

April 20, 2020

### Virtual Online Meeting

*And as President of the Northridge local school district board of education, I will call to order this most irregular regular meeting of the Northridge District Board of Education on Monday April 20 2020. At 7:21pm normally I don't bother with the preamble at the top but for our record, I think its important tonight. This meeting is a meeting of the Board of Education in public for the purpose of conducting school district's business is not considered a public community meeting in response to the stay at home order issued by the Department of Health Northridge board of education will meet via Teleconference with visual display a presentation this complies with House Bill 197 authorizing Phone conferencing, underwriting public school beacons using fall conference or other electronic technology COVID-19 has been reminded via a live feed of this meeting on our website, or Facebook page. The audio of the visual presence of these documents will be posted on the bottom of our website. As part of our integrated Facebook feed. There is no requirement to have a Facebook account, meaning its live feed the Northridge Board of Education values, engagement with the community and believes that providing an opportunity for public.*

We do believe in providing an opportunity for public comment during regular board meetings, but as for fire, police and transparency and community partnership with these technical limitations and exploring spirit maintaining the opportunity for public debate in this virtual school board meeting, we offered the opportunity for the public to submit written comments via email to the superintendent or Treasurer this afternoon and the Board has collected those emails prior to the meeting, and will include them within comment section.

The Board of Education of the Northridge Local School District met in Regular Session on Monday, April 20, 2020 at 6:30 PM, with the following individuals present: Mrs. Jayma Bammerlin, Mr. Rick Burkholder, Mr. Doug Hart, Mr. Chris Pokorny, Mr. Jeffrey Schrock, Board Members; Mr. Scott Schmidt, Local Superintendent; Mr. Britt Lewis, Treasurer; Building Administrators and other interested citizens and employees via online either by zoom or Facebook live.

The meeting was called to order at 7:21 P.M. by Mr. Doug Hart, Board President followed by the pledge of allegiance and roll call for attendance.

Roll Call: Mrs. Bammerlin, present; Mr. Burkholder, present; Mr. Pokorny, present; Mr. Schrock, present; Mr. Hart, present.

#### **District Mission and Viking Values Statements**

Mission Statement: *Empowering all students to reach their fullest potential*

-Mr. Hart: In the past, after reading our Mission statement I've moved on quickly to the Viking Values that follow it on our agenda. Tonight, I'm going to pause for a just a moment to reflect on our Mission's significance.

In his insightful book, *Start with Why*, by Simon Sinek points out how even the most seemingly successful businesses lose sight of why they are operating, to the extent they ever focused on that at all.

In these most unusual of times, with a complete makeover in what we do day to day transpiring over the past month or so, it's more important than ever that we refocus on exactly why we are operating in the first place. Since the adoption of that Mission statement in the middle of the prior decade, why we operate has always been clear: We are all here to ensure that every student reaches his or her fullest potential. That's every single student. No excuses.

Though, temporarily, we've had to completely overhaul our business model, I submit that our why remains unchanged. We are still committed to ensuring that every student reaches his or her fullest potential. We're just doing things a lot differently, for a while, anyway. More than ever, tonight I challenge every board member, each administrator, every teacher, and now every parent to continue to strive toward fulfilling our difficult mission.

I turn now to our Viking Values, which are: Trust, Leadership, Communication, Collaboration, Accountability, Integrity and Respect

Sinek's book also helped me understand the relationship of our Viking Values to our Mission. These Values are so much more than words on a page or lofty ideals.

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Our Viking Values represent how we intend to achieve our Mission to ensure that every student reaches his or her fullest potential: By instilling, developing, cultivating, fostering, and practicing each of those Viking Values in and by every board member, administrator, teacher, staff member, parent and student.

In turn, the lessons, testing, grading and all the other things we do should be structured intentionally to align with our Viking Values and, thereby, with our Mission.

Mr. Schmidt and I have discussed these concepts a few times recently. We both recognize that it's critical that we be very intentional, focusing everyone's effort on using our Viking Values the way I just described to accomplish our Mission.

Viking Values: *Trust, Leadership, Communication, Collaboration, Accountability, Integrity, Respect*

We Adhere to: *See Something, Say Something* Campaign

There are three sets of minutes listed, that were resubmitted to the board on April 17, 2020. I recall that first set for Tuesday, January 21<sup>st</sup>, was presented in our agenda and considered briefly about our February board regular meeting, but there were some issues with those minutes. And so now they've been resubmitted.

I would like to share a couple of ground rules. Before speaking, because we don't have any other way to identify ourselves, it is important that we do announce our name, to the extent we are introduced by somebody, and we also try to not interrupt and try to limit only one person speaking, as difficult as that may be at times. So with that, are there any corrections or changes that need to be made? Hearing none. Is there a motion to approve the minutes?

**Approve Minutes**

**20-035** It was moved by Mrs. Bammerlin and seconded by Mr. Pokorny to approve the minutes of Regular Session, Tuesday, January 21, 2020; Special Session, Thursday, January 30, 2020; Regular Session, Tuesday, February 18, 2020 as modified; as re-submitted on April 17, 2020.

Roll Call: Mr. Schrock, aye; Mr. Pokorny, aye; Mr. Hart, aye; Mr. Burkholder, aye; Mrs. Bammerlin, aye.

The President declared the motion carried. 5-0.

**Adoption of the Agenda**

- A. Overview of Consent Agenda Items
- B. Changes to the Agenda – Pull Superintendent Recommendation # 12 to separate consideration.
- C. Approval of the Agenda as modified.

**20-036** It was moved by Mrs. Bammerlin and seconded by Mr. Pokorny to approve the agenda as modified.

Roll Call: Mr. Schrock, aye; Mr. Pokorny, aye; Mr. Hart, aye; Mr. Burkholder, aye; Mrs. Bammerlin, aye.

The President declared the motion carried. 5-0.

**Scheduled Visitors:** - None

**Staff Comments Regarding Specific Agenda Items**

*(as submitted via email to Superintendent or Treasurer by 6:15 pm, 4/20/2020)*

-Mr. Schmidt: I have one comment from the teachers union. They wanted the Board know that the teachers are working tirelessly to provide students engaging lessons at all levels from kindergarten through senior year. Knowing that this has been unusual times, teachers have a newfound respect for classroom interactions, just as they appreciate that parents seem to have a newfound respect for what the teachers do daily. So, just as a note that they are trying their best under these circumstances.

-Mr. Hart: I do not have an opportunity to observe what they (the teachers) do directly, but you share in your messages to the board, profusely the effort has been put in by our teaching staff. I'm going to comment on it again later in the meeting, but I don't think I'd be commenting on it enough. It's just been an incredible job thrown at everybody. And I think I speak for the entire board when I say that we're so appreciative of the effort that they put in. The way they are

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working to really meet that inertia that I focused on at the beginning to ensure that all students reach their full potential.

**Unscheduled Visitors (Maximum 30 minutes) Comments of Specific Agenda items or General Comments**

*(as submitted via email to Superintendent or Treasurer by 6:15 pm, 4/20/2020)*

-Mr. Lewis: I received a request from Geoff Wiggins and I received another text from a parent. I'll start with Geoff Wiggins email that he sent. Jeff is a valued member of our Finance Committee, also he has a student at the primary building.

Doug Hart  
President  
Northridge Local Schools Board of Education  
6066 Johnstown-Utica Road  
Johnstown, OH 43031

Dear Mr. Hart,

*I'm writing you today, in lieu of in-person comments at the monthly board meeting, to request that the Board of Education consider taking an active role in addressing the homework gap in our community. As I am sure you are aware, there are large sections of the Northridge Local School District not serviced by a broadband internet provider. This has been a longstanding issue as classroom components have modernized to an online format, but now, during this worldwide pandemic it has reached a crisis level, particularly as the entire curriculum has moved online.*

*The problem is both socioeconomic and geographic, and solving one without the other is not enough. For some, broadband is available, but not affordable. For others, broadband is simply not available due to the practice of provider 'redlining': terminating a service area along an arbitrary border based on the profitability or density of an area.*

*With our local libraries and businesses shuttered, there are fewer alternatives than ever to getting online at home. Even the 'free' hotspot options as advertised by Lt. Governor Husted's office are fraught with challenges. Many are behind locked gates and 'no trespassing' signs. We are in a situation now where the need is the greatest and the opportunities are fewest.*

*I reached out to our son's building principal at the start of the stay-at-home order and was advised to contact my son's classroom teacher for curriculum materials in alternative format. While other students participate in Google Classroom, stream stories on YouTube, my son worked math problems on paper we received in the U.S. Mail. The current state of public K-12 education for some in our district is correspondence school. This is unacceptable.*

*In the short-term, we have invested heavily in cellular data to allow our son to take part in online class work. The short-term investment we have made comes to the tune of nearly \$300 per month for basic connectivity, which is likely out of reach for many families. While there isn't likely an immediate solution to solve the socioeconomic portion of our district's connectivity issues, there are some long-term options the board should consider. One is urging the Federal Communications Commission to expand the E-Rate program to cover the cost of internet services for the economically disadvantaged. Another is engaging with Lt. Governor Jon Husted's 'InnovateOhio' office to ensure our district and associated census blocks are at the forefront for receiving any state money that becomes available to address this need.*

*Solving the geographic issues and provider redlining is a more complex issue. Last week I sent a letter to The Energy Cooperative urging them to consider becoming internet service provider for their service areas in Licking and Knox counties. Energy cooperatives stepping up to take an active role in closing the digital divide and homework gap is an increasing trend across the country. Often there are federal funds available to offset costs associated with infrastructure. I encourage the Northridge LSD board to take a leadership role in coordinating the other underserved districts in Licking and Knox counties in engaging with The Energy Cooperative leadership on this option.*

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*You may be thinking to yourself, 'this isn't our problem to fix', and I understand that sentiment. However, if online continues to be a mode for curriculum delivery now and after the pandemic, it is absolutely the district's responsibility to ensure that the infrastructure does not create equity issues for its students.*

*Sincerely,  
Geoff Wiggins*

-Mr. Hart: Thanks for sending in your comments. So well-articulated and not surprising considering your board meetings, particularly framing various issues that people who lack for whatever reasons, decent internet service are facing, and we come far beyond your own personal circumstances to share with the board and the district is going through the format that we're going through tonight by having video is the unreliability of service throughout district. And under the state legislation requirement. Board members had to be present on video at all times throughout a meeting. And because we didn't have confidence that we could do that we don't want to risk holding the meeting. And so, technology, the same technology issues are the same issues that limit our ability to hold meetings in this format, obviously, is a temporary buy. I think there is going to be some changes permanently in our business model. I think Mr. Wiggins comments are spot on and I'm sure that our administrative team, we will do everything we can. Again, I keep going back to that mission to ensure that all we share. And that is our problem to make sure that this is the way we're going to do that occasion. Then we need everybody to be able to display and Mr. Harmon if I may add a point of information for the Board and our audience tonight, the Educational Service Center of Central Ohio, Lieutenant Governor's office, had reached out to them about contacting some rural superintendents to be part of Innovate Ohio and getting broadband across our rural areas. I have volunteered to be part of that committee. I have yet to hear if I will be part of it, but we definitely have change going on at the state level of how we increase internet connectivity, that effort to turn on the district can help lead in. We will be hearing more about this issue and I think we're going to need to be, considering the Governor. Schools are going to be shut down for the rest of this school year. He has no clue what it looks like.

-Mr. Lewis: Yes, I believe Mr. Schmidt will be addressing that in the learning at home update, but I will just highlight that the person who sent the text to me was saying that they've spoken with at least eight parents of seniors, that they want the board and the superintendent to know that they would prefer that we have a live graduation. If it has to be in July or August they would be willing to wait for that and they just want that to be noted.

-Mr. Schmidt: To echo that, I received a couple of emails from parents this evening as well. They didn't indicate that they were comments specifically to share at the board meeting but the same sentiment and the fact that if there's a way to wait until this summer for graduation, that would be their preference to where we could do something in person and so I'm going to provide some updates a little bit later on that.

#### Discussion Items:

- Treasurer
  1. Fiscal Year 2019 Clean Audit Report:
    - a. Updated the Board and Finance Committees that we received the 7<sup>th</sup> Clean Audit Report in a row
    - b. Britt Lewis, Treasurer/CFO will be receiving the 5<sup>th</sup> Auditor of State, State of Ohio, Clean Audit Award to be presented by Doug Hart, Board President

- Mr. Lewis: First thing on the list is the fiscal year 2019 clean audit report. We had a meeting back on March 27, which is called an exit conference for the audit where we were notified and received a clean audit report. That would be our seventh clean audit in a row. And it's a very big honor. Very excited for the staff, district office staff. They've done such an excellent job and helping us achieve this. It is starting to get pretty rare to have this many in a row and it's so humbling and exciting, as Mr. Hart said to me, it never gets old, and I appreciate that it doesn't. So, we're very excited about this accomplishment.

#### 2. Finance Committee

-Mr. Lewis: Finance Committee met via zoom meeting and it went very well. Our first attempt at doing that. There were the big items on our agenda. We discussed the five year forecast, we

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discussed what's happening, what we anticipate to happen with the Coronavirus Pandemic, how the State “stay at home order” and how it affects the school district and the funding. We discussed that we are keeping an eye on funding. Right now, we're not a district relying solely on income tax, which will be probably the biggest impact early on to school districts. Not impacting us on the operation side, but could affect us on the permanent improvement side of the newly passed levy. So we'll be keeping an eye on how those collections come in and have to make some adjustments moving forward with some of our projects based on that analysis. All in all, right now, we're not thinking that in the May five year forecast, that we will be seeing much reduction from that, we do anticipate some reductions. There's some hints coming in, just this week out of the Governor's office that we could be looking at some reductions from the State. The State has indicated that tax collections are going to be behind and less than anticipated.

-Mr. Pokorny questioned how much finding comes from the State share?

-Mr. Lewis answered approximately 38%.

-Mr. Pokorny – I would like to publicly congratulate you on that Clean Audit, Thanks to you and your staff.

- Superintendent

1. Modern Learning Facility Update
  - a. Robertson Construction – Clay Keith
  - b. MCS & Associates – Mike Mendenhall
  
2. Learning At Home Update
  - a. Food Service
  - b. Maintenance
  - c. Technology
  - d. Education
    - i. Teaching Staff
    - ii. Students/ Families
    - iii. Grading Adjustments
    - iv. Graduation Adjustments

-Mr. Pokorny Thanked the staff for all their efforts and hard work put in the transition to the stay at home order.

3. Re-Organization of Administrative Positions



**Reorganization of Administrative Positions**  
 Eliminate:  
 Executive Director of Instructional Services  
 High School Principal  
 Intermediate Principal  
 Special Education Coordinator  
 Establish:  
 Secondary Principal 6-12 (combined MS HS)  
 Elementary Principal PK-5 (combined PS IS)  
 Director of Special Education  
 Assistant Principal  
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**Reorganization of Administrative Positions**  
 Current: 7 Admin Total  
 2.5 District Office Admin  
 3.5 Principals  
 1 Assistant Principal  
 New: 6 Admin Total  
 2 District Office Admin  
 2 Principals  
 2 Assistant Principals  
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Reduction of Administrative Cost
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-Mr. Hart commented; just a very interesting approach to a number of different personnel situations going on. I think that Mrs. Beaver receiving the two buildings and if we can make that happen now that's tremendous. Michelle McJessy has been doing a great job and I have a lot of confidence in her ability to step up and assume that director role and Mr. Grieger, has the experience previously in the high school, in the AD role, first of all, now he's been in the middle school for a while. Everything I'm hearing about the work he's doing is tremendous. I think he's well positioned to be able to take on what would seem like a job that when you think about the number of students that we have in high school that are at C-Tec, and also are doing the college programs off campus, probably not as much of a burden on our administrators as the ones that are on our campus, but I think it's so. I applaud Mr. Lewis and Mr. Schmidt on working together for this creative solution.

- Board

1. Johnstown-Northridge Joint Park District Proposal

-Mr. Hart stated Mr. Schmidt has done a great job leading, on the administrative side of this list. Food service has been tremendous, they pulled that all together and it's not easy going. Preparing the food and having it available to distribute in the different

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locations throughout our district, just great! I know maintenance has been busy as indicated. Technology same with the distance learning focus. I'm so glad that we have such competent people and people who are dedicated to the Northridge community. Thank you very much. A well-deserved, Thank You to Mrs. Lewis, Food Service, Dave Liggett, Maintenance, Jack Kruse and Brian Roberts, Technology.

**Consent Agenda**

**Treasurer's Report and Recommendations**

**Recommendation # 1 - Approve Monthly Financial Reports**

Recommendation to approve the Monthly Financial Reports as approved by Finance Committee as submitted on March 9, 2020 and April 6, 2020.

**Recommendation # 2 – Approve Donations**

Recommendation to approve the following donations:

- Bob Parsons Construction to FFA - \$200.00
- Parsons Trucking, LLC to FFA - \$200.00
- Parsons and Sons Excavating, LLC - \$100.00
- Trillium Farm Holding, LLC to FFA - \$200.00
- Croton Church of Christ to help provide for weekly meals during extended break - \$400.00
- Lynd's Fruit Farm – Apple Donation

**Recommendation # 3 – Approve Transfer of Funds**

Recommendation to approve transfer of funds for OFCC

From: 003 to 010 - \$1,000,000

**Recommendation # 4 – Approve Refunds**

Recommendation to approve the following refunds for the 2019-2020 school year:

- 5<sup>th</sup> Grade Camp Fees
- 7<sup>th</sup> Grade Kings Island Trip Fees
- Middle School and High School Spring Sports Fees
- High School Musical Tickets (if not rescheduled)

**Superintendent's Recommendations**

**Recommendation # 1 – Approve FMLA**

Recommendation to approve FMLA for Nicole Ruiz, MS Teacher for the 2019-2020 school year. Leave began April 6, 2020 and will carry over to the 2020-2021 school year.

**Recommendation # 2 – Approve Resignation**

Recommendation to approve the following resignation for the 2019-2020 school year:

- Brian Blum. Executive Director; effective last day July 31, 2020.

**Recommendation # 3 – Approve New Hire Certificated Employment for 2020-2021:**

Recommendation to approve the following certificated contract(s) contingent upon favorable reports of the content of the BCI/FBI checks, Ohio Department of Education Certification and all other employment requirements for the 2020-2021 school year:

First Name	Last Name	Step	Cert.	Contract	Salary	Position
Iris	Prevoteau	11	BA150	1 Year	\$52,375.00	PS Intervention Specialist
Emily	Phipps	4	MA	1 Year	\$45,651.00	Preschool Intervention Specialist
Jaclynn	Randolph	3	BA150	1 Year	\$39,889.00	IS Intervention Specialist

**Recommendation # 4 – Approve Athletic Supplemental Coaches**

Recommendation to approve the following Athletic Supplemental positions for the 2019-2020 school year pending a favorable report on the content of the BCI and/or FBI check and meeting all other employment requirements.

First	Last	Position	Step	Rate of Pay
Tyler	Estep	High School Boys Track Coach	5	\$4,175.00

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Jay	Campbell	High School Assistant Track Coach	1	\$3,331.00
Jenna	Gauthier	High School Assistant Varsity Softball Coach	2	\$3,398.00

**Recommendation # 5 – Approve Non-Athletic Supplemental Position**

Recommendation to approve the following Non-Athletic Supplemental position(s) for the 2019-2020 school year pending a favorable report on the content of the BCI and/or FBI check and meeting all other employment requirements.

First	Last	Position	Step	Rate of Pay
Mich-ele	Ferry	High School Musical Aide	0	\$688.00

**Recommendation # 6 – Approve High School Substitute Principal Stipend**

Recommendation to approve \$50.00 daily stipend for Justin Grieger to serve as High School substitute Principal from March 9, 2020 through July 31, 2020.

**Recommendation # 7 – Approve Additional Hours for Coordinator of Special Education**

Recommendation to approve up to 15 additional Days for Michelle McJessy at her current daily rate.

**Recommendation # 8 – Approve Classified Substitutes for the 2019-2020 School Year**

Recommendation to approve the following substitute personnel on an as-needed basis at the hourly rate determined by Board approved sub pay rates per position for the 2019-2020 school year pending favorable reports of the content of the BCI/FBI check and meeting all other employment requirements.

First Name	Last Name	First Name	Last Name
John	Roberts	Barbara	Shaw
Ashley	Reed		

**Recommendation # 9 – Approve Inter-District Open Enrollment**

Recommendation to approve Inter-District Open Enrollment for the 2020-2021 school year per Policy 5113.

**Recommendation # 10 - Approve Volunteers**

Recommendation to approve the following as a volunteer for the 2019-2020 school year pending a favorable report on the content of the BCI and/or FBI check and meeting all other volunteer requirements. (“A” – Athletics Volunteer)

Wasem, Tracy	Rice, Sara	French, Sarah	Felhofer, Ellen	Crawford, Sarah
Miller, Jennie	Neville, Bliss	Bird, Lindsey	Welch, Erin	Tornichio, Sarah
Hart, Jamie	Custer, Erica	Fox, Mike	Davis, Tony	McCutcheon, Sean
Mallernee, Bill	Isler, Brian	Larrison, Jeff	Burcham, J. Jeremy	Stockberger, Aaron
Needles, Charles	Hamlin, Kyle	Roberts, Brian	Globlek, John	Huddleston, Kaitlyn (A)

**Recommendation # 11 – Approve High School 2020-2021 Course Guide**

Recommendation to approve High School 2020-2021 Course Guide.

*Recommendation # 12 – Pulled to Separate Consideration*

**Recommendation # 13 – Approve First and Final Reading NEOLA Policies**

Recommendation to approve the following policies on a first and final reading approval, as they are all revised policies to be compliant with current law as submitted on April 17, 2020.

Volume 38	Number 1
PO 1310	Employment of Treasurer
PO 1340	Non-Reemployment of Treasurer
PO 5113.02	School Choice Options
PO 5200	Attendance
PO 5350	Student Mental Health & Suicide Prevention
Volume 38	Number 2
PO 1520	Employment of Administration
PO 2464	Gifted Education & Identification
PO 3120	Employment of Professional Staff

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PO 3120.04	Employment of Substitutes
PO 3120.05	Employment of Personnel Summer School
PO 3120.08	Employment of Personnel Co/Extra-Curricular
PO 4120	Employment of Classified Staff
PO 4120.08	Employment of Personnel Co/Extra-Curricular
PO 4124	Employment Contract
PO 4162	Drug & Alcohol Testing CDL Holders & Safety
PO 6107	Electronic Records & Signatures

**20-037** It was moved by Mr. Pokorny and seconded by Mrs. Bammerlin to approve the above consent recommendations #1 through #11 and #13.

Roll Call: Mr. Schrock, aye; Mr. Pokorny, aye; Mr. Hart, aye; Mr. Burkholder, aye; Mrs. Bammerlin, aye.

The President declared the motion carried. 5-0.

-Mr. Pokorny thanked those for the donations, congratulated Mrs. Ruiz. Mr. Pokorny also thanked Mr. Blum for his time with Northridge.

**Item(s) Removed from Consent Agenda for Separate Consideration**

**Recommendation # 12 – Approve LACA Service Provider Contract – Internet Service**

Recommendation to approve Five-Year Internet Service Provider Contract with Licking Area Computer Association commencing on July 1, 2020 through June 30, 2025 as submitted on April 17, 2020. [Amend: as submitted to Mrs. Bammerlin – subject to review agreement changes]

**20-038** It was moved by Mr. Pokorny and seconded by Mr. Hart to amend the above recommendation as amended.

Roll Call: Mr. Schrock, aye; Mr. Pokorny, aye; Mr. Hart, aye; Mr. Burkholder, aye; Mrs. Bammerlin, aye.

The President declared the motion carried. 5-0.

**20-039** It was moved by Mr. Pokorny and seconded by Mr. Hart to approve the above recommendation as amended.

Roll Call: Mr. Schrock, aye; Mr. Pokorny, aye; Mr. Hart, aye; Mr. Burkholder, aye; Mrs. Bammerlin, aye.

The President declared the motion carried. 5-0.

**Stand Alone Superintendent Recommendations:**

**Recommendation # 14 – Approve Easement and Right of Way – Northridge Road**

Recommendation to approve easement and right of way with Licking Rural Electrification, Inc. along Northridge Road to upgrade electric service for the new Pre-K – 5 elementary building.

**20-040** It was moved by Mr. Pokorny and seconded by Mr. Burkholder to approve the above recommendation #14.

Roll Call: Mr. Schrock, aye; Mr. Pokorny, aye; Mr. Hart, aye; Mr. Burkholder, aye; Mrs. Bammerlin, aye.

The President declared the motion carried. 5-0.

**Recommendation # 15 – Approve K-12 Business Consulting Agreement**

Recommendation to approve K-12 Business Consulting, Inc. agreement for Capital Improvement Planning effective date beginning May 1, 2020 through anticipated by October 31, 2020 as submitted on April 17, 2020.

**20-041** It was moved by Mrs. Bammerlin and seconded by Mr. Pokorny to approve the above recommendation #15.

Roll Call: Mr. Schrock, aye; Mr. Pokorny, aye; Mr. Hart, aye; Mr. Burkholder, aye; Mrs. Bammerlin, aye.

The President declared the motion carried. 5-0.

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**Recommendation # 16 – Approve LACA as a Regional Council of Governments**

Recommendation to approve the following Licking Area Computer Association (LACA) agreement to reorganize as a regional Council of Governments resolution.

**WHEREAS**, the Licking Area Computer Association (“LACA”) is an Information Technology Center (“ITC”) currently organized as a statutory consortium under Section 3313.92 of the Ohio Revised Code; and

**WHEREAS**, the Board of Education of the Northridge Local School District (the “Board”) is a Member of LACA; and

**WHEREAS**, Ohio Revised Code Section 3301.075 was amended in 2001 to permit ITCs to be organized as a regional councils of governments (“COGs”) under Ohio Revised Code Chapter 167, as opposed to statutory consortiums under Ohio Revised Code Section 3313.92; and

**WHEREAS** a large majority of ITCs across the state have since elected to reorganize as COGs in order to take advantage of the various legal, administrative, and operational advantages offered by the COG structure; and

**WHEREAS**, Members of LACA are now likewise desirous to reorganizing LACA as a COG; and

**WHEREAS**, the LACA Governing Board has proposed the attached Agreement and By-Laws to supersede and replace LACA’s current Constitution in order to reorganize LACA as a COG, such reorganization to become effective July 1, 2020;

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Education of the Northridge Local School District hereby approves the attached Agreement and By-Laws to supersede and replace LACA’s current Constitution in order to reorganize LACA as a regional council of governments (COG), effective July 1, 2020, and authorizes the execution of same on behalf of this Board by the Board President, Superintendent, and/or Treasurer hereof, if any such execution is requested or required;

**PROVIDED, HOWEVER**, that if for any reason the reorganization of LACA as a regional council of governments (“COG”) does not occur so as to become effective on July 1, 2020 as planned, this Board of Education hereby approves the continued operation of LACA as a consortium and its continued membership in that consortium.

**20-042** It was moved by Mrs. Bammerlin and seconded by Mr. Pokorny to approve the above recommendation #16.

Roll Call: Mr. Schrock, aye; Mr. Pokorny, aye; Mr. Hart, aye; Mr. Burkholder, aye; Mrs. Bammerlin, aye.

The President declared the motion carried. 5-0.

**Recommendation # 17 – Approve Construction Change Orders**

Recommendation to approve the following three change orders as submitted April 17, 2020:

- Change Order #1 Reconciling unused allowances for Homer Demolition (\$20,000)
- Change Order #OCO ES 001 - Kendrick T&M Moving Debris from Area A \$22,943
- Change Oder #OCO ES 003 Cement Stabilization & Lime Drying Areas A & B \$208,378

**20-043** It was moved by Mr. Pokorny and seconded by Mrs. Bammerlin to approve the above recommendation #17.

Roll Call: Mr. Schrock, aye; Mr. Pokorny, aye; Mr. Hart, aye; Mr. Burkholder, aye; Mrs. Bammerlin, aye.

The President declared the motion carried. 5-0.

**Recommendation # 18 – Approve Easement and Movement of Gas Lines**

Recommendation to approve easement and right of way with Columbia Gas as submitted on April 17, 2020.

**20-044** It was moved by Mr. Pokorny and seconded by Mr. Burkholder to approve the above recommendation #18.

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Roll Call: Mr. Schrock, aye; Mr. Pokorny, aye; Mr. Hart, aye; Mr. Burkholder, aye; Mrs. Bammerlin, aye.

The President declared the motion carried. 5-0.

**Recommendation # 19 – Approve Abolishing an Administrative Position and Suspending an Administrative Contract**

Recommendation to approve the following resolution:

**RESOLUTION BY THE NORTHRIDGE LOCAL SCHOOL DISTRICT BOARD OF EDUCATION ABOLISHING AN ADMINISTRATIVE POSITION AND SUSPENDING AN ADMINISTRATIVE CONTRACT**

WHEREAS in accordance with R.C. 3319.171, the Northridge Local School District Board of Education has adopted an administrative personnel suspension policy that allows the Board to suspend any contract of employment entered into by the Board under R.C. 3319.02 in accordance with the procedures outlined in the policy and the recommendation of the Superintendent; and

WHEREAS the Northridge Local School District Board of Education has the authority and duty to determine the administrative positions necessary for the efficient operation of the District and the District desires to reorganize and consolidate administrative functions to operate more efficiently; and

WHEREAS the Middle School and High School buildings are connected, they share staff and the administrative functions within the School District could be run more efficiently if the duties of the High School Principal were combined with the duties of the Middle School Principal to make one position of High School/Middle School Principal;

WHEREAS the current Middle School Principal is in his fifth year of employment with the District and previously served as the Assistant High School Principal and could effectively serve in the role of High School/Middle School Principal;

WHEREAS the consolidation of the Middle School Principal and the High School Principal positions into one Principal position would reduce the number of administrators at the principal pay scale;

WHEREAS the expected May 2020 Five-Year Forecast update most likely will be projecting a reduction of actual collections and potential reduction of funding compared to previous projections due to the COVID-19 pandemic, therefore the Board of Education's available funds revenues may decrease;

WHEREAS the Board of Education is taking measures to be fiscally responsible, including, but not limited to, not replacing the positions of Executive Director of Instructional Services and Intermediate Principal for the 2020-21 school year;

WHEREAS the abolishment of the High School Principal position will result in savings with respect to salary, benefits and other matters associated with the abolishment of the position; and

WHEREAS the Northridge Local School District Board of Education has determined, pursuant to the Superintendent's recommendation, that the administrative position of High School Principal should be abolished due to the reorganization and/or consolidation of administrative functions and/or for financial conditions affecting the District; and

WHEREAS Amanda Chamberlain currently is employed under R.C. 3319.02 in the employment service area of High School Principal; and

NOW THEREFORE BE IT RESOLVED by the Northridge Local School District Board of Education that:

1. The position of High School Principal is hereby abolished effective July 31, 2020.
2. The employment contract of Amanda Chamberlain as High School Principal is hereby suspended effective July 31, 2020.
3. This abolishment and suspension are in the best interest of the district.
4. It is hereby found and determined that all formal actions of this Board concerning the passage of this Resolution were adopted in an open meeting of this Board, and that all deliberations of the Board and any of its committees that resulted in such formal actions were in meetings open to the public in compliance with all legal requirements, including R.C. 121.22.

-Mr. Hart clarified Recommendation #19 and #20

April 20, 2020

**20-045** It was moved by Mrs. Bammerlin and seconded by Mr. Schrock to approve the above recommendation #19.

Roll Call: Mr. Schrock, aye; Mr. Pokorny, aye; Mr. Hart, aye; Mr. Burkholder, aye; Mrs. Bammerlin, aye.

The President declared the motion carried. 5-0.

**Recommendation # 20 – Approve Employment Agreement, Release and Waiver of Claims**

Recommendation to approve Employment Agreement and Release and Waiver of Claims as submitted on April 17, 2020.

**20-046** It was moved by Mr. Pokorny and seconded by Mr. Burkholder to approve the above recommendation #20.

Roll Call: Mr. Schrock, aye; Mr. Pokorny, aye; Mr. Hart, aye; Mr. Burkholder, aye; Mrs. Bammerlin, aye.

The President declared the motion carried. 5-0.

**Recommendation # 21 – Approve Teacher Learning at Home Job Description**

Recommendation to approve Job Description for teachers during the ordered school closure as submitted April 17, 2020.

**20-047** It was moved by Mr. Pokorny and seconded by Mr. Burkholder to approve the above recommendation #21.

Roll Call: Mr. Schrock, aye; Mr. Pokorny, aye; Mr. Hart, aye; Mr. Burkholder, aye; Mrs. Bammerlin, aye.

The President declared the motion carried. 5-0.

**Recommendation # 22 – Approve Contract Addendum**

Recommendation to approve addendum to Jaime Scott’s existing contract to include 1.5% annual increase, contingent upon favorable evaluation to be applied to the 2020-2021 school year.

**20-048** It was moved by Mr. Pokorny and seconded by Mr. Burkholder to approve the above recommendation #22.

Roll Call: Mr. Schrock, aye; Mr. Pokorny, aye; Mr. Hart, aye; Mr. Burkholder, aye; Mrs. Bammerlin, aye.

The President declared the motion carried. 5-0.

**Recommendation # 23 – Approve Administrative Contracts**

Recommendation to approve the following Administrative Contracts:

Name	Position	Days	Contract	Salary
Beaver, Jill	Elementary Principal, Grades Pre-K – 5	260	3 Year	\$92,000.00
Grieger, Justin	Middle/High [Secondary] School Principal, Grades 6-12	260	3 Year	\$98,000.00
McJessy, Michelle	Director of Special Education	260	3 Year	\$77,000.00

**20-049** It was moved by Mrs. Bammerlin and seconded by Mr. Pokorny to approve the above recommendation #23.

Roll Call: Mr. Schrock, aye; Mr. Pokorny, aye; Mr. Hart, aye; Mr. Burkholder, aye; Mrs. Bammerlin, aye.

The President declared the motion carried. 5-0.

**Recommendation # 24 – Approve Board Resolution Regarding Distance Learning**

Recommendation to approve Board resolution regarding distance learning:

April 20, 2020

WHEREAS, Governor Mike DeWine has declared a state of emergency in Ohio, and the Governor and the Director of the Ohio Department of Health have closed all Ohio schools to students from March 16, 2020, until at least May 1, 2020; and

WHEREAS, Governor DeWine and the Ohio Department of Education have stated that schools should work to provide education through alternative means during the period of extended school closure; and

WHEREAS, Section 15 of Ohio House Bill 197, signed into law by Governor DeWine on March 27, 2020, permits a board of education to adopt a plan for distance learning for students during the school shutdown, even if it had not adopted one previously pursuant to Revised Code § 3313.482; and

WHEREAS, Ohio Department of Education guidance indicates that schools may use “blizzard bags” during this extended school closure, beyond the normal three days;

NOW, THEREFORE, BE IT RESOLVED that pursuant to Ohio House Bill 197, Section 15, the Board hereby approves the provision of distance learning retroactive to March 16, 2020, and continuing through the period of extended school closure due to COVID-19.

BE IT FURTHER RESOLVED that the Board ratifies and authorizes the Superintendent’s development and implementation of a plan of distance learning, to enable and require students of the district to access and complete classroom lessons in order to make up hours because of the closing of schools in compliance with orders of the Governor, Director of the Ohio Department of Health, a local board of health, and/or an extension of such an order due to the COVID-19 pandemic.

**20-050** It was moved by Mrs. Bammerlin and seconded by Mr. Schrock to approve the above recommendation #24.

Roll Call: Mr. Schrock, aye; Mr. Pokorny, aye; Mr. Hart, aye; Mr. Burkholder, aye; Mrs. Bammerlin, aye.

The President declared the motion carried. 5-0.

**Recommendation # 25 – Approve Board Resolution Regarding 2019-20 Evaluations**

Recommendation to approve Board Resolution Regarding 2019-20 Evaluations:

WHEREAS, Section 17(M) of Am. Sub. H.B. 197 of the Ohio General Assembly permits a board of education to elect not to conduct evaluations of teachers under Chapter 3319 of the Ohio Revised Code for the 2019-20 school year based on a determination that it would be impossible or impracticable to do so; and

WHEREAS, the Board desires to allow administrators to work with individual teachers to make such an election for the 2019-20 school year.

NOW, THEREFORE, BE IT RESOLVED that the Board finds that it may be impossible or impracticable to conduct evaluations of some teachers and administrators pursuant to Chapter 3319 of the Ohio Revised Code for the 2019-20 school year if said evaluations were not completed prior to the Ohio Director of Health’s Order on March 14, 2020, ordering the closure of K-12 schools in Ohio;

BE IT FURTHER RESOLVED that the Board will permit administrators to conduct evaluations under Chapter 3319 of the Ohio Revised Code for teachers and administrators during the 2019-20 school year using mutually agreeable student growth measures, including shared attributions, to the extent that such evaluation evidence was collected, observed and deemed to be in compliance with the “Criteria for Performance Assessment” as outline in section 801 of the collective bargaining agreement.

**20-051** It was moved by Mr. Pokorny and seconded by Mr. Burkholder to approve the above recommendation #25.

Roll Call: Mr. Schrock, aye; Mr. Pokorny, aye; Mr. Hart, aye; Mr. Burkholder, aye; Mrs. Bammerlin, aye.

The President declared the motion carried. 5-0.

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**Recommendation # 26 – Approve Amendment to Design-Build Agreement  
APPROVING AMENDMENT TO THE DESIGN-BUILD AGREEMENT  
WITH ROBERTSON CONSTRUCTION SERVICES  
TO INCLUDE GMP NO. 4 FOR SHELL BUILDING AND SITE**

The Superintendent recommends approval of Amendment No. 2 to the Design-Build Agreement with Robertson Construction Services to include GMP Amendment No. 4 for the New PK-5 Elementary building packages for the new modern learning center project and requests authority to have the amendment signed.

Background

1. The Northridge Local School District Board of Education (Board) previously approved the design-build agreement (Agreement) with Robertson Construction Services (CMR) as the design-builder for construction of the new modern learning center project and related improvements, which is a new PK-5 elementary school and site improvements (all of which is referred to as the Project), and the Agreement included work associated with GMP proposals 1, 2 and 3 for the initial phases of work on the Project.
2. Robertson Construction Services submitted its proposal for GMP Amendment No. 4 for the Project in the amount of \$14,253,791.41; the GMP 4 proposal increases the Contract Price of the Agreement to \$19,870,252.29 and includes the shell building packages for the Project, which has been reviewed by the Project team, and an amendment to the Agreement has been prepared for the work.

The Northridge Local School District Board of Education resolves as follows:

1. GMP Proposal No. 4 for the New PK-5 Elementary and Site Improvement packages in the amount of \$14,253,791.41 is approved as presented by Robertson Construction Services and reviewed by the Project Team.
2. The Superintendent and Treasurer are authorized to sign Amendment No. 2 to the Design-Build Agreement, which will add GMP Proposal No. 4 to the scope of the Agreement in the final version provided and any related documents, increasing the Contract Price to \$19,870,252.29

**20-052** It was moved by Mr. Schrock and seconded by Mr. Pokorny to approve the above recommendation #26.

Roll Call: Mr. Schrock, aye; Mr. Pokorny, aye; Mr. Hart, aye; Mr. Burkholder, aye; Mrs. Bammerlin, aye.

The President declared the motion carried. 5-0.

**Business Initiated by Members of the Board**

-Mr. Hart commented the next item on our agenda is initiated by members of the board. I know we're later than we want it to be, but I think this is important, in the Governor's statement stay at home order issued about a month ago. There's language in there that talks about boards, of different boards in the state of Georgia, sorts and types, trustees, you name it, boards materially by name, but today we're covered. Interesting thing I guess directly, but not the language they use and the order. It takes a little work to find it all, but in there is directions to us to basically determine what the essential business functions of our schools are. To identify the employees and contractors that are necessary to perform to those functions, and I've been struggling with the order, talking to various groups that we talked about, in which I started drafting something. I hit a roadblock because I couldn't quite pull all things together. Over the weekend, I found a resolution for council in draft format, sent it to our Counsel, and to my shock, she came back without any changes and said yes, it makes a lot of sense. It would be a good thing for us to do.

**Resolution of the Northridge Local School District Board of Education  
Determination of Essential Business Functions and  
Identification of Employees and Contractors  
Necessary to the Performance of Those Functions**

**Whereas**, on April 2, 2020, Ohio Director of Health Amy Action issued an Amended Director's Stay at Home Order pursuant to section 3701.13 of the Ohio Revised Code that authorizes the Ohio Health Department to: "make special or standing orders ... for preventing the spread of contagious or infectious diseases" (the "OSAHO"); and

April 20, 2020

**Whereas**, Section 1 of the OSAHO provides that: “[A]ll individuals currently living within the State of Ohio are ordered to stay at home or at their place of residence except as allowed in this Order”; and

**Whereas**, Section 10 of the OSAHO defines Essential Government Services to include: “All services provided by [any] board . . . and needed to insure the continuing operation of the government agencies or to provide for or to support the health, safety and welfare of the public, and including Contractors providing Essential Government Services”; and

**Whereas**, Section 12(m) of the OSAHO includes among the State of Ohio’s enumerated Essential Businesses and Operations: “Educational Institutions-including public and private K-12 schools . . . , provided that social distancing of six-feet per person is maintained to the greatest extent possible; and

**Whereas**, Section 10 of the OSAHO provides that, “Each government entity shall determine its Essential Government Functions and identify contractors and/or employees necessary to the performance of those functions”; and

**Whereas**, the last sentence of Section 10 of the OSAHO provides that the OSAHO does not prohibit “any individual from performing or accessing Essential Government Functions”;

**NOW, THEREFORE**, the Northridge Local School District (“District”) Board of Education (“Board”) hereby **RESOLVES**, that:

- I. The Essential Government Functions (“EGFs”); of the District are hereby determined to include, but are not limited to, each of the following:
  - A. The operation, management and maintenance of all District schools and any related services or systems necessary for or incidental to the foregoing, especially the provision by the District of at home learning during the pendency of the OSAHO;
  - B. The provision of meals to District students; and
  - C. The construction of the District’s primary school building (“Primary Building Project”).
- II. The following District contractors and employees are hereby identified as being necessary to the performance of the District’s EGFs:
  - A. Superintendent Scott Schmidt;
  - B. Treasurer Britt Lewis;
  - C. All members of the District’s Board of Education; and
  - D. All Robertson Construction Company employees and other subcontractors duly engaged in activities related to the Primary Building Project;
- III. The Board hereby delegates to the Superintendent and Treasurer (collectively, “District Administrators”) the authority to further determine within their areas of responsibility the scope of any additional EGFs of the District and to further identify such additional District employees and contractors who are necessary to the performance of the District’s EGFs, consistent with this Resolution and the OSAHO.
- IV. This Resolution shall be interpreted broadly to permit the District to conduct its EGF of educating all duly enrolled students and all activities incidental to that function; provided, however, that nothing in this Resolution is intended to permit any activity to be conducted by any District employee or Contractor in connection with the performance of the District’s EGF that is prohibited by the OSAHO. The District Administrators shall take all actions reasonably necessary or appropriate to insure that all District EGFs that are permitted by this Resolution are at all times conducted in conformity with the OSAHO.
- V. All activities conducted by the District at the direction of the District Administrators since the commencement of the OSAHO, including but not limited to the terms of the prior order it amended, and that conformed to the terms of the OSAHO are hereby ratified and approved by the Board.

-Mr. Pokorny: Thank you Mr. Hart for preparing this draft and submitting the Resolution.

**20-053** The above resolution was moved by Mr. Hart and seconded by Mrs. Bammerlin to approve as stated.

April 20, 2020

Roll Call: Mr. Schrock, aye; Mr. Pokorny, aye; Mr. Hart, aye; Mr. Burkholder, aye; Mrs. Bammerlin, aye.  
The President declared the motion carried. 5-0.

**Announcements:** None

**Reaffirm Time and Place of Next Board of Education Meeting(s):**

Regular Date: Monday, May 18, 2020 Time: 6:30 PM Location: High School Media Center

**Reaffirm Time and Place of Next Committee Meetings:**

Academic Date: Wednesday, April 29, 2020 Time: 6:30PM Location: Zoom

Finance Date: Wednesday, May 13, 2020 Time: 6:00PM Location: Zoom

-Mr. Hart: I want to thank everybody for their patience and getting this meeting going with the technology. I would like to give a quick shout out to Mr. Lewis and Mr. Kruse, because they are the ones that saved the day on our Facebook live feed. They worked some magic back at the District Office.

**Adjourn Meeting**

**20-054** It was moved by Mr. Schrock and seconded by Mr. Pokorny to adjourn the meeting at 9:40PM.

Roll Call: Mr. Schrock, aye; Mr. Pokorny, aye; Mr. Hart, aye; Mr. Burkholder, aye; Mrs. Bammerlin, aye.  
The President declared the motion carried. 5-0.

\_\_\_\_\_ Board President

\_\_\_\_\_ Treasurer

In addition to the minutes an auditory recording is recorded during each Board meeting. The recording is available to the public during regular working hours of the Northridge Local Schools District Office.