

# RECORD OF PROCEEDINGS

## MINUTES OF KEYSTONE BOARD OF EDUCATION

### WORK SESSION HELD SEPTEMBER 9, 2019

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Dennis Walter called the meeting to order at 6:00 p.m.

Board Members in Attendance:

Renee Mezera, Carrie O'Boyle, Devin Stang, Patricia Wakefield, Dennis Walter

Public Persons in Attendance:

Daniel White, Michael Resar Sr.

Those present recited the Pledge of Allegiance to the United States of America.

#### APPROVAL OF AGENDA #20-09-01

Moved by Mezera, second by Stang to approve the agenda as presented with corrections.

Ayes: Mezera, Stang, O'Boyle, Wakefield, Walter

Motion carried.

#### APPROVAL OF PRIOR MEETING MINUTES #20-09-02

Moved by O'Boyle, second by Mezera to dispense with the reading of the minutes of the Regular Meeting on Monday, August 19, 2019. The minutes were distributed as required by law and shall be approved as presented.

Ayes: O'Boyle, Mezera, Stang, Wakefield, Walter

Motion carried.

### **DISCUSSION ON CELL PHONE USE**

Carrie O'Boyle - Smart phones came out in 2007. Kids began exhibiting negative effects from owning smartphones around 2010. Depressions for suicide in adolescents increased to 31%. A rise of 31% of teen suicide rates occurred between 2010-2015 and a rise in depression rates of 35%. The study also showed that smartphone ownership also increased by 35% during this time. Other consequences resulting from smartphone use are inadequate sleep, less in person socialization, isolation, etc. Anxiety rates increased as well. Children worry peers will take undesirable pictures and videos of them to post to social media. This also increases the risk of bullying. Students in our district have taken videos of each other misbehaving in class and posted it to social media. A kid tripping and falling was posted to social media. Smartphone use creates physiological changes in the brain. Smartphones lowers brain matter volume in brain region that involves emotional processing, decision making, impulse control, and sensitivity. Study done by London School of Economics found that schools that ban mobile phones see better test scores. Decreased grades resulting from smartphone usage increases anxiety in students. Students with anxiety have a harder time focusing and grasping information. Studies are seeing the biggest improvement in academics in the low income, low academic achieving population, when cell phones go away, thus helping schools to 'close the gap.' There is an addiction component to using smartphones that deal with the release of dopamine. When a student gets a like or post on social media their brain releases dopamine. On the other hand, if a student does not get as many likes or posts they can develop depression. Many schools have policies in place banning cell phones during the school day. 98% of schools already have policies in place banning cell phones during the day. It is convenient for kids to text their parents when practice has been cancelled. Why can't the office do an 'all call' instead?

Patricia Wakefield - A couple of years ago I came back to the HS for the day. I did notice in one class; the class did a review of coursework through cell phones and tablets. MS and ES should not have them, but not sure how no cell phones and tablets would work in the HS.

Carrie O'Boyle - I feel like it should be up to the teachers in some instances. In the strategic plan we agreed to spend thousands of 1:1 initiatives. Why can't they use those devices instead? How close are we to 1:1?

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Daniel White: We are getting close, not sure exactly the count.

Devin Stang: Our policies state all electronics are to be turned off during the school day.

Renee Mezera: We have a policy, it sounds like we just aren't enforcing it. The distraction would be lessened without cell phones. I can see the increase in depression and anxiety in kids as well.

Devin Stang: Carrie, what would you ultimately like to see happen?

Carrie O'Boyle: I would like to see policies enforced and phones away during the school day.

Carrie O'Boyle: Dan do you have reservations?

Daniel White: I appreciate having the conversation. I like doing things with people and not to them. I would like to gauge the community and do this with them, not to them, if we made any changes. I'd like to see a progressive model to work towards that can help students understand the balance and reason why we ask them to put their smartphones away. If we can explain it to people and help them understand would be helpful.

Patricia Wakefield: I agree with your data, but not everyone will agree and be receptive of no cell phone. This won't be as easy as to just implement a policy.

Carrie O'Boyle: We should do what is best for kids, and follow the statistics. If parents need to get a hold of their children, they can always call the school.

Patricia Wakefield: Could we do a presentation on this for parents to see and learn?

Carrie O'Boyle: Science tells us to immunize our children to protect them from mumps, measles, etc. Science is telling us the same about cell phones and social media, and we should follow the science as well. I think we can teach kids of the dangers of smartphones and how to balance their usage.

Daniel White: Will share out data on website with our community. Each school buildings is different and how policies should be enforced. Carrie will work with me to develop information to share with parents on the website.

### **DISCUSSION ON HEALTH AND WELLNESS STRATEGIC PLAN**

Carrie O'Boyle: The Strategic Plan states we are going to improve the healthy food in our schools. We did several focus groups and compiled data and the group determined that they wanted healthier food options in our schools. Statistics show that 20% of school children are obese, and kids between the ages of 16-19 are 40% obese. This increases the risk of obesity and other chronic diseases. The scientific community concludes that poor diets affects school readiness, academic achievement, attendance, graduation rates, school climate, mental health, behaviors and social skills, and career and life success. CDC estimates that 25% of young people are unable to join the military due to excess weight. Jody White, Dan White and Carrie O'Boyle have worked to create a 'Try it Tuesdays' that will focus on food/recipes that are higher in fiber, whole grains, legumes, vegetables, and foods with less saturated fats/cholesterol, sodium and refined sugar. How can we as a board support what the scientific data shows? The Academy of Nutrition and Dietetics suggests 50 hours of classroom instruction per year to teach children about nutrition and wellness.

Renee Mezera: Do we still have health class?

Daniel White: Yes, quarterly at the HS and MS. Ohio does not have state standards for health. Healthy eating does make a difference. We want to help our kids and help them be successful.

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Carrie O'Boyle: What if we hire our own nurse and we can implement health/nutrition curriculum?

Carrie O'Boyle: Can we check into what it would cost to higher our own nurse?

Michael Resar: Yes, I believe our cost for nursing services through the Medina County ESC is around \$50,000 a year. I will follow up.

Carrie O'Boyle: My goal would be to have one healthier option on the lunch menu per week and to use other items instead of unhealthy snacks, as rewards for students.

Renee Mezera: I don't think the community would take issue with one item per week.

Dennis Walter: I agree.

Carrie O'Boyle: We want to make sure the kids, parents, and teachers understand why we are doing this so when we have our first 'Try it Tuesday' it is successful. We want everyone to be excited about it.

#### APPROVE SUPERINTENDENT'S REPORTS AND RECOMMENDATIONS #20-09-03

Moved by O'Boyle, second by Stang that the foregoing recommendations be approved.

#### **A. EMPLOYMENT OF PERSONNEL**

##### **1. EMPLOY CLASSIFIED SUBS FOR THE 2019-2020 SCHOOL YEAR**

The Superintendent recommends employment of the following 2019-2020 classified substitutes for the positions and hourly rates noted, pending all record checks and completion of state and local requirements.

a. Anita Budi

Cafeteria - \$11.31/hr.

Monitor - \$10.72/hr.

Paraprofessional – Library - \$10.94/hr.

Paraprofessional – Special Needs - \$10.72/hr.

Building Secretary - \$12.67/hr.

Superintendent's Secretary - \$18.93/hr.

b. Julie Fortune

Bus Driver - \$14.05/hr.

Building Secretary - \$12.67/hr.

Superintendent's Secretary - \$18.93/hr.

c. Jerry Lewis

Cleaning - \$10.30/hr.

Custodian/Maintenance - \$14.05/hr.

d. Sandra Lewis

Cafeteria - \$11.31/hr.

Cleaning - \$10.30 hr. – effective 9/4/19

e. Rosanna Ritenour

Monitor - \$10.72/hr. – effective 9/3/19

Paraprofessional – Library \$10.94/hr.

Paraprofessional – Special Needs - \$10.72/hr.

Building Secretary - \$12.67/hr.

f. Chip Wood

Bus Driver - \$14.05/hr. effective 9/3/19

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**2. SALARY RECLASSIFICATIONS – CERTIFIED**

The Superintendent recommends the following change in salary schedule placement for the 2019-2020 school year due to continuing education.

- a. Tracy Clarico – from MA+15 to MA+30 – Step 28
- b. Jennifer Wooten – from MA to MA+15 – Step 17

**3. ACCEPT RESIGNATIONS**

The Superintendent recommends accepting the resignation of the following individuals:

- a. Justin Nacarato – Middle School Cross Country – effective 8/20/19
- b. Kristin Zatik – District Leadership Team – effective 8/23/19

**4. EMPLOY 2019-2020 CLASSIFIED STAFF**

The Superintendent recommends hiring the following classified individuals for the position and hourly rate as noted, on an eighteen-month probationary contract, pending all record checks and completion of state and local requirements for the 2019-2020 school year.

- a. Renee Cuson – KMS Secretary – Step 0 - \$12.97/hr. – effective 8/21/19
- b. Alison Harmon – KES Lunch Monitor – Step 0 - \$11.02/hr. – effective 8/26/19
- c. Allison LiBengood – Bus Driver – Step 2 - \$15.54/hr. – effective 8/26/19
- d. Toni Miller – KMS Lunch Monitor – Step 0 - \$11.02/hr. – effective 9/4/19
- e. Danielle Rich – KES Special Needs Paraprofessional – Step 0 - \$11.02/hr.– effective 8/28/19

**5. EMPLOY 2019-2020 CERTIFICATED TUTORS**

The Superintendent recommends employment of the following individual on a limited one (1) year contract commencing with the 2019-2020 school year, subject to completion of all state and local requirements, at tutor rate (\$28.00/per hour), per time sheet for 5.25 hours per day, not to exceed 150 days.

- a. Tiffany Spinks

**6. APPROVE CLASSIFIED CONTINUING CONTRACT**

The Superintendent recommends granting a continuing contract to the following individual as they have successfully completed an eighteen-month probationary period:

- a. Rebecca Homza – KES Cashier – effective – 9/23/19

**7. RESCIND 2019-2020 EXTENDED DAYS CONTRACT**

The Superintendent recommends rescinding the following listed individual for extended day contract for the 2019-2020 school year for the days indicated at their daily rate of pay with documentation of days worked:

- a. Cathleen Walker – District Psychologist – 10 days

**8. APPROVE 2019-2020 EXTENDED DAYS CONTRACT**

The Superintendent recommends approving the following listed individual for extended day contract for the 2019-2020 school year for the days indicated at their daily rate of pay with documentation of days worked:

- a. Cathleen Walker – District Psychologist – 20 days

**9. APPROVE PROFESSIONAL DEVELOPMENT STIPEND**

The Superintendent recommends approval for the following staff member for training for their position, between August 28, 2019 thru October 31, 2019, not to exceed 5 hours, to be paid from the General Fund at their current hourly rate:

- a. Danielle Rich

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**10. RESCIND 2019-2020 EXTRA DUTY PERSONNEL**

The Superintendent recommends rescinding of the following individual on extra duty contract for the 2019-2020 school year, pending all record checks and completion of state and local requirements.

- a. Justin Nacarato – Middle School Cross Country – Step 2 - \$1,632.37

**11. EMPLOY 2019-2020 EXTRA DUTY PERSONNEL**

The Superintendent recommends employment of the following individuals on extra duty contracts for the 2019-2020 school year, pending all record checks and completion of state and local requirements.

- a. Scot Pataky – Score Board Operator - \$20.00 per game
- b. Julie Fortune – Ticket Taker - \$20.00 per game
- c. Nicole Cassell – Ticket Taker - \$20.00 per game
- d. Justin Nacarato – Middle School Cross Country – Step 2 – 34.5% - \$563.16
- e. Leah Tesny – District RESA Facilitator – Kristen Matz, Brianne Tabar – 2 @ \$500.00 = \$1,000.00

**12. EMPLOY 2019-2020 SATURDAY SCHOOL TEACHER**

The Superintendent recommends employment of the following individuals as a Saturday School Teacher, for the 2019-2020 school year at tutor rate (\$28.00/hr.), per time sheet, on an as needed basis.

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|--------------------------|--------------------|
| a. Kristin Burden        | g. Noelle Lewis    |
| b. Anita Cutler          | h. Hannah Murray   |
| c. Jennifer Fehlan-Jones | i. Kendall Poole   |
| d. Donald Griswold       | j. Alyssa Schwedt  |
| e. Shannon Heffernan     | k. Anna Turner     |
| f. Heather Lahoski       | l. Jennifer Wooten |

**13. EMPLOY INFORMATIONAL TECHNOLOGY TRAINEE – DAVID SOLT**

The Superintendent recommends approving David Solt as Informational Technology Trainee, at minimum wage per hour, for a maximum of 30 hours a week effective September 1, 2019 on an as needed basis.

**14. APPROVE RESPONSE TO INTERVENTION MEETING**

The Superintendent recommends approval for any KLEA member attending a Response to Intervention Meeting for a student outside of the contractual day for the 2019-2020 school year, to be paid at \$28.00 per hour, per time sheet.

Ayes: O'Boyle, Stang, Mezera, Wakefield, Walter  
Motion carried.

#### APPROVE OTHER BUSINESS AND SUPERINTENDENT'S RECOMMENDATIONS 20-09-04

Moved by Wakefield, second by Mezera that the foregoing recommendations be approved.

**A. ACCEPT DONATIONS**

The Superintendent recommends accepting the following donations.

1. Kris Ferguson – 8 Bookbags and 3 sets of Highlighters valued at \$150.00 to Keystone Local School District
2. Elizabeth Menges – The Lighting Thief Book and Sea of Monsters Book to Keystone Elementary School Library
3. Swings-N-Things Fun Park – 15 Miniature Golf Passes (\$8.99 each), 15 one-hour Game Play Cards (\$10.00 each), 9 Karts Plus Passes (\$34.99 each), 2 Season Passes (\$90.00 each) valued at \$779.76 to Keystone Middle School's PBIS Program

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**B. APPROVE SPECIAL EDUCATION CONTRACTS**

The Superintendent recommends approving the following special education services contracts for the 2019-2020 school year as presented:

1. E.J.Q. Home Health Care, Inc.
2. STEPS

**C. APPROVE AMENDMENT TO REAL ESTATE TRANSFER AGREEMENT**

The Superintendent recommends approving the amended Real Estate Transfer Agreement as presented.

**D. APPROVE AMENDMENT TO CONSULTANT'S AGREEMENT**

The Superintendent recommends approving the amended agreement with Robson Forensic, Inc. as presented.

Ayes: Wakefield, Mezera, O'Boyle, Stang, Walter

Motion carried.

**FUTURE BOARD MEETINGS - @ 6:00 P.M.**

1. Monday, September, 16, 2019 – Regular Meeting – KHS Conference Room
2. Monday, October 14, 2019 – Work Session – KHS Conference Room
3. Monday, October 21, 2019 – Regular Meeting – KHS Conference Room

**COMMENTS/CONCERNS**

Board Members: None

Public:

Daniel White - For October 14th, Devin will be sharing about Boilermakers, STEM and our strategic plan. I want to thank everyone that helped with the 5K run. Jon Bailey did a survey of the banners. Seven coaches supported banners hanging longer, or were indifferent. Three coaches were against it.

**EXECUTIVE SESSION #20-09-05**

Moved by Mezera, second by O'Boyle to adjourn to Executive Session under ORC 121.22 and ORC 4117.21 for the purpose of appointment, employment, dismissal, discipline, promotion, demotion, compensation, matters related to employee bargaining negotiations and investigation of the charges/complaints (unless public hearing requested) of personnel. With no action to follow.

Executive Session 8:06 p.m. Return to Open Session 8:39 p.m.

Ayes: Mezera, O'Boyle, Stang, Wakefield, Walter

Motion carried.

**ADJOURNMENT #20-09-06**

Moved by Wakefield, second by O'Boyle to adjourn the regular meeting at 8:40 p.m.

Ayes: Wakefield, O'Boyle, Mezera, Stang, Walter

Motion carried.

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Dennis Walter, President

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Michael Resar Sr., Treasurer/CFO