



Serving the public school leadership team

Conference hotel reservation process opens Sept. 21

The reservation process for Capital Conference hotel rooms begins Wednesday, Sept. 21, at 9 a.m. Reservations may be made on a first-come, first-served basis. You must be registered for the conference or exhibiting in the Trade Show to request conference housing. After you are registered for the conference, your contact person will receive a confirmation email with information about housing, the housing link and unique housing code. School board members and other administrators simply need to contact their treasurer or superintendent to register. For housing details, a list of hotels, deadlines and a webinar on the housing process, visit http://conference.ohioschoolboards.org/housing. Visit http://conference.ohioschoolboards.org to register and view more conference information.

Districts must use ESSER funds by Sept. 30

The first of the government's three Elementary and Seconday School Emergency Relief (ESSER) stimulus funds must be allocated for use by Sept. 30, 2022. These grants were intended to help schools hire more staff, avoid layoffs and transition safely to in-person learning. They were awarded to departments of education in all 50 states, which then in turn awarded them to districts. The Ohio Department of Education received \$489.2 million from the first wave of the program, the majority of which was paid out in subsidies as well as smaller grants. Recipients are expected to return any funds not spent before the Sept. 30 deadline. A detailed fact sheet for educators is available here: http://links.ohioschoolboards.org/oh/esser.

New graduation criteria takes effect in 2022-23 school year

The new graduation seal system adopted in 2019 will be in effect for the first time with the class of 2023. After several years of gradual modification to graduation benchmarks, this year's crop of high school seniors will choose any two of 12 seals, indicating specific markers of college or career readiness, to earn alongside their required 20 high school course credits. At least one seal must come from a set of nine defined by the state, while the other may fulfill requirements set by the individual district or school. Detailed information about the requirements is available at http://links.ohioschoolboards.org/67658.

Transportation resources available through state, OSBA

After two years of remote classes, irregular schedules and staffing shortages, the new school year finds an unusually high number of districts hiring new transportation supervisors and bus drivers. In light of these circumstances, the Ohio Department of Education will be accepting applications for the Transportation

Sept. 12, 2022

Volume 54 Issue 17

Contents

fore news2
October is national
bullying prevention
month; OSBA online

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\mathbf{p}	11	otin	Board	2
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Public Schools	
Work!	

Route workshop information to:

- Administrators
- ☐ Principals
- ☐ HR directors
- ☐ Transportation supervisors

Collaboration Grant — which gives public schools up to \$10,000 to use on "efforts that lead to shared resources and reduce transportation costs" — until Sept. 30. Have questions about transportation hiring, regulatory compliance or other bussing and transportation concerns? OSBA offers numerous resources to help members navigate this sometimescomplex topic. Check out transportation resources page at www.ohioschoolboards.org/ transportation-services.

October is National Bullying **Prevention Month**

Next month, schools across the country will renew their commitments to address and prevent bullying by celebrating National Bullying Prevention Month. Bullying is a critical issue for student safety and success, and the observance provides a perfect opportunity for educators to

Granville EV superintendent joins marching band

Granville EV's Granville High School Marching Blue Aces welcomed a guest performer at the football team's home opener Aug. 26 — Superintendent Jeffrey R. Brown.

Brown joined the band for a pregame performance of Metallica's "Enter Sandman." He had asked Band Director Jerod Smith to include music from Metallica, his favorite band, for years. Smith finally gave in this fall.

"They granted my wish, but it came with strings attached," Brown told a local newspaper. He jumped at the chance to play the drums as a way of showing students they can be life-long learners.

"Even at my age, 50 years old, you can scratch something off your bucket list and learn something new," he said.

Source: Newark Advocate

update their knowledge and share the latest research with colleagues and parents in their districts. Find helpful information, including toolkits, policies and strategies for working with community partners at www.stopbullying.gov, www. pacer.org/bullying/nbpm and http://links.ohioschoolboards.

org/23931. Learn about one district's efforts on page 7.

OSBA online

www.ohioschoolboards.org

A recent study ranked Ohio No. 23 in a list of states with the most at-risk youth. While this places the state close to the national average, it also serves as a reminder that we should all do our part to ensure kids dealing with addiction, poverty, abuse and other hardships receive the support they need. An ideal starting point for education leaders is OSBA's resource page on barriers to student achievement, which offers links to toolkits for addressing attendance issues, inequality, mental illness and more. Visit www.leadingourlearners.org/ overcoming-barriers-toachievement, via OSBA's Leading Our Learners student achievement microsite, to find information that will help your students do their best.



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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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, senior administrative assistant of communication services

Ohio searches

Position	Location	Deadline	Contact
Superintendent	Union Local (Belmont) Sept. 30		Union Local Superintendent Search,
			Attn: Board President, 66779 Belmont-
			Morristown Road, Belmont, OH 43718

National searches

Position	Location	Deadline	Contact
Superintendent	Liberty, Ind.	Sept. 21	Dr. Kent DeKoninck , Indiana School
-	•	-	Boards Association, (317) 217-9136

Board changes

Avon Lake City appointed Kendra Gardiner to the board effective Aug. 9. She replaced Pam Ohradzansky, who resigned.

••• Joseph Badger Local (Trumbull) appointed Laisa Thompson to the board effective immediately. She replaced Eltha

S. Logan, who resigned in July. ••• Lake Local (Stark) appointed Scot Nabors to the board effective immediately. He replaced David Vanderkaay, who died. ••• London City appointed Darryl Brown to the board effective Aug. 9. He replaced Ashli Carter, who resigned in July. ••• New Riegel Local (Seneca) Board of Education member Elizabeth Eileen Kummerer announced her resignation effective immediately. ••• Van Wert City appointed Julie Burenga to the board effective immediately. She replaced Dr. Rachel White, who resigned in July. ••• Wauseon EV Board of Education member Stacia Radabaugh announced her resignation effective Aug. 25. She is moving out of the district.

Administrative changes

Superintendents

Oak Hill Union Local (Jackson) hired Jason Mantell as interim superintendent effective Aug. 1. He replaced Dr. Marci Shepard, who resigned July 31. Mantell previously was executive director at Child Protective Services in Scioto County.

••• Springfield Local (Mahoning) Superintendent Thomas Yazvac announced his retirement effective Dec. 31.

••• Union Local (Belmont) hired Sam Lucas as interim superintendent effective Aug. 22. He replaces Ben Porter, who resigned Aug. 22.

Treasurers

Brookfield Local (Trumbull) hired Jordan Weber as treasurer effective Sept. 9. He replaced Julie Sloan, who took the treasurer's position at Howland Local (Trumbull). Weber previously was the assistant treasurer at Columbiana County ESC. ●●● Maple Heights City hired Taylor Friedrich as treasurer effective Sept. 6. He replaces Interim Treasurer John W. Scott. Friedrich previously was the assistant treasurer at Parma City. ●●● Northwestern Local (Wayne) hired Jerry

Editor's note

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

Buccilla as treasurer effective Aug. 1. He replaced Lesa Forbes, who resigned in July. ••• Olentangy Local (Delaware) Treasurer Emily Hatfield resigned Aug. 25. She is taking a position with Otterbein University as its budget and resource planning administrator. ••• Springfield Local (Mahoning) Treasurer Edward N. Sobnosky announced his retirement effective Dec. 31. ••• Youngstown City hired Bryan Schiraldi as treasurer effective Sept. 8. He replaced Interim Treasurer Sandy Huddleston. Schiraldi previously was treasurer at Lowellville Local (Mahoning).

Sympathies

Robert "Bob" Taylor Addy, a member of the former Scioto School Board in Harrison County, died Aug. 9. He was 92.

••• Former Sheffield-Sheffield Lake City board member William R. "Bill" Emery died Aug. 23. He was 75. ••• Donald F. Finch, a former member of the Salem City Board of Education, died Aug. 19. He was 86. ••• Michael James "Coach Mac" McCreary, a Tri-Rivers Career Center board member and former Marion City board member, died Aug. 8. He was 70. ••• Former Riverside Local (Logan) board member Thomas G. Weiskittle died Aug. 20. He was 84. ••• Former Westerville City board member Alex Heckman died Aug. 23. He was 49.



INFORMATION

by Angela Penquite, deputy director of communication services

Regional fall conferences begin in a few weeks

School is back in session, and that means it's time to register for your OSBA region's fall conference. Held in the fall and spring, the region conferences bring hundreds of board members, administrators, guests and students together for dinner, networking, learning and celebrations of achievement.

The events feature keynote speakers, awards ceremonies and performances from outstanding student groups. The fall conferences also include the elections for the upcoming year's regional officers.

OSBA President Robert M. Heard Sr., Cleveland Municipal, and staff, including OSBA Chief Executive Officer Rick Lewis, OSBA Deputy Chief Executive Dr. Kathy McFarland and OSBA Senior Membership Engagement Consultant **Mark E. Bobo**, will provide association updates at the the conferences. Members of OSBA's Division of Legislative Services also will offer the latest information on state legislation impacting public education.

Event details are available on the OSBA website at www. ohioschoolboards.org/regions. Click on your respective region, then click on the conference flier under "Resources" on the upper right corner of the webpage. You can register online at www. ohioschoolboards.org/events. If you have questions about your reservation, please contact Melanie Price, OSBA senior administrative assistant of communication services, at (614) 540-4000, (800) 589-OSBA or

mprice@ohioschoolboards.org.

School board members will earn five credits toward the OSBA Training Award for attending a region conference. For more information on the Training Award, visit www.ohioschoolboards.org/star-awards or contact OSBA. In addition, Ohio Revised Code Section 3315.15 authorizes the establishment of a service fund for board members. Such funds can be used for expenses incurred for meetings such as this.

Following is a preview of what each region has planned for its conference.

Central Region

The Central Region conference is Wednesday, Sept. 21, at Villa Milano in Columbus. The event

Continued on page 5



Human Resources Law in Schools

Friday, Sept. 16 • 9 a.m.-3:15 p.m. • Virtual • Cost: \$105

Join OSBA and a slate of experienced practitioners in education and employment law to learn about some of the most complicated and important areas of human resources in schools. This workshop has been submitted to the Supreme Court for 5 hours of continuing legal education (CLE) credits.

8:50 a.m. Welcome

Managing teacher contracts 9 a.m.

> Teachers are central to a district's core function of educating its students. It is essential to know the ins and outs of each type of teaching contract and how to manage them. This session will cover each type of contract and discuss some of the unique issues that may be posed by collective bargaining agreements. Emily R. Spivack, Esq., Squire Patton Boggs (US) LLP

10:15 a.m. Break

10:30 a.m. First Amendment and school employees

after Kennedy

The intersection between the establishment clause and school employees' free speech and free exercise rights was considered earlier this year by the U.S. Supreme Court in Kennedy v. Bremerton School District. This session will review the court's decision. discuss how it could apply in other situations and look at how state and federal laws could affect these rights in the future. Jackie Walsh Brickman, Esq., Pepple & Waggoner Ltd.

11:45 a.m. Lunch break

12:30 p.m. Harassment and discrimination in the workplace

> Several state and federal laws, such as Title VII of the Civil Rights Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act and others, impose requirements on employers — including school boards — to provide workplaces free of harassment and discrimination. Training, preparation and knowledge about how to respond effectively to harassment and discrimination complaints in the workplace are key to meeting these requirements. Review required policies, best practices for employee training, district responses to allegations and how to handle investigations. Sherrie Massey, Esq., and Scott C. Peters, Esq., Peters Kalail & Markakis Co. LPA

1:45 p.m. Break

Administrator contracts from start to finish 2 p.m.

> A board's relationship with its superintendent and treasurer are central to effective operation of the district. This session will cover policies and case law that codify the hiring process and initial contract, evaluations, the roles of interim superintendents and treasurers, and the process for ending the contractual relationship.

> Nicole M. Donovsky, Esq., Bricker & Eckler LLP

3:15 p.m. Adjourn

To register, visit www.ohioschoolboards.org/workshops.

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





Master of Transportation Administration Program

OSBA offers this training curriculum to support administrators who are responsible for student transportation. This program meets and exceeds the requirement in the administrative code for annual transportation in-service training.

These half-day workshops — offered from 10 a.m. to 2 p.m. — include a working lunch and time for questions. Each class is \$105, or you can purchase an MTA subscription for \$700 to attend all six sessions in the series. Contact **Doug Palmer**, OSBA senior transportation consultant, for subscription information. All workshops will be offered virtually and in-person at the OSBA office, 8050 N. High St., Columbus, 43235.

Upcoming workshop dates:

- Sept. 28: Payment in lieu of transportation/school choice transportation
- Nov. 2: Student management and training
- Dec. 7: Rules and laws governing Ohio student transportation
- Jan. 19: Driver records, background check and compliance needs
- Feb. 22: Emergency transportation planning
- March 29: Fleet compliance

To view class details and register, visit www.ohioschoolboards.org/master-transportation-administration.

Administrative Professionals Workshop: Push the reset button



Friday, Oct. 14 • 10 a.m.-2 p.m. • OSBA Office, Columbus • Cost: \$105

9:30 a.m. Registration

10 a.m. Welcome

10:05 a.m. Reset your records

The basis for all school district operations is the law, implemented through policy. This session will feature an overview of federal and state laws and rules that govern student and public records. Learn the necessary policies and procedures for retaining and managing records, discover best practices for

responding to public records requests and find resources for later questions.

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

10:50 a.m. Stretch break

10:55 a.m Reset your resources

What do you think of as the ingredients, tools or resources you use to get your work done? Maybe your resources are less tangible and include things like the sources you tap for emotional and physical energy, wellness or creativity. Review practical ways to keep all your resources handy and ready to be of service. *Cheryl W. Ryan, director of board and management services, OSBA*

11:40 a.m. Lunch (provided) and networking

12:15 p.m. Reset your crisis communications best practices

Staff on the front lines of any organization often are the first to get questions about a crisis. With today's challenging communications atmosphere, it's important to protect your school's reputation by being prepared before the phone calls and emails start. Learn best practices of crisis communications; how to manage outrage; and the value of prepared scripts.

Thomas Fladung, managing partner, Hennes Communications

1:05 p.m. Reset your habits: A practical guide to personal growth

We all face complexity in our relationships, professional lives and communities. In order to thrive, innovate, excel and be happy, we must build consistent, solid habits. Learn how to make a difference in every area of your life by resetting your mindset and focusing on simple behaviors that will result in healthy habits.

Dr. Kathy McFarland, deputy chief executive, OSBA

2 p.m. Adjourn

To register, visit www.ohioschoolboards.org/workshops



WORKSHOP REGISTRATION

Register at 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 the 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.





Nominate student programs and artwork for the 2022 OSBA Student Achievement Fair

Participate in the fair on Monday, Nov. 14, from 10 a.m.–2 p.m., at Greater Columbus

Convention Center

Student Achievement Fair district program

The Student Achievement Fair showcases exemplary programs that highlight student achievement. Examples of previous district programs in the Student Achievement Fair include 1-to-1 technology programs, STEM courses for middle grades, workforce exchange programs and career center culinary arts programs. One hundred programs showcasing student achievement will be selected.

Digital student art display

The Student Achievement Fair features outstanding artwork by students from across the state. Don't miss this chance to nominate some of the highly creative artwork coming from your district's students.

Nominate a program or artwork today at http://conference.ohioschoolboards.org/student-achievement-fair

Information, continued from page 4-

opens with networking at 5 p.m., and dinner will be served at 6:15 p.m. following a legislative update. Region President Dr. **Tina D. Pierce, Columbus City**, will preside over the evening's activities.

The program begins at 7 p.m. The keynote speaker is Dr. **Lisa Hinkelman**, founder and chief executive officer of Ruling Our eXperience (ROX), a nonprofit leader in programming, research and education focused on girls. Discover how ROX trains educators to deliver evidence-based programs to girls in grades five-12 to help them communicate effectively, develop health

relationships and plan for college and their careers.

The region will honor its outstanding teachers and exemplary school employees as well as board members commemorating 30 or more years of service or earning OSBA STAR Awards. The region's Friends of Public Education and Champion of Public Education awards also will be presented.

The cost to attend is \$40 per person. Make your reservation online at http://links. ohioschoolboards.org/crfall2022. The registration deadline is Friday, Sept. 16. For more information, contact Regional Manager Kim

Miller-Smith at (614) 540-4000 or kmillersmith@ohioschoolboards. org.

Northeast Region

This year marks the Northeast Region's 70th anniversary. Join the region's celebration at its fall conference on Wednesday, Oct. 5, at the Galaxy Banquet Center in Wadsworth. Region President Sally S. Green, Tuscarawas Valley Local (Tuscarawas), will preside over the event, which begins with networking at 5 p.m., followed by dinner at 6 p.m.

The program begins at 6:45 p.m. *Continued on page 6*



Tuesday, Sept. 27 • 5:30 p.m.-6:30 p.m. • Virtual • 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.

Future townhalls are scheduled for Oct. 25 and Nov. 22. To register, visit www.ohioschoolboards.org/workshops.

Information, continued from page 5 ·

with a region update. **Kevin J. Locke**, a managing partner at
Pepple & Waggoner Ltd., is the
event's keynote speaker. He will
present an update on current legal
issues.

Honorees include OSBA STAR Award recipients; the Ohio Department of Education (ODE) Purple Star Award schools; 2023 Ohio Teacher of the Year nominees; outstanding superintendent, treasurer, administrator and classified employee; volunteer and career center program; and the recipients of the Roger Samuelson and Friend of Public Education awards.

The cost is \$40. Reserve your spot online at http://links. ohioschoolboards.org/nefall2022. The deadline to RSVP is Friday, Sept. 30. For questions on the event, contact Regional Manager Reno Contipelli at (330) 485-3731 or rcontipelli@ohioschoolboards.org.

Northwest Region

The Northwest Region will hold its conference on Thursday, Oct. 6, at Sentinel Vocational Center in Tiffin. The conference begins with networking at 5:30 p.m., followed by dinner at 6 p.m. Region President Chris Widman, Vanguard Sentinel Career &

Technology Center, will preside over the event.

Following dinner, students from Seneca East Local (Seneca) will perform. Those to be recognized include veteran board members; OSBA STAR Awards recipients and Master Board Members; and recipients of the Northwest Region Excellence in Community Service Award.

The cost is \$40. You can make reservations online at http://links.ohioschoolboards.org/nwfall2022. The reservation deadline is Thursday, Sept. 29. For questions on the event, contact Regional

Continued on page 7



COFFEE CHAT

Using technology to support board committees

Tuesday, Sept. 20 • 8:30 a.m.-9 a.m. • Virtual • Free

Over the past few years, we've seen the importance of ensuring transparent communication with our communities to maintain public trust and confidence, particularly when public interest in board and committee decisions is high. BoardDocs shares how local Ohio school districts use technology to organize and share information from multiple board committees in a streamlined and straightforward way.

To register, visit www.ohioschoolboards.org/events



PUBLIC SCHOOLS WORK!

compiled by Scott Gerfen, assistant editor

Marysville EV students create anti-bullying game, win award

A group of **Marysville EV** Marysville High School students want to expand an anti-bullying program that won them a national award and \$5,000.

The High Five REACT Club won the award given by Invent2Prevent, a program that empowers university and high school students to develop innovative projects that help prevent targeted violence and terrorism.

The REACT club's name stands

for Respect, Equality, Acceptance, Communication and Trust.

"Our group was really shocked," senior **Jake Shafer** told a local TV station. "I was just so excited."

Shafer was among five students who presented their project to a panel of judges in Washington, D.C., in the spring.

Students were tasked with identifying issues related to targeted acts of violence in their local community and developing

solutions that could be applied across multiple communities.

The group developed a mentorship strategy and created a board game to build relationships and encourage social and emotional learning with elementary school students.

High Five REACT was among three finalists in the Invent2Prevent high school competition. Seventeen high schools submitted final projects.

Source: WSYX-TV

Information, continued from page 6

Manager **Martha F. Rothey** at (419) 348-9989 or mrothey@ ohioschoolboards.org.

Southeast Region

The Southeast Region Fall Conference is scheduled for Thursday, Sept. 29, at **Tri-County Career Center** in Nelsonville. Region President **Ed Penrod**, **Muskingum Valley ESC** and Tri-County Career Center, will preside over the event, which begins at 5:30 p.m. with networking. Welcoming comments and introductions begin at 6:15 p.m., followed by dinner.

The program honors ODE Purple Star Award schools; the

Southeast Region President's Award recipient; the region's recognition awards; and the Advocate of Education Award.

The cost to attend is \$40. Make your reservation online at http://links.ohioschoolboards.org/sefall2022. The deadline for reservations is Friday, Sept. 23. Contact Regional Manager Paul D. Mock at (740) 469-2724 or pmock@ohioschoolboards.org with questions.

Southwest Region

Greene County Career Center in Xenia will host the Southwest Region Conference on Thursday, Oct. 13. Region President Lynda O'Connor, Lakota Local (Butler), will preside over the conference,

which kicks off at 5 p.m. with networking. Attendees will be welcomed at 6 p.m., followed by a student performance, and dinner will be served at 6:30 p.m. The evening's program, including award presentations will begin at 7:15 p.m.

The cost to attend is \$40. Make your reservation online at http://links.ohioschoolboards.org/swfall2022. The reservation deadline is Monday, Oct. 10. For questions, contact Regional Manager Mark Ewing at (614) 540-4000 or mewing@ohioschoolboards.org.

Ohio School Boards Association

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Septe	ember 2022	11	Last day for voter registration for November	13	OSBA Northeast Region Executive
12	OSBA Southeast/Southwest Regions		election — RC 3503.01, 3503.19(A) (30		Committee meetingColumbus
	Open HousePortsmouth		days prior to election).	13	OSBA Northwest Region Executive
16	Human Resources Law in	13	Southwest Region Fall		Committee meetingColumbus
	SchoolsVirtual		ConferenceXenia	13	OSBA Southeast Region Executive
20	Coffee Chat: Using Technology to	14	Administrative Professionals		Committee meetingColumbus
	Support Board Committees Virtual		WorkshopColumbus	14	OSBA Central Region Executive
21	Capital Conference housing reservation	15	Last day for certification of licensed		Committee meetingColumbus
	process opens		employees to State Board of Education —	22	Town HallVirtual
21	Central Region Fall		RĆ 3317.061.	30	Deadline to file consolidated school mandate
	ConferenceColumbus	18	Coffee Chat: A public schools social		report — RĆ 3301.68.
27	Town HallVirtual		media primer: Risks, rewards and		,
28	OSBA Master of Transportation		recognizing fake newsVirtual	Dece	mber 2022
	Administration: Payment in lieu	25	Town HallVirtual	7	OSBA Master of Transportation
	of transportation/school choice	31	End of first ADM reporting period — RC		Administration: Rules and laws
	transportation Columbus and virtual		3317.03(A).		governing Ohio pupil
29	Southeast Region Fall				transportationColumbus and virtual
	ConferenceNelsonville	Nove	ember 2022	13	Coffee Chat: Accelerant culture —
30	Last day to file business advisory council	1	Last day for classroom teachers to develop		creating a space where everyone gets to
	plan with the Ohio Department of		online classroom lessons ("blizzard bags")		get betterVirtual
	Education — RC 3313.821.		in order to make up hours for which	14	Reasonable Suspicion Training Virtual
			it is necessary to close schools — RC	31	Last day for treasurer to canvass the board
Octo	ber 2022		3313.482(A)(3)(a)		to establish a date for the organizational
1	Last day for board to adopt annual	2	OSBA Master of Transportation		meeting — RC 3313.14.
	appropriation measure $-RC 5705.38(B)$.		Administration: Student management		
5	Northeast Region Fall		and trainingColumbus and virtual		
	ConferenceWadsworth	8	General Election Day; Special Election Day		
6	Northwest Region Fall		- RC 3501.01 (first Tuesday after the first		
	ConferenceTiffin		Monday).		
		13-15	OSBA Capital Conference Columbus		