

BRIEF CASE

THE OHIO SCHOOL BOARDS ASSOCIATION

Serving the public school leadership team



Charters still lag far behind traditional schools on new report card

As with the old state report card rankings, the new A-F ratings showed proportionally fewer charter schools reaching the highest marks in comparison to traditional districts, according to Hannah News Service. On last year's report cards, released under the old rating system, 138 of 611 traditional districts drew the top rating — excellent with distinction — while just four of 353 charters received that rating. This year, on the letter grade for meeting 24 testing standards, 319 traditional districts received an A, compared to just 18 charter schools.

Stellar speakers headlining Capital Conference General Sessions

The OSBA Capital Conference features three must-see General Session speakers: award-winning journalist **Wil Haygood**; 21st century learning visionary Dr. **Yong Zhao**; and actor and career education advocate **John Ratzenberger**. A story Haygood wrote for *The Washington Post* inspired the recently released film "The Butler." Zhao, whose work examines the impact of globalization and technology on education, is an associate dean at the University of Oregon. Ratzenberger, well known for his role in the TV series "Cheers" and multiple voice roles in Pixar's animated films, champions the nation's need for more skilled workers. For details, visit www.ohioschoolboards.org/2013-capital-conference. The conference is Nov. 10-13 in Columbus.

Budget cuts force nearly 3,000 Ohio kids from Head Start

The federal spending cuts known as sequestration are causing Head Start to drop 2,782 Ohio children from the early learning program, the U.S. Department of Health and Human Services reports. Nationwide, more than 57,000 kids are losing access to the program. In addition to turning away thousands of children, Head Start programs will be forced to cut 1.3 million days of service, eliminate 18,000 hours of service through shortened school days and reduce or terminate salaries of 18,000 employees.

Report: Investing in education best way to boost state economies

A recent report publicized by Policy Matters Ohio showed state economies benefit more from investing in a well-educated workforce than by offering businesses financial incentives. The Economic Analysis and Research Network study also found that cutting taxes diminishes states' ability to invest in education, lower tax rates do not produce a strong state economy and high-wage states have a well-educated workforce. The study is posted at <http://links.ohioschoolboards.org/24495>.

OSBA Media Honor Roll deadline drawing near

Time is growing short for school districts to name journalists to the 2013 OSBA

Sept. 9, 2013

Volume 44 Issue 17

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Route workshop information to:

- ☐ Administrators
- ☐ Assistant treasurers
- ☐ Principals
- ☐ School board candidates

Media Honor Roll. The deadline to submit selections is Sept. 16. The program offers districts a way to provide statewide recognition to their local reporters for fair, accurate and balanced school coverage. It also promotes the value of building good relationships with the media to encourage fair reporting. OSBA sends districts personalized certificates to present to their honorees, as well as a sample board resolution and press release. For more information and to make selections, visit www.ohio-schoolboards.org/media-honor-roll.

Registration opens for fall OSBA region conferences

OSBA's fall region conferences kick off soon. They feature dinner; awards; region officer elections; student performing groups; and updates on the latest education issues and OSBA events. The

Warren City kicks off school year with huge celebration

Warren City joyously celebrated the return of students this year with a high-energy community gathering.

Roughly 500 students, parents, teachers, school administrators and city officials came to the Back to School Celebration, a first-time event held downtown on Courthouse Square. The celebration was hosted by the school district in cooperation with the city.

"We just thought this would be a good way to kick off the start of the new school year, to encourage community participation and bring everyone together," Superintendent **Michael R. Notar** told a local newspaper.

The event featured raffles, student performances and food. Students met their teachers and received free school supplies.

Source: (Warren) *Tribune Chronicle*

conferences also offer outstanding opportunities for district leadership teams to network and share ideas. For agendas and registration forms, visit www.ohioschoolboards.org/regions, click on your region's link and open the "fall conference flier" link under "Downloads."

Ohio above average in financial literacy education

A new study awards Ohio's high school financial literacy curriculum a B, higher than most other states. The study noted that Ohio requires incorporating personal finance instruction into other subject matter, includes personal finance topics in its K-12 instructional guidelines and created a financial literacy fund to support adult financial education. Download the study at <http://links.ohioschoolboards.org/55191>.

OSBA online

● www.ohioschoolboards.org

OSBA's new mobile app provides quick and easy access to up-to-date information about public schools throughout Ohio. The OSBA School District Directory is available now for iOS and Android devices. To learn more and to download the app, visit www.ohioschoolboards.org/mobile.



Briefcase

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

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Assistant editor: **Bryan Bullock**, communication coordinator

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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

Superintendent

District

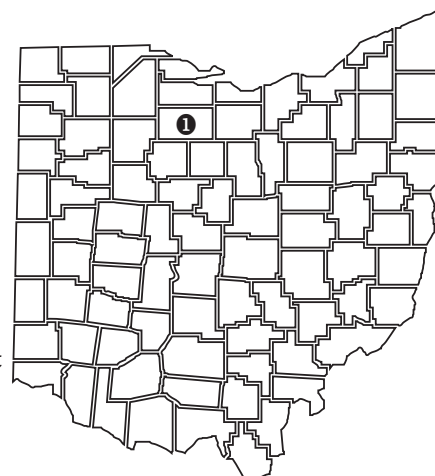
① Tiffin City

Deadline

TBD

Contact

OSBA Search Services, (614) 540-4000



① = Superintendent

Other searches

Position

Treasurer

District

EHOVE Career Center

Deadline

Sept. 27

Contact

Mandy Martin, personnel & licensure,
North Point ESC, (419) 627-3908

Treasurer

Hillsboro City

Oct. 4

Tony Long, superintendent, Southern
Ohio ESC, (937) 382-6921

Board changes

Perry Local (Allen) Board of Education member **Marc Pescosolido** announced his resignation effective immediately. ●●● **Van Wert City** appointed **Debby Compton** to the board effective Aug. 14. She replaced **Jessica Weiss**, who resigned in June.

Administrative changes

Superintendents

Franklin City hired Dr. **Michael D. Sander** as superintendent effective Aug. 12. He replaced **Arnol F. Elam**, who retired. Sander previously was the superintendent at **Clinton-Massie Local (Clinton)**. ●●● **Jefferson County JVSD** Superintendent **T. Dale Edwards** announced his retirement effective Jan. 1. ●●● **Minford Local (Scioto)** Superintendent **Mark A. Wilcheck** announced his resignation effective Aug. 12. The district hired Assistant Superintendent **Barbara A. Dever** as superintendent effective Aug. 12. ●●● **Switzerland of Ohio Local (Monroe)** hired **John Hall** as superintendent effective Aug. 26. He replaced Interim Superintendent Dr. **Daniel Doyle**.

Editor's note

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

Treasurers

Berea City hired **Ryan Ghizzoni** as treasurer effective Sept. 1. He replaced **Randal A. Scherf**, who resigned. Ghizzoni previously was the treasurer for **Fairview Park City**. ●●● **Kenston Local (Geauga)** hired **Candi Lukat** as treasurer effective Oct. 1. She will replace **Linda M. Hein**, who is retiring effective Sept. 30. Lukat previously was the director of funded programs at **Cleveland Municipal**. ●●● **Lakewood City** hired **Kent R. Zeman** as treasurer effective Dec. 1. He will replace Interim Superintendent **Jim Estle**. Zeman currently is the treasurer at **Avon Local (Lorain)**. ●●● **Marysville EV** Treasurer **Cindy Ritter** announced her retirement effective Dec. 31.

Sympathies

John Charles Richard, a former **Bellefontaine City** Board of Education member, **Ohio Hi-Point Career Center** superintendent and **Urbana City** assistant superintendent, died Aug. 20. He was

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COMMUNICATIONS

Contributed by Marcia Latta, communications consultant

Recruiting, training and appreciating volunteers

In this economy, many districts are rethinking work assignments before hiring new staff for growing workloads. Volunteers have

always been an important part of school and district operations, but they cannot do all the work of professionals who have been laid

off. They should, however, be recruited and retained with all the vigor of a regular employee because their assistance can make a big difference to student programs.

Learn how to save time and money with these webinars



BoardDocs is the exclusive eGovernance partner of OSBA. Join OSBA for any of the free informational webinar demonstrations on the dates and times listed below. The webinars will showcase BoardDocs's cloud-based solutions and demonstrate why it is the eGovernance leader, not only in Ohio, but across the nation. Participants will learn how to save money, time and be more effective with BoardDocs.

Want to learn more? Join OSBA and BoardDocs for an informative webinar. To register, just choose the date and time you wish to view the webinar:

Information for current users
Wednesday, Sept. 25, 2 p.m.-3 p.m.
<https://www1.gotomeeting.com/register/715774776>

Information for districts considering paperless board meetings
Thursday, Oct. 31, 1 p.m.-2 p.m.
<https://www1.gotomeeting.com/register/856116440>

Once registered, you will receive an email confirming your registration with the information you need to view the webinar. For questions about these webinars, contact **Amanda Finney**, OSBA senior marketing coordinator, at (800) 589-OSBA; (614) 540-4000; or afinney@ohioschoolboards.org. For more information about BoardDocs, visit www.boarddocs.com.

Recruitment

Develop a plan to find, keep and thank your volunteer team to maximize their contributions.

Imagine the following ad in the local newspaper: "Volunteers wanted: Duties to be determined. Vastly fluctuating workload. Must be able to work independently. Recognition/appreciation intermittent and unpredictable."

Sadly, such an ad might represent truth in advertising for many volunteer programs. But with proper organization, recruitment and retention strategies, volunteers can be effective and inexpensive members of the school team.

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Help your district look its best



A cutting-edge guide to photography, videography, Instagram and Pinterest

Wednesday, Oct. 2

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

Thursday, Oct. 3

Cuyahoga Valley Career Center
8001 Brecksville Road
Brecksville
(440) 526-5200

Agenda

8:30 a.m. Registration opens

11:30 a.m. Lunch

9 a.m. Welcome and introductions
Crystal Davis, deputy director of communication services, OSBA; and Kelsey Giesler, OHSPRA president-elect, communications coordinator, Ohio Hi-Point Career Center

12:30 p.m. Instagram — a thousand words unspoken

Discover why the popular photo-sharing app was a good fit for the Ohio Hi-Point Career Center to connect to students and potential students. See how Instagram and the #ShareYourStory campaign is being used to target enrollment goals and student morale, and how the power has shifted to the students who ultimately decide the success or failure of the channel. Review the results of the initial campaign and learn how Instagram can be your next school communication method.
Kelsey Giesler

9:15 a.m. Better photos in a snap
An award-winning photojournalist shares practical advice and tips to help you take better photographs and capture your district in its best light. See hands-on demonstrations and learn how to take standout photos with any camera at school events. Attendees are encouraged to bring their cameras and get their photography questions answered before, during or after the session.
Bryan Bullock, communication coordinator, OSBA

1:30 p.m. Oh, how Pinteresting! Using Pinterest in education

Hear how one of the fastest-growing social media networks can help you promote your district, work with students, direct parents to resources and streamline research. Discover how Pinterest is a powerful tool for sharing your school photos and materials.
*Ellie Ringler, marketing coordinator, Brighten Hall Inc.**

10:30 a.m. Producing eye-popping, high-quality and low-cost videos
Learn the basics of high-quality videography. You'll also learn how to use smartphones to capture and edit video, and hear recommendations on the best video cameras and editing equipment to buy at different price points.
Crystal Davis

3 p.m. Adjourn

** indicates speaker at the Columbus location*

The cost of this workshop is \$150, which includes registration, continental breakfast, lunch and materials. You can register by contacting **Laurie Miller**, senior events manager, at (614) 540-4000, ext. 284; (800) 589-OSBA; or Lmiller@ohioschoolboards.org.

School Law for Treasurers Workshop



Friday, Oct. 18
Embassy Suites, 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.

Focusing on the cutting-edge issues important to you in the 2013-14 school year, presenters will share the latest legal developments for you to take back to your district.

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. Legislative update — budget bill hot topics

Find out how the state budget bill will impact your day-to-day work and what you need to know going into the new school year.

Damon Asbury, director of legislative services; and Barbara Shaner, associate executive director, Ohio Association of School Business Officials

10 a.m. Problematic leaves of absence — what now?

Explore leave status issues and the intersection and overlap among the Family and Medical Leave Act, Americans with Disabilities Act and other medical disability-related leave.

Jeremy J. Neff, Esq., Ennis, Roberts & Fischer Co. LPA, Cincinnati

11 a.m. Break

11:15 a.m. Changing of the guard — how to effectively transition into a new position

What are some best practices and effective strategies for managing a new office in terms of review, oversight and updating in the treasurer's office? An attorney and treasurer share their experiences and tips on getting control and ensuring a smooth transition.

Rebecca C. Princehorn, Esq., Bricker & Eckler LLP, Columbus; and Melissa N. Lee, treasurer, Delaware City

Noon Lunch

1 p.m. Joining forces — working well with EMIS coordinators and transportation employees

Get tips on how to successfully work with your district EMIS coordinator and transportation employees to maximize revenue and accuracy in reporting and record keeping.

Tammy Hrosch, EMIS services manager, Metropolitan Dayton Educational Cooperative Association; and TBD

2 p.m. Break

2:15 p.m. Money, money, money, money — negotiations and finances

Look at the most common issues and problems that arise when dealing with negotiations and finances. Bring your questions; we'll share best practices that you can take home to your district.

James P. Burnes, Esq., Bricker & Eckler LLP, Columbus

3:15 p.m. Adjourn

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

The workshop will be conducted at the Embassy Suites, 2700 Corporate Exchange Drive, Columbus. The phone number is (614) 890-8600. To register, contact **Laurie Miller**, senior events manager, at (614) 540-4000 or Lmiller@ohioschoolboards.org.



2013 OSBA Intensive Legal Workshop

Wednesday, Oct. 23 • 9 a.m.-3:15 p.m.

OSBA office, 8050 N. High St., Columbus

Cost: \$150

8:30 a.m. Registration and continental breakfast

9 a.m. Bad bidding – competitive bidding in Ohio

Construction counsel will review the competitive bidding requirements for school construction projects, critique hypothetical bid solicitations and present best practices for managing the bidding process.

Sylvia L. Gillis, Esq., and Christopher L. McCloskey, Esq., Bricker & Eckler LLP, Columbus

10 a.m. Negotiating a superintendent contract

Get effective tips for negotiating superintendent contracts and all aspects of the negotiation process. Learn common pitfalls and practical solutions, from the moment the candidate is identified until the contract is signed.

C. Bronston McCord III, Esq., Ennis, Roberts & Fischer Co. LPA, Cincinnati

10:45 a.m. Break

11 a.m. Ethics 201 – beyond the basics

Get an in-depth look at Ohio ethics laws and their impact on school officials and employees, including doing business with the board, nepotism, accepting gifts and other conflicts of interest.

Jennifer Hardin, senior attorney, Ohio Ethics Commission

11:45 a.m. Lunch (provided)

12:30 p.m. Resolving difficult public records requests

Using actual public records requests as examples, an attorney and district administrator will offer practical recommendations for dealing with difficult requests for public records.

Mark H. Troutman, Esq., Isaac, Wiles, Burkholder & Teetor LLC, Columbus; and Mark O. North, superintendent, Lebanon City

1:30 p.m. Break

1:45 p.m. Torches and pitchforks – regulating public participation properly

What is the district's ability to regulate the public's participation at board meetings, public comments received on Facebook and the public's use of district buildings and other facilities? Learn how to handle complaints received from the public.

Scott C. Peters, Esq., Britton, Smith, Peters & Kalail Co. LPA, Cleveland

2:45 p.m. Hot topic lightning round

We'll pick the hottest legal topics and provide quick summaries of need-to-know information.

Hollie F. Reedy, chief legal counsel; Sara C. Clark, deputy director of legal services; and Candice Christon, staff attorney, OSBA

3:15 p.m. Adjourn

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

To register, contact **Laurie Miller**, senior events manager, at (614) 540-4000, ext. 284; (800) 589-OSBA; or Lmiller@ohioschoolboards.org.



WORKSHOP REGISTRATION

Treasurers' Clinics

- ☐ Sept. 10, Athens, \$150
- ☐ Sept. 18, West Chester, \$150
- ☐ Sept. 20, Columbus, \$150
- ☐ Sept. 24, Perrysburg, \$150

Help your district look its best workshop

- ☐ Oct. 2, Columbus, \$150
- ☐ Oct. 3, Brecksville, \$150

School Law for Treasurers

- ☐ Oct. 18, Columbus, \$150

Intensive Legal Workshop

- ☐ Oct. 23, 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.



Mail



Phone
or fax



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

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

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

You may register on our website at
www.ohioschoolboards.org. Events are listed at
the bottom of the page. You will need a username
and password.

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.

Communications, continued from page 4

To recruit and retain the best volunteers for your school, you need to think in personnel terms.

- To start any recruitment process, analyze the work that needs to be done. Start by having a focused discussion with school staff and parent club members to determine what projects or ongoing tasks need to be done. Then develop a fairly detailed job description, similar to that for an employee. "Helping with literacy efforts" is too vague. Instead try, "Reading with four students at a time for 30 minutes, three times per week." Specify times and places for the work to be done.

- Map out the chain of command. Will the volunteers report to the teacher? Will they report to an instructional assistant? Who will ensure volunteers are doing what they are supposed to be doing? You should know the answers to such questions, and a prospective volunteer will likely ask.

- After you determine the work and reporting structure, talk about your ideal candidate. Volunteers and employees are similar in this regard: a good one saves you work and a bad one causes you more work and grief than he or she prevents. So never start with the idea that availability is the top qualification. Make sure your volunteer is the right fit for the job. And try to make room for parents who want to participate in their children's school experiences.

- Write down what knowledge, skills and abilities are required and what additional ones would be a

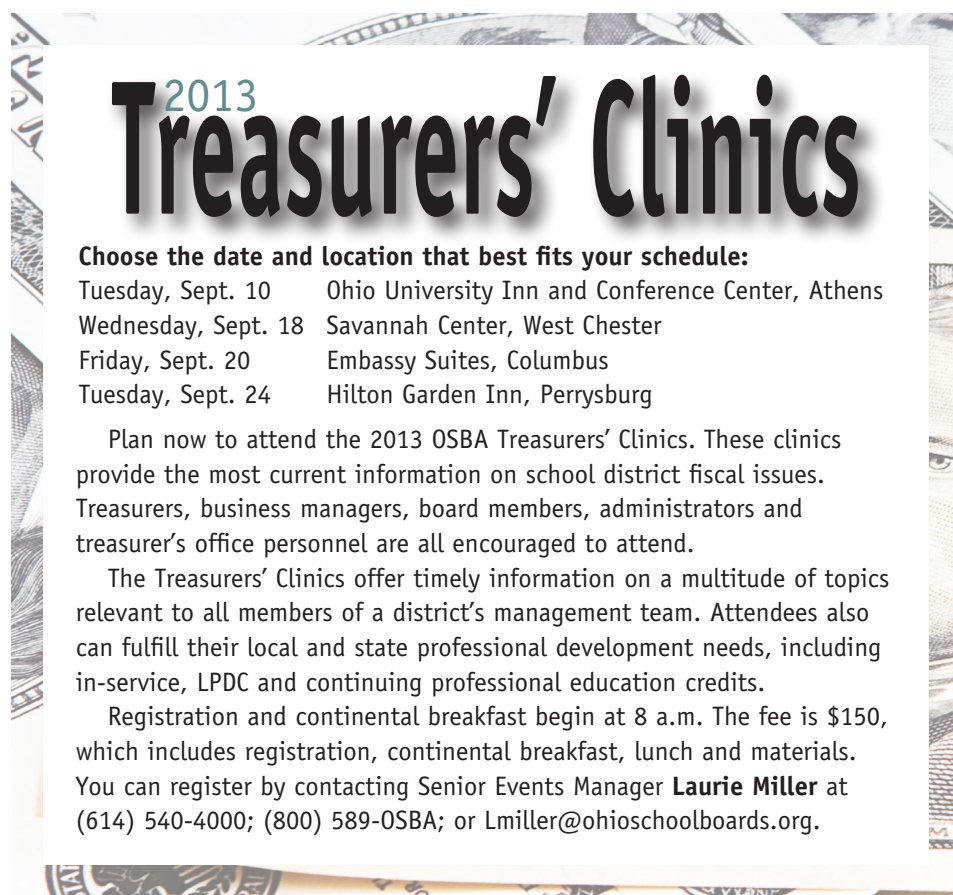
bonus. This is where it will help to write a flier or put an ad in the school newsletter that reads just like a help wanted ad for a professional position. When people have details about a job, they are less likely to apply for one that is not a good fit. A good written recruitment piece will help weed out some of the potential applicants who really don't belong in the candidate pool.

- Recruitment strategies depend on the profile of the ideal candidate. You may circulate your flier at a senior center or put an ad in a local senior newspaper if you are looking for people to sit with students and read. Retired people may have the

flexibility you need and the job would not be physically demanding. However, if you want volunteers to help with a fun 5K fundraiser, you might want to recruit at the local college or high school. Let the ideal candidate profile and the demands of the job dictate your recruitment strategy.

- The first requirement for any school volunteer should be passage of a criminal record/background check. Most districts have partnerships with local law enforcement to help run background checks on prospective employees. The same types of checks also should be conducted

Continued on page 6



2013 Treasurers' Clinics

Choose the date and location that best fits your schedule:

Tuesday, Sept. 10	Ohio University Inn and Conference Center, Athens
Wednesday, Sept. 18	Savannah Center, West Chester
Friday, Sept. 20	Embassy Suites, Columbus
Tuesday, Sept. 24	Hilton Garden Inn, Perrysburg

Plan now to attend the 2013 OSBA Treasurers' Clinics. These clinics provide the most current information on school district fiscal issues. Treasurers, business managers, board members, administrators and treasurer's office personnel are all encouraged to attend.

The Treasurers' Clinics offer timely information on a multitude of topics relevant to all members of a district's management team. Attendees also can fulfill their local and state professional development needs, including in-service, LPDC and continuing professional education credits.

Registration and continental breakfast begin at 8 a.m. The fee is \$150, which includes registration, continental breakfast, lunch and materials. You can register by contacting Senior Events Manager **Laurie Miller** at (614) 540-4000; (800) 589-OSBA; or Lmiller@ohioschoolboards.org.

Communications, continued from page 5

before anyone is allowed to volunteer in a position where they are with students and may be unsupervised by a school employee. Safety is the No. 1 concern, so don't be afraid to refuse the services of someone if there is any question regarding his or her fitness to be around students.

Training volunteers

Once recruited, volunteers need to be trained. A brief training should cover the do's and don'ts of volunteering to work with young people. A major theme should be the proper boundaries between volunteer and student. For instance, all volunteers should be told verbally and reminded in writing that their job is not to talk to students about their personal

life. Let them know that talking about relationships or gender identity issues with students will get them fired. Remind them that they are not supposed to have any contact with students outside the school day; this includes texting and online communication. Volunteers should sign a statement saying they have read and understand the boundaries. All of these key pieces of information should be put in a handbook with which all volunteers must comply.


Rewarding volunteer efforts

As with any employee, a volunteer expects to be paid. The difference is that the volunteer's compensation is not in dollars, but in appreciation. Some volunteers may be truly shy and not want a

public acknowledgement of their contributions. In those rare cases, a gift — something small and perhaps made by students — and a thank-you card from staff and students should be given occasionally. For most, a mention during an assembly or even a school board meeting is welcome recognition. For volunteers who are hesitant to be recognized, tell them it will help you recruit future volunteers if they agree to being honored publicly.

Some school boards highlight a Volunteer of the Month at board meetings. Other districts honor their volunteers on the district website and some have full-blown award ceremonies for volunteers. Major districtwide appreciation

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Celebrate the stars in your district at the

OSBA Student Achievement Fair

Nov. 12, 2013 • Greater Columbus Convention Center

The OSBA Capital Conference Student Achievement Fair highlights outstanding initiatives from school districts across the state. OSBA is seeking fresh, innovative programs or practices your district is willing to share with thousands of Ohio school district representatives. One hundred programs and practices will be selected based on creativity and impact on student achievement. The fair will be held from 11:30 a.m. to 3:30 p.m. on Tuesday, Nov. 12, during the OSBA Capital Conference.

OSBA is accepting nominations for district programs. While multiple programs may be submitted for consideration, no more than two per district will be selected, so districts should prioritize their submissions.

Nominate your district at www.ohioschoolboards.org/saf-nominations.



PUBLIC SCHOOLS WORK!

compiled by Bryan Bullock, assistant editor

Granville EV to create 37-acre outdoor learning laboratory

Granville EV students will have new, hands-on learning opportunities once a sprawling outdoor classroom is completed.

The district's school board recently approved an arrangement with the U.S. Fish and Wildlife Service to collaborate on a project to restore about 37 acres of Granville Intermediate School property from tilled farmland back into a wetland, prairie and hardwood forest.

The agency will provide \$25,000

for the first year of the project and up to that amount in the second year. Work to create the Granville Schools Land Lab is likely to begin this fall after crops growing on the acreage are harvested.

"Typical students who aren't necessarily your science-oriented-type kids will thrive in this environment," **Jim Reding**, a Granville High School environmental studies teacher, told a local newspaper.

The project proposal includes

five ponds among the wetlands to be developed, as well as the creation of informational kiosks, walking trails and areas for seated instruction. Seasonal grasses, plants and hardwood forest trees will highlight the property.

High school technology class students are slated to help design and build boardwalks and observation decks throughout the land lab.

Source: *The Newark Advocate*

Communications, continued from page 6

events help recruit and retain volunteers. However, the personal touch is still best. A simple card and a thank you from teachers and students will help keep volunteers coming to work.

The more you reward good volunteers, the more they will want to give. Volunteers who feel

appreciated are more likely to leave their comfort zone and volunteer where the district needs them most. It pays huge dividends when people volunteer in less fortunate schools, not just in their neighborhood school where they are most comfortable.

Remember to consider that

volunteers are like employees. You need to define the job, determine the profile of the ideal candidate and then go out and find them. Once you have them on the team, supervise, develop and compensate them with appreciation.

Source: Oregon School Boards Association

Bulletin Board, continued from page 4

85. ●●● **Buckeye Local (Ashtabula)** Board of Education member **Jacqueline Hillyer** died Aug. 18. She was 70. ●●● **John J. Gilligan**, former **Cincinnati City** Board of Education member, Ohio governor from 1971 to 1975 and U.S. congressman from 1965 to 1967, died Aug. 26. He was 92. ●●● Former **Cuyahoga Falls City** Board of Education member **Annamaye A. Solter** died Aug. 15. She was 86. ●●● **William "Bill" Pletzer**, a former **Hudson City** superintendent and **Rootstown Local (Portage)** Board of Education member, died Aug. 13. He was 86. ●●● Former **Jackson-Milton Local (Mahoning)** Board of Education member **Allen E. Blazek** died Aug. 13. He was 74. ●●● Former **Lakewood Local (Licking)** Board of Education member **Pamela Marie DeVaul** died Aug. 13. She was 61. ●●● Former **Liberty Local (Trumbull)** Board of Education member **John K. Lallo** died Aug. 18. He was 52.

September 2013

10	Treasurers' Clinic	Athens	3	CR Regional Legislative Liaison Meeting	Columbus
13	OSBA Executive Committee Meeting	Columbus	3	Northwest Region Fall Conference	Lima
14	OSBA Board of Trustees Meeting	Columbus	7	Last day for voter registration for November election — RC 3503.01, 3503.19(A) (30 days prior to the election).	
18	Treasurers' Clinic	West Chester	10	Southwest Region Fall Conference	Dayton
20	Treasurers' Clinic	Columbus	15	Last day for certification of average daily membership — RC 3317.03; last day for certification of licensed employees to State Board of Education — RC 3317.061.	
21	BoardDocs webinar: Information for districts using BoardDocs		18	School Law for Treasurers Workshop	Columbus
24	Treasurers' Clinic	Perrysburg	23	Intensive Legal Workshop	Columbus
25	Central Region Fall Conference	Columbus	24	Pre-general election campaign finance reports must be filed by candidates, political action committees, caucus committees (legislative campaign funds) and political parties (by 4 p.m.) detailing contributions and expenditures from the last day reflected in the previous report through Oct. 16, 2013 — RC 3517.10.	
26	Southeast Region Fall Conference	Nelsonville	28	Last day to submit certification for February income tax levy to Ohio Department of Taxation — RC 5748.02(A) (100 days prior to the election).	
30	SW Regional Legislative Liaison Meeting	Clayton	29	Expanding your office IQ: maximizing efficiency and staff harmony workshop	

October 2013

1	Last day for board to adopt annual appropriation measure — RC 5705.38(B).	
2	Help your district look its best workshop	Columbus
2	Northeast Region Fall Conference	Wadsworth
3	Help your district look its best workshop	Brecksville

31	BoardDocs webinar: Information for districts considering paperless board meetings
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November 2013

1	Last day to submit February emergency or current operating expenses levy to county auditor for February election — RC 5705.194, 5705.195, 5705.213 (95 days prior to the election).
5	General Election Day — RC 3501.01 (first Tuesday after the first Monday).
6	Last day for school district to file resolution of necessity, resolution to proceed and auditor's certification for bond levy with board of elections for February election — RC 133.18(D).; last day for county auditor to certify school district bond levy terms for February election — RC 133.18(C); last day to submit continuing replacement, permanent improvement or operating levy for February election to board of elections — RC 5705.192, 5705.21, 5705.25; last day to certify resolution for school district income tax levy for February election to board of elections — RC 5748.02(C).; last day to submit emergency levy for February election to board of elections — RC 5705.195.