Book Club webinar #1
- 11 *Last day for voter registration for November election — RC 3503.01, 3503.19(A) (30 days prior to election).*
- 12 OSBA Master of Transportation Administration Program: Payment in lieu of transportation/school choice transportation..... Columbus
- 13 BoardDocs webinar
- 13 Southwest Region Fall Conference..... Englewood

- 14 Administrative Professionals Workshop..... Columbus
- 15 *Last day for certification of licensed employees to State Board of Education — RC 3317.061.*
- 18 OSBA Master of Transportation Administration Program: Payment in lieu of transportation/school choice transportation..... Columbus
- 19 New Board Member webinar: Security and safety
- 20 Identifying and Handling Transgender, Race and Bullying Issues in Schools workshop..... Columbus
- 20 Northwest Region Fall Conference..... Van Wert
- 24 Management Development Series #4..... Columbus
- 27 School Law for Treasurers Workshop..... Columbus
- 27 Northwest Region Fall Conference..... Milan
- 31 OSBA Book Club webinar #2
- 31 *End of first ADM reporting period — RC 3317.03(A).*

November 2016

- 1 *Last day for classroom teachers to develop online classroom lessons ("blizzard bags") in order to make up hours for which it is necessary to close schools — RC 3313.482.*

- 8 *General Election Day — RC 3501.01 (first Tuesday after the first Monday).*
- 13-16 OSBA Capital Conference and Trade Show..... Columbus
- 22 OSBA Book Club webinar #3
- 23 OSBA Master of Transportation Administration Program: Rules and laws governing Ohio pupil transportation..... Columbus
- 29 OSBA Master of Transportation Administration Program: Rules and laws governing Ohio pupil transportation..... Columbus

December 2016

- 1 Management Development Series #5..... Columbus
- 2 BoardDocs webinar
- 7 OSBA Master of Transportation Administration Program: Student management and training..... Columbus
- 7 Legal Professional Development webinar
- 14 OSBA Master of Transportation Administration Program: Student management and training..... Columbus
- 31 *Last day for treasurer to canvass the board to establish a date of the organizational meeting — RC 3313.14.*