

# BRIEF CASE

THE OHIO SCHOOL BOARDS ASSOCIATION

Serving the public school leadership team



## Former State Board VP named superintendent of public instruction

The State Board of Education has selected one of its own, former state board Vice President **Stephen Dackin**, as Ohio's next superintendent of public instruction. Dackin was one of three finalists for the position and received 14 of 18 votes during the board's May 10 meeting. Most recently, Dackin oversaw school and community partnerships at Columbus State Community College. Prior to that he was superintendent at **Reynoldsburg City**.

## Voters OK the majority of school tax issues on primary ballot

Voters across Ohio approved 65% of the school tax issues on the May 3 primary election ballot. The passage of 49 of 75 issues marked a decrease from the 2021 May primary election, when voters approved 50 of 73 school tax issues for a passage rate of 68%. Thirty-eight percent of new tax requests were approved May 3, with 13 of 34 issues passing. In last year's May primary election, voters approved 20 of 40 new tax issues for a 50% passage rate. Strong support for renewal school tax proposals continued, with 36 of the 41 issues earning approval, an 88% passage rate. That was a slight decrease from the 2021 May primary election renewal passage rate of 91%. In that election, 30 of 33 renewal issues were approved.

## NEA releases reports on teacher pay, education statistics

Teacher pay saw a nominal increase recently but suffered a decline in terms of buying power over the past decade, according to a report from the National Education Association (NEA), which represents teachers unions. According to NEA, the average starting teacher salary for the 2020-21 academic year was \$41,770, which is a 1.4% increase from 2019-20 but represents a 4% decrease when accounting for the effects of inflation. The association also compiled salary benchmark averages for all states, showing that Ohio's average starting salary ranked 37th in the nation. Other reports focused on education support professionals' pay and the annual "Rankings and Estimates" report of education statistics such as enrollment, employment and spending. You can view the reports and analyses at [www.nea.org/educatorpay](http://www.nea.org/educatorpay).

## OSBA 2022 Capital Conference schedule taking shape

The General Session keynote speakers have been confirmed for the Capital Conference, and the learning sessions lineup is nearly set. Headlining the Nov. 15 General Session is award-winning film, TV and stage actor **John Lithgow**. He is known for his roles in the TV series "3rd Rock from the Sun," "Dexter" and "The Crown," and the films "The World According to Garp" and "Terms of Endearment." He has written several bestselling children's books and his recordings for children

**May 23, 2022**

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focuses on youth  
tobacco prevention;  
Updated Ohio RC  
dates and deadlines  
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online*

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### Route workshop information to:

- ☐ Administrators
- ☐ Principals
- ☐ Counselors
- ☐ Transportation supervisors
- ☐ Student services professionals

have earned him four Grammy nominations. He also advocates on behalf of arts in education and the livelihood of America's creative workforce. The Nov. 13 General Session speaker is **Kenyon Salo**, a member of the Denver Broncos Thunderstorm Skydive Team, which flies into the stadium at 60 mph to land on the 10-yard line. With over 6,000 skydives under his belt, Salo is determined to live life to the fullest and help others to live their "bucket list life." The Capital Conference runs from Nov. 13 through Nov. 15 at the Greater Columbus Convention Center in downtown Columbus. It features over 150 workshops, seminars and information sessions, a Trade Show, the Student Achievement Fair and plenty of opportunities for networking. For more information, visit <http://conference.ohioschoolboards.org>. Conference registration opens in July.

### **Olentangy student becomes 'Superintendent for a Day'**

It wasn't a typical school day for **Marin Curry**, a junior at **Olentangy Local's (Delaware) Berlin High School**.

Instead of attending class, Curry found out just how decisions about her and her fellow students' educations are made — and who makes them.

Curry shadowed Superintendent **Mark T. Raiff** as "Superintendent for a Day," experiencing a typical day for the district's top administrator. "There are so many things that go into it that I would've never thought," Curry told a local newspaper. "It's cool to see why and how decisions get made."

Curry visited buildings, interacted with staff and toured a new school under construction.

Source: ThisWeek Community Newspapers

### **ODH campaign focuses on youth tobacco prevention**

The Ohio Department of Health's (ODH) "My Life My Quit" campaign is a free cessation service to support teens who want to quit all forms of tobacco, including e-cigarettes. With the rise of youth e-cigarette use, this

program offers cessation resources geared to those under age 18. The program's website, <https://mylifemyquit.com>, includes promotional materials and resources to assist in talking with teens about tobacco use and support for teens who are in the process of quitting tobacco.



## **Briefcase**

Ohio School Boards Association  
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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.

### **Updated Ohio RC dates and deadlines available**

The OSBA Division of Legal Services has updated its Ohio Revised Code (RC) dates and deadlines page for the 2022-23 school year. Access this important resource at <http://links.ohioschoolboards.org/32127>.

### **OSBA online**

• [www.ohioschoolboards.org](http://www.ohioschoolboards.org)  
OSBA offers comprehensive strategic planning and goal-setting services for school districts. Learn how these services can benefit your district by visiting <http://links.ohioschoolboards.org/13911>.



# BULLETIN BOARD

compiled by Melanie Price, senior administrative assistant of communication services

## OSBA executive searches

### Superintendent

#### District

- ① Jonathan Alder Local (Madison)

#### Deadline

June 1

#### Contact

OSBA Search Services, (614) 540-4000

### Treasurer

#### District

- ① Chillicothe City
- ② Maple Heights City
- ③ Youngstown City

#### Deadline

June 6

#### Contact

OSBA Search Services, (614) 540-4000

June 13

OSBA Search Services, (614) 540-4000

TBD

OSBA Search Services, (614) 540-4000



## National searches

#### Position

Superintendent

#### Location

Smithfield, Va.

#### Deadline

May 27

#### Contact

**Gina Patterson**, executive director,  
Virginia School Boards Association,  
(434) 295-8722

## Board changes

Marion City appointed **Tara Dyer** to the board effective April 27. She replaced **Leslie Schneider**, who resigned.

## Administrative changes

### Superintendents

**Big Walnut Local (Delaware)** Superintendent **Angela Hamberg** announced her resignation effective July 31. ●●● **Conotton Valley-Union Local (Harrison)** hired elementary Principal **John Zucal** as superintendent effective Aug. 1. He will replace **Jerry Todd Herman**, who is resigning. ●●● **Findlay City** hired **Michael Scoles** as interim assistant superintendent effective Aug. 1. He will replace **Krista Crates-Miller**, who took the interim superintendent position. ●●● **Fredericktown Local (Knox)** hired **Gary L. Chapman** as superintendent effective Aug. 1. He will replace Interim Superintendent **James P. Peterson**. Chapman currently is superintendent at **Jonathan Alder Local (Madison)**. ●●● **Ravenna City** hired Director of Human Resources **Ben Ribelin** as assistant superintendent effective Aug. 1

## Sympathies

Former **Centerville City** Assistant Superintendent **Willard Keith Cale** died May 4. He was 81. ●●● Former **Columbia**

### Editor's note

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

Local (Lorain) Board of Education member **Robert J. "Bob" Denington** died April 27. He was 91. ●●● Former Lynchburg-Clay Local (Highland) Board of Education member **Robert Earl "Pete" Shaffer** died April 22. He was 95.



## NEWS

by Wanda Bloch, marketing and trade show manager

### OSBA offers summer special for custom workshops and retreats and to launch strategic plans

For most school administrators and board members, summer provides an opportunity to finish projects and manage the details necessary for closing the books on

the current academic year. A slower pace and lighter schedules allow opportunities for leadership teams to meet for discussion of better board governance practices,

problem-solving, communication or planning new initiatives. Community surveys, goal setting, performance objectives,

*Continued on page 5*

# Hot summer special!

## Save up to \$200

### on customized board development workshops scheduled this summer

Now more than ever, board members must be an effective and efficient team to confront the challenges ahead in helping students achieve post-pandemic.

OSBA is offering a discount on customized workshops and retreats offered June 1 through Aug. 15. Districts can save \$100 on a half-day workshop and \$200 on a full-day workshop.

Schedule a virtual or in-person workshop or retreat with OSBA's board and management services consultants to help facilitate conversations and training to ensure your leadership team is ready for the new academic year.



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



# UPCOMING TRANSPORTATION WORKSHOP

## Reasonable Suspicion Training

Wednesday, June 8 • 10 a.m.–noon • Virtual • Cost: \$60



Reasonable suspicion drug and alcohol training is the responsibility of all employers who manage drivers with commercial driver's licenses (CDLs) to ensure their staff is trained. OSBA's training is tailored specifically to school district needs. Completion of this course meets the Federal Motor Carrier Safety Administration U.S. Department of Transportation requirements. Attendees will receive a certificate of completion. Best practice is that each district have at least two individuals on staff trained.

### To register

Visit [www.ohioschoolboards.org/workshops](http://www.ohioschoolboards.org/workshops)



Back by popular demand!

# OSBA Town Halls

Tuesday, June 28 • 5:30 p.m.–6:30 p.m. • Virtual • Cost: Free

OSBA Town Halls review relevant and timely topics pertinent to public school leaders. Join us for an overview of what has been going on in public education.

To register, visit [www.ohioschoolboards.org/workshops](http://www.ohioschoolboards.org/workshops)





## The 45th annual Ohio Council of School Board Attorneys **School Attorney Workshop**

Friday, June 10 • 8:45 a.m.–4 p.m. • OSBA office, Columbus and Virtual • Cost: \$175

Hear from experienced education lawyers and discuss the latest developing legal issues in schools at the annual OCSBA School Attorney Workshop. Earn up to 5.5 CLEs (see below for more information).

### Agenda

**8:30 a.m. Breakfast**

**8:45 a.m. Welcome**

**9 a.m. Title IX: The thorniest issues and how to resolve them**

Walk through some of the most difficult issues now arising under the statute's complex — and possibly soon to change — sexual harassment regulations. Review issues such as jurisdictional determinations at intake, consolidations of cases, best practices for informal resolution, making tough relevancy judgment calls, issuing discipline and more.

*Kate Davis, senior attorney, and Katy Osborn, attorney, Bricker & Eckler LLP, Dayton*

**10 a.m. Avoiding controversy with the improper use of public funds**

Representatives from the state auditor's office provide an overview of recent hot topics, including a review of their guidance on school levy limitations, common audit issues and trending findings for recovery.

*Robert Hinkle, chief deputy auditor, and Kelly M. Berger-Davis, coordinator, Ohio Auditor of State's Office*

**11 a.m. Break**

**11:15 a.m. Arbitrating cases and controversies**

A panel of experienced arbitrators discuss the current dispute resolution landscape, share suggested best practices for hosting an efficient and effective arbitration hearing and offer their personal peccadilloes.

*Ronald Talarico, arbitrator, Pittsburgh; and Dan Zeiser, arbitrator, Cleveland*

**12:15 p.m. Lunch**

**1:15 p.m. Curriculum and controversy**

This session will review Ohio's current framework for adopting and developing curricula and recent legislative efforts to limit the promotion of "divisive concepts" in schools. Get practical suggestions for addressing requests to review or remove instructional materials, opt out of specific lessons or discussions, and more.

*Derek Towster, partner, Scott Scriven LLP*

**2:15 p.m. Managing conflicts at the board meeting**

Unmanaged conflict can hijack a board agenda and derail an entire board meeting. This session will review a board's options and obligations when conflicts or controversies come to the school board meeting, as well as the ethical, professional or personal dilemmas that can surface for the attorneys who represent boards embroiled in conflict or controversy.

*Megan E. Greulich, partner, Walter Haverfield LLP, Columbus; Hollie F. Reedy, attorney of counsel, Ennis Britton Co. LPA, Columbus; and Sara C. Clark, chief legal counsel, OSBA*

**3:45 p.m. OCSBA annual business meeting**

**4 p.m. Adjourn**

*This program has been approved by the Supreme Court of Ohio Commission on Continuing Legal Education for 5.50 total CLE hours, with 1.5 hours of attorney professional conduct instruction.*

**This workshop is open to OCSBA members, 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.

**To register**

Visit [www.ohioschoolboards.org/workshops](http://www.ohioschoolboards.org/workshops)



Ohio School  
Boards Association



# Is a superintendent or treasurer search in your future?

*“OSBA went beyond all expectations we could have imagined. The process allowed us to think about our district’s future. Our staff and community were very pleased with the amount of involvement afforded to them. Thanks to our consultant and OSBA, we hired a person who also believed in our district vision.”*

— Pamela Freshour,  
Pleasant Local (Marion)

## OSBA’s searches are:

- ✓ Led by professional search consultants with school board experience
- ✓ Customized to your district’s needs
- ✓ Affordable
- ✓ Offered with the OSBA guarantee\*  
\*In the unlikely circumstance you are unable to make a clear decision, OSBA will reopen the search and work with you until the right choice is made.

## Need more information?

OSBA Search Services  
8050 N. High Street, Suite 100 • Columbus, Ohio 43235  
(614) 540-4000 or (800) 589-OSBA  
[www.ohioschoolboards.org/osba-search-services](http://www.ohioschoolboards.org/osba-search-services)





# WORKSHOP REGISTRATION

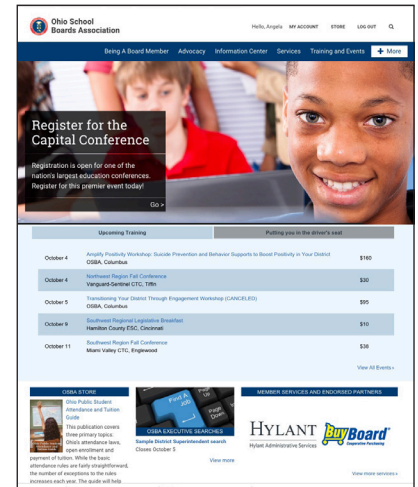
Register at [www.ohioschoolboards.org/workshops](http://www.ohioschoolboards.org/workshops)

OSBA members can access member-only information, including workshop registration, by logging in to the OSBA website.

## How to log in

Click on “Log in to your account” on top right of the website. Log in using your email address on file and your password. Click “Reset your password” if needed.

If it says “We could not find your email address,” or if this is your first time logging in to the site, click “Create new account.” At the username prompt, enter your email address, select your affiliation and school district, and click “Submit.” Create a password and add your job title on the next screen. An email with a link to activate your account will be sent to you. Click on the link to activate your account, and you will be directed to a home screen.



## School Sports Law Workshop

**Friday, June 24 • 8 a.m.–3 p.m. • OSBA office, Columbus • Cost: \$175**

Recent developments have impacted student athletes, including name, image and likeness (NIL) and Title IX requirements. Get the latest updates and answers to your questions by attending this workshop.

- Learn about bylaw changes and other recent developments from the Ohio High School Athletic Association.
- Discuss hot topics in school sports and hear how to handle hazing and bullying allegations.
- Find out about your district's obligations to offer athletic opportunities to students with disabilities, home-schooled students and students from other districts and private schools.

To register, visit [www.ohioschoolboards.org/workshops](http://www.ohioschoolboards.org/workshops).



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evaluations and team dynamics can be part of a board's productive summer agenda.

Summer board retreats and workshops allow for discussions of greater depth, analysis of challenging issues, improvement of leadership team dynamics and planning for long-range projects needing board review.

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

investment well into the future.

OSBA is pleased to present facilitated training opportunities this summer at a discount to its members. Retreats and customized workshops occurring between June 1 and Aug. 15 will be discounted as follows:

- full-day (six hours) retreat facilitation: \$1,600 (regularly \$1,800);
- customized half-day (three hours) workshop: \$800 (regularly \$900).

"For many districts, board agendas are somewhat shorter during the summer and the

calendars a little less crowded," said **Cheryl W. Ryan**, OSBA director of board and management services. "June, July and August provide a really beneficial time for deep discussions and planning. There never seems to be enough time for this type of thoughtful work during the school year. Summer workshops can help boards move forward into the new year."

To schedule your board's summer workshop or retreat while openings are still available, call the board and management services division at (614) 540-4000.



# Maximize

your leadership team's

# performance

with the Achiever

## Recruit and retain the best with the Achiever Leadership Assessment.

The Achiever measures cognitive skills and personality dimensions, providing relevant data to enable you to make the right leadership decisions for your district. Key benefits include:

- maximizing potential;
- streamlining the hiring process;
- enhancing decision-making.

Learn more at [www.ohioschoolboards.org/achiever](http://www.ohioschoolboards.org/achiever) or contact **Teri Morgan** at (614) 540-4000 • (800) 589-OSBA • [tmorgan@ohioschoolboards.org](mailto:tmorgan@ohioschoolboards.org)



**Ohio School  
Boards Association**



## INFORMATION

by Connie Potter, communications consultant

### Training for school board members

School board members make decisions that have a significant and long-lasting effect on the students, staff and schools in their districts. That's why it's so important that they have the knowledge and tools to do their job.

School board associations in most states recognize the need to offer a variety of training and development opportunities for board members. Public education has become much more complex over the past decade and continues to change.

Many board members come into their role with little background in education. Often, they find themselves in the middle of highly public, complicated and sometimes controversial decisions about issues that they don't fully understand. It's critical that board members receive the information, training and support they need to make good decisions and serve their communities well.

Like many associations, OSBA offers in-person workshops, online training and customized in-district trainings. The goal is to provide practical strategies and resources to help your board and administrators function as a high-performing team.

While the information gleaned from trainings is crucial, the

opportunity to interact and share ideas and challenges with other board members also is important. That's why the annual OSBA Capital Conference, Board Leadership Institute and regional meetings are a great resource for board members. They allow board members, superintendents, treasurers and other education professionals to interact, get up to date on issues and discuss ways to improve education in their districts.

Whether they receive online training or attend a conference or workshop, board members must be current in a wide range of issues. Topics should include:

- Roles and responsibilities — Board members must be clear about the role of the board and its relationship with the superintendent; how board members interact with each other; and how the board can encourage systemwide change and improvement.
- Assessments — Board members should understand the array of data regarding student achievement and how they can help drive decisions that improve student success and close achievement gaps.
- Ethics — Board members should be knowledgeable about ethics

laws and the consequences of noncompliance.

- Budget — Fiscal oversight is one of the key roles of the school board. Board members should be clear about the budget process and how the district's money is spent.

- Community engagement — Successful districts recognize the importance of parents and the community engaging with schools through volunteering and participating on boards and committees. School board members play a key role in welcoming and encouraging citizen involvement in schools.

- Policies — Board members should be familiar with their district's policies and administrative regulations and have a system for regularly reviewing and updating them.

- Effective meetings — Conducting and participating in efficient and effective meetings requires more than knowledge of parliamentary procedure, so it's important for board members to have the tools and information they need.

- Community schools — Many districts sponsor community schools, so it's important that school board members understand the relationship between the

*Continued on page 7*



# PUBLIC SCHOOLS WORK!

compiled by Scott Gerfen, assistant editor

## Fairfield City students check out career opportunities

Nearly 50 businesses partnered with **Fairfield City** for its inaugural Fairfield Career Fest, where approximately 1,500 juniors and seniors learned about job opportunities in the region.

Some businesses were looking to hire seniors as soon as they graduate.

**Casee Beckman**, site manager of the Fairfield location with Schneider Electric, told a local newspaper that the company was looking to fill 20 to 30 wiring tech

positions.

"I would love to get quite a few graduating seniors to come work for us fulltime," she said. "Our business is growing very, very substantially."

Beckman said the students asked some good questions, including one student who "asked me what my favorite role has been with Schneider Electric, which I thought was great."

The career fest gave senior **Jonathan Jones** a chance to "look

for opportunities out of high school, just to get on my feet a little bit and just get started in life."

Fairfield High School Principal **Dr. William Rice** was impressed with how students engaged with employers. "They're asking great questions with employers who created atmospheres that are really inviting," he said.

Fairfield City hopes to hold the event again next spring.

Source: Journal-News

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*Information, continued from page 6*

district and the community school.

- **Communications** — School board members should understand the strategies their districts use in communicating with students, staff and the community and be supportive of staff to continually improve communications efforts.

- **Media relations** — Reporters often contact school board members to comment on the education-related stories they write, so it's important that board members have an understanding of the media and how to respond appropriately to requests for comments.

- **Labor relations** — Collective bargaining and other labor-related

topics are important for school board members to understand.

- **Public meetings** — Understanding open meeting laws and requirements regarding executive sessions are important for school board members.

Developing well-trained and effective school board members requires some effort, but it should be considered an investment that will positively impact your district and its public perception.

OSBA offers numerous workshops to help board members and administrators in their roles. Visit [www.ohioschoolboards.org/workshops](http://www.ohioschoolboards.org/workshops) to view workshops and register for trainings. You can

access on-demand training options at [www.ohioschoolboards.org/events/webinar](http://www.ohioschoolboards.org/events/webinar).

The OSBA Capital Conference is one of the nation's premier education conventions, offering exceptional opportunities for learning, sharing and networking. The three-day event offers general sessions, more than 150 breakout sessions and something for every member of your district's administrative team. The 2022 conference is Nov. 13-15 at the Greater Columbus Convention Center in Columbus. Registration opens in July; visit <http://conference.ohioschoolboards.org> to learn more.



## May 2022

24 Town Hall ..... Virtual

## June 2022

1 Last day to take action to nonrenew contracts of administrators other than superintendent and treasurer — RC 3319.02(C); last day to take action on and give written notice of intent not to reemploy teachers — RC 3319.11(D); last day to take action on and give written notice of intent not to reemploy 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).  
8 Reasonable Suspicion Training ..... Virtual  
10 OCSBA School Attorney Workshop ..... Columbus and Virtual  
24 School Sports Law Workshop ..... Columbus  
28 Town Hall ..... Virtual  
30 2021-22 school year ends — RC 3313.62; end of third ADM reporting period — RC 3317.03(A).

## July 2022

1 2022-23 school year begins — RC 3313.62; last day for board to notify teaching and nonteaching employees of succeeding year

salaries — RC 3319.082, 3319.12; board may 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 election).  
10 Last day for termination of teaching contract by a teacher without consent of the board of education — RC 3319.15.  
15 OSBA Executive Committee meeting ..... Columbus  
16 OSBA Board of Trustees meeting ..... Columbus  
15 Last day to adopt school library district tax budget on behalf of a library district — RC 5705.28(B)(1).  
29 Semiannual campaign finance reports must be filed by certain candidates (by 4 p.m.) detailing contributions and expenditures made through June 30, 2022 — RC 3517.10(A)(4).  
30 Board 101 Summer Workshop ..... Columbus  
31 Last day for board of education to adopt 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(A)(1).

## August 2022

1 Personnel/Board Impact webinar ..... Virtual  
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 file statistical report with Ohio Department of Education — RC 3319.33.  
2 Special Election Day — RC 3501.01 (first Tuesday after the first Monday).  
3 Reasonable Suspicion Training ..... Columbus  
3 OSBA Central Region Executive Committee meeting ..... Columbus  
3 OSBA Northeast Region Executive Committee meeting ..... Wadsworth and Virtual  
5 Attendance, Tuition and Custody Law Workshop ..... Westerville  
5 Last day to submit emergency, current operating expenses or conversion levy to county auditor for November general election — RC 5705.194, 5705.195, 5705.213, 5705.219(C) (95 days prior to election).  
7 OSBA Northwest/Southwest Regions Open House ..... Celina