A. The regular meeting of the Jackson Local School District Board of Education was held, Monday, November 18, at 5:00 pm at Lake Cable Elementary. The following members were present: Douglas, Gindlesberger, Goff, and Winkhart.

B. President Winkhart led the Pledge of Allegiance.

19.135 Moved by Douglas, seconded by Goff, to approve the minutes of the October 22, 2019 regular meeting, as presented.

Douglas, yes; Goff, yes; Gindlesberger, yes; Winkhart, yes. Motion carried.

19.136 Moved by Gindlesberger, seconded by Goff, to accept the October, 2019 financial statements, account modifications, and appropriation changes as presented:

<table>
<thead>
<tr>
<th>AMOUNT</th>
<th>FROM ACCOUNT BUDGET KEY</th>
<th>TO ACCOUNT BUDGET KEY</th>
</tr>
</thead>
<tbody>
<tr>
<td>ADVANCES BACK</td>
<td></td>
<td></td>
</tr>
<tr>
<td>$5,903.76</td>
<td>52490200000000240</td>
<td>00174100000000000</td>
</tr>
<tr>
<td>$22,900.00</td>
<td>57290200000000720</td>
<td>00174100000000000</td>
</tr>
<tr>
<td>$4,00</td>
<td>209090600000007020</td>
<td>00174100000000000</td>
</tr>
<tr>
<td>$9,503.26</td>
<td>00900000000000000</td>
<td>00174100000000000</td>
</tr>
<tr>
<td>ADVANCES IN</td>
<td></td>
<td></td>
</tr>
<tr>
<td>$2,287.55</td>
<td>00174100000000000</td>
<td>00900000000000000</td>
</tr>
<tr>
<td>$4,076.19</td>
<td>00174100000000000</td>
<td>01890030000000020</td>
</tr>
<tr>
<td>$2,750.00</td>
<td>00174100000000000</td>
<td>01993220000000190</td>
</tr>
<tr>
<td>$348.28</td>
<td>00174100000000000</td>
<td>20909020000000200</td>
</tr>
<tr>
<td>$2,23</td>
<td>00174100000000000</td>
<td>20905570000000200</td>
</tr>
<tr>
<td>$95.86</td>
<td>00174100000000000</td>
<td>30008080000000200</td>
</tr>
<tr>
<td>$9.96</td>
<td>00174100000000000</td>
<td>57290200000000720</td>
</tr>
<tr>
<td>$19,007.52</td>
<td>00174100000000000</td>
<td>52490200000000240</td>
</tr>
<tr>
<td>INCREASE/DECREASE AMOUNT</td>
<td>ACCOUNT XXXXXXXXXXXXXXX</td>
<td></td>
</tr>
<tr>
<td>$105,566.75</td>
<td>51690200000000160</td>
<td>R4220</td>
</tr>
<tr>
<td>$220,024.25</td>
<td>51690200000000160</td>
<td>R4220</td>
</tr>
<tr>
<td>$4,625.00</td>
<td>52490200000000240</td>
<td>R4220</td>
</tr>
<tr>
<td>$(761.77)</td>
<td>55190200000000510</td>
<td>R4220</td>
</tr>
<tr>
<td>$3,170.01</td>
<td>55195200000000510</td>
<td>R4220</td>
</tr>
<tr>
<td>$5,667.74</td>
<td>58790200000000870</td>
<td>R4220</td>
</tr>
<tr>
<td>$9,791.41</td>
<td>59090200000000900</td>
<td>R4220</td>
</tr>
<tr>
<td>$2,123.39</td>
<td>01993220000000190</td>
<td>R1890</td>
</tr>
<tr>
<td>$105,567.34</td>
<td>516902128000160474</td>
<td></td>
</tr>
<tr>
<td>$(0.29)</td>
<td>516902123000160251</td>
<td></td>
</tr>
<tr>
<td>$(0.30)</td>
<td>516902123100160241</td>
<td></td>
</tr>
<tr>
<td>$19,505.20</td>
<td>516952123000160141</td>
<td></td>
</tr>
<tr>
<td>$2,945.03</td>
<td>516952123000160220</td>
<td></td>
</tr>
<tr>
<td>$296.97</td>
<td>516952123000160233</td>
<td></td>
</tr>
<tr>
<td>$147.69</td>
<td>516952123000160252</td>
<td></td>
</tr>
<tr>
<td>$33,710.38</td>
<td>516952123100160111</td>
<td></td>
</tr>
<tr>
<td>$5,719.07</td>
<td>516952123100160210</td>
<td></td>
</tr>
<tr>
<td>$526.49</td>
<td>516952123100160213</td>
<td></td>
</tr>
<tr>
<td>$4,002.24</td>
<td>516952123100160241</td>
<td></td>
</tr>
<tr>
<td>$84.00</td>
<td>516952123100160242</td>
<td></td>
</tr>
<tr>
<td>$42,109.59</td>
<td>516952124700160111</td>
<td></td>
</tr>
<tr>
<td>$7,334.79</td>
<td>516952124700160210</td>
<td></td>
</tr>
<tr>
<td>$610.53</td>
<td>516952124700160213</td>
<td></td>
</tr>
<tr>
<td>$6,092.72</td>
<td>516952124700160241</td>
<td></td>
</tr>
<tr>
<td>$77.51</td>
<td>516952124700160242</td>
<td></td>
</tr>
<tr>
<td>$3,000.00</td>
<td>51695221300160111</td>
<td></td>
</tr>
<tr>
<td>$9,817.60</td>
<td>51695221300160112</td>
<td></td>
</tr>
<tr>
<td>$1,869.06</td>
<td>51695221300160210</td>
<td></td>
</tr>
</tbody>
</table>
Gindlesberger, yes; Goff, yes; Douglas, yes; Winkhart, yes. Motion carried.

C. Mrs. Barton arrived at 5:04 pm.

D. Board members reviewed the list of bills paid in October, 2019, which totaled $9,027,573.41.

E. During the first hearing of visitors, no one wished to address the Board.

F. The following communications were presented to the Board:

- Athletic Director Dan Michel recognized the 2019 Fall sports teams, coaches and athletes of the year.
- Angela Leggett, Lake Cable Elementary Principal, updated the Board on Lake Cable Elementary.
- Kathryn Stone shared with the Board the possible trip to Switzerland and Italy during Spring Break of 2021 for the JSA/JAGS junior and senior students.
- Superintendent DiLoreto shared with the Board the Jackson Local Schools Foundation Annual Report for 2018/2019.
- Brett Follaway will serve as an Ohio Interscholastic Adaptive Sports Volunteer Coach for the 2019/2020 school year.
19.137 Moved by Barton, seconded by Goff, to allow for the second reading and adoption of the following board policies:

EMPLOYMENT OF THE TREASURER

The Board of Education shall seek a person both capable and licensed to fill the position of Treasurer, whenever that position may be vacant. The Board shall appoint a Treasurer as chief fiscal officer and fix his/her salary and term of office which shall be not more than five (5) years.

All persons considered for the position of Treasurer shall provide evidence of their training and experience in the fields of government accounting, State and Federal laws related to school district budgeting and financing, financial report preparation, and budget and accounting management as required by statute and the standards of the State Board of Education.

The Board may, in recruiting a Treasurer, utilize the services of a committee of Board members; a professional consultant; the retiring Treasurer.

To aid in the search, the Board may use a written job description for the position; the opportunity for each applicant to visit the District should s/he so desire.

Any candidate's intentional misstatement of fact material to his/her qualifications for employment or the determination of his/her salary shall be considered to constitute grounds for dismissal.

The person selected for the position of Treasurer shall be required to undergo a physical examination reasonably related to the duties s/he will be required to perform, the cost of which shall be borne by the District.

No person may be employed as Treasurer of this District unless s/he has signed an employment contract with the Board.

Such contract shall include:

A. the term for which employment is contracted, including beginning and ending dates;
B. the salary which the Treasurer shall be paid and the intervals at which s/he shall be paid;
C. the benefits to which s/he is entitled;
D. such other matters as may be necessary to a full and complete understanding of the employment contract.

The Treasurer shall be responsible for the financial affairs of the District.

The Treasurer shall report to and is subject to the direction of the Board.

Before entering upon the duties of the office, the Treasurer of the Board shall execute a bond, in an amount and with surety to be approved by the Board, payable to the State, and conditioned for the faithful performance of all official duties required of the Treasurer. Such bond shall be deposited with the President of the Board, and a copy thereof, certified by the Treasurer, shall be filed with the County Auditor.

In lieu of executing a surety bond, the Board may authorize the Treasurer to be covered by an insurance policy issued by a Board-approved and accredited insurance carrier or joint self-insurance pool. The policy must cover the Board from losses caused by the fraudulent or dishonest actions of, and the failure to perform a duty prescribed by law of the Treasurer or other employee. Coverage must be equal to or greater than the amount required by the board for a surety bond. The Treasurer shall deposit with the President of the Board a certified copy of documentation from the insurance provider that evidence proof of coverage before the employee is considered qualified for the position or undertakes official duties.

Prior to employment, the candidate selected must also pass a background check performed by the Bureau of Criminal Identification and Investigation and/or the Federal Bureau of Investigation.

R.C. 3301.34, 3301.074, 3313.22, 3313.24, 3313.25, 3319.031
A.C. 3301-5-01

NON-REEMPLOYMENT OF THE TREASURER

The Board of Education has an obligation to the citizens of this District to employ the professional leadership best trained and equipped to meet the educational needs of their children. It shall meet that obligation by retaining only the best qualified person as Treasurer for this District.

The Board may, at any regular or special meeting held during the period beginning on the first day of January of the calendar year preceding the year the Treasurer's contract of employment expires and ending on the first day of March of the year the contract expires, re-employ the Treasurer for a succeeding term not longer than five (5) years, beginning the first day of August immediately following the expiration of the Treasurer's current term of employment and ending July 31st.

At the expiration of a Treasurer's current term of employment, the Treasurer is deemed re-employed for a term of one (1) year at the same salary plus any increment that the Board may authorize, unless the Board, on or before March 1st of the year in which his/her contract of employment expires, either re-employs the Treasurer for a succeeding term or gives to the Treasurer written notice of its intent not to re-employ the Treasurer.

A Treasurer is automatically disqualified from service for failing to hold a valid Treasurer's license. In addition, a Treasurer who is unable to secure a surety bond or insurance policy as required by law is not considered an "otherwise qualified Treasurer", and is similarly disqualified from service. Otherwise, the termination of the Treasurer's contract shall be in accordance with R.C. 3319.16 for good and just cause.
MINUTES - JACKSON LOCAL SCHOOL DISTRICT BOARD OF EDUCATION - NOVEMBER 18, 2019

REPORTING PROFESSIONAL MISCONDUCT

Consistent with Policy 8141 and State law, the Board and/or the Superintendent will file a report to the Ohio Department of Education, on forms provided for that purpose, matters of professional misconduct on the part of the Treasurer, as a licensed professional, including a conviction of the Treasurer of certain enumerated crimes and/or conduct which is determined to be unbecoming to the teaching profession. Reports of any investigation regarding whether or not the Treasurer has committed an act or offense for which the Board is required to make a report to the Ohio Department of Education shall be kept in the personnel file of the Treasurer. Should the Ohio Department of Education determine that the results of that investigation do not warrant initiating an action suspending, revoking, or otherwise limiting the Treasurer's license, the report(s) of any investigation will be moved to a separate public file.

R.C. 3.061, 3313.22, 3313.25, 3319.16, 3319.31, 3319.313, 3319.39
A.C. 3301-73-21

USE OF TOBACCO BY ADMINISTRATORS

The Board of Education is committed to providing students, staff, and visitors with a tobacco and smoke-free environment. The negative health effects of tobacco use for both users and nonusers, particularly in connection with second hand smoke, are well established. Further, providing non-smoking and a tobacco-free environment is consistent with the responsibilities of administrators and staff to be our positive role models for students.

For purposes of this policy, “use of tobacco” means to chew or maintain any substance containing tobacco, including smokeless tobacco, in the mouth to derive the effects of tobacco, as well as all uses of tobacco, or tobacco substitutes, including cigars, cigarettes, pipe tobacco, chewing tobacco, snuff, any other matter or substances that contain tobacco, in addition to papers used to roll cigarettes and/or smoking of electronic, “vapor,” or other substitute forms of cigarettes, clove cigarettes and any other lighted smoking devices for burning tobacco or any other substances.

The term “tobacco” includes any product that contains tobacco, is derived from tobacco, contains nicotine, or e-cigarettes and other electronic smoking devices (including but not limited to “JUUL’s”), but does not include any cessation product approved by the United States Food and Drug Administration for use as a medical treatment to reduce or eliminate nicotine or tobacco dependence.

In order to protect students and staff who choose not to smoke or use tobacco from an environment noxious to them, and because the Board does not condone smoking or the use of tobacco, the Board prohibits the use of tobacco or tobacco substitute products by administrators at all times (twenty-four (24) hours a day, seven (7) days a week) within any enclosed facility owned or leased or contracted for by the Board, and in areas directly or indirectly under the control of the Board immediately adjacent to locations of ingress or egress to such facilities. This prohibition extends to any Board-owned and/or operated vehicles used to transport students and to all other Board-owned and/or operated vehicles. Such prohibition also applies to school grounds, athletic facilities, and any school-related event.

The Superintendent shall require the posting of signs as required by R.C. 3794.06 and as specified by the Ohio Department of Health.

ADVERTISING/PROMOTION

In accordance with Policy 9700.01, tobacco advertising is prohibited on school grounds, in all school-sponsored publications, and at all school-sponsored events.

Tobacco promotional items that promote the use of tobacco products, including clothing, bags, lighters, and other personal articles are not permitted on school grounds, in school vehicles, or at school-sponsored events.

Employees who violate this policy shall be subject to disciplinary action in accordance with the applicable Collective Bargaining Agreement and/or in accordance with policies of the Board.

R.C. 3313.20, 3313.47, 3313.751, 3794 et seq.
A.C. 3701-52

INTERSCHOLASTIC ATHLETICS

The Board of Education recognizes the value to the students of the District and to the community of a program of interscholastic athletics for students as an integral part of the total school experience.

The program should foster the growth of school loyalty within the student body as a whole and stimulate community interest in athletics.

The game activities and practice sessions should provide many opportunities to teach the values of competition and good sportsmanship.

For purposes of this policy, the program of interscholastic athletics shall include all activities relating to competitive sport contests, games, events, or sport exhibitions involving individual students or teams of students of this District with those of another district.

The Board shall determine the standards of eligibility to be met by all students participating in the interscholastic program. Such standards shall require that each student be in good physical condition, be free of injury, and have fully recovered from illness before participating in any interscholastic athletic event.

No student may practice or compete in interscholastic athletics until the student submits a form signed by his/her parent or guardian, or by a person having care or charge of the student, affirming that each has received a concussion and head injury information sheet as prepared by the Ohio Department of Health. See Form 2431 F1 and Form 2431 F2.
Students educated at home or enrolled in a nonpublic school who are permitted to participate on a District interscholastic team must fulfill the same academic, nonacademic, and financial requirements as any other participant. See Policy 9270.

If a student who becomes ineligible under these standards improves his/her grade point average during the current grading period to meet the eligibility standard, s/he may be reinstated at the beginning of the next grading period.

Restoration of an "Incomplete" Grade

If a student's failure to meet the academic eligibility requirements is due to an "incomplete" grade given in one or more courses which the student was taking during the grading period in question, the student may have his/her eligibility restored once the "incomplete" has been changed to a passing letter grade provided:

A. the failure to complete the required coursework during the grading period was due to calamity day(s), family tragedy, or illness or accident as verified by a physician; and
B. the "incomplete" was given in accordance with Board of Education grading policies and procedures and is applicable to all students in the school; and
C. the previously scheduled work and/or exams is/are completed within the time period provided in Board policy for completing work required to convert an "incomplete" into a letter grade; and
D. there is no evidence that the "incomplete" was given in order to afford the student extended time in order to provide the student tutoring or other educational services imply to avoid a failing grade.

Specific documentation of criteria listed above (Items A-D) must be submitted to the Ohio High School Athletic Association (OHSAA) (Sec AG 2431) in order to be considered by the Executive Director for such a ruling.

Students identified as disabled under R.C. 3323 and the IDEA are subject to the eligibility standards established by this policy unless specifically exempted by the express terms of their individualized education program (IEP). An IEP can specify the criteria by which a grade will be determined for (a) course(s), given the student's individualized disability.

Since the primary purpose of the athletic program is to enhance the education of participating students as indicated in this policy, the Board places top priority on maximum student participation and the values of good sportsmanship and fair play.

The Board further adopts those eligibility standards set by the Constitution of the Ohio High School Athletic Association (OHSAA) that are consistent with State and Federal law and shall review such standards annually to ascertain that they continue to be in conformity with the objectives of this Board.

No student shall be excused from a class or supervised study for an extended period of time to participate in interscholastic athletics.

In order to minimize health and safety risks to student-athletes and maintain ethical standards, school personnel, coaches, athletic trainers, and key coaches shall not dispense, supply, recommend, or permit the use of any drug, medication, or food supplement solely for performance-enhancing purposes. The Superintendent shall cause to be posted in all locker rooms in buildings that include students is any grade higher than the sixth grade, the following:

"Warning: Improper use of anabolic steroids may cause serious or fatal health problems, such as heart disease, stroke, cancer, growth deformities, infertility, personality changes, severe acne, and baldness. Possession, sale, or use of anabolic steroids without a valid prescription is a crime punishable by a fine and imprisonment."

The Superintendent shall develop appropriate administrative guidelines for the operation of the Athletic Program and a Code of Conduct for those who participate. Such guidelines should provide for the following safeguards:

A. Prior to enrolling in the sport, each participant shall submit to a thorough physical examination by a physician; parents shall report any past or current health problems along with a physician's statement that any such problems have or are being treated and pose no threat to the student's participation.
B. Any student who is found to have a health condition which may be life-threatening to self or others shall not be allowed to participate until the situation has been analyzed by a medical review panel that has determined the conditions under which the student may participate. The District shall assume no liability for any student with a health condition who has been authorized to play by the parents and their physician but not by the District.
C. Any student who incurs an injury requiring a physician's care is to have the written approval of a physician prior to the student's return to participation.
D. Any student practicing for or competing in an interscholastic event who exhibits signs, symptoms, or behaviors consistent with having sustained a concussion or head injury shall be removed from the practice or competition by the student's coach (and/or the referee serving during the practice or competition).

Any student who has been removed from practice or competition by a coach or referee because he/she has exhibited signs, symptoms, or behaviors consistent with having sustained a concussion or head injury shall not be permitted to return to any practice or competition for which the coach or referee is responsible until both of the following occur:

1. The student's condition is assessed by a physician or other health care provider authorized by the Board, in accordance with requirements set forth in R.C. 3313.539(E)(2), to assess such a student.
2. The student receives written clearance that it is safe to return to practice or competition from a physician or other health care provider authorized by the Board, in accordance with requirements set forth in R.C. 3313.539(E)(2), to grant such a clearance.

The Superintendent is also to develop guidelines for ensuring that sportsmanship, ethics, and integrity characterize the manner in which the athletic program is conducted and the actions of students who participate. Such guidelines should include:

A. criteria for judging these important qualities;
B. procedures by which these values will be communicated to students, parents, and supporters;
C. means for monitoring the behavior of each of these groups to ensure their behavior reflects high standards.
The guidelines should also provide a set of behavioral expectations for each type of participant as well as a Sportsmanship Code of Conduct which each type of participant is to follow. The Superintendent is authorized to implement suitable disciplinary procedures against those who violate this Sportsmanship Code.

Students will be further informed that participation in interscholastic sports is a privilege and not a right, and that they may be prohibited from all or part of their participation in such activities by authorized school personnel without further notice, hearing and/or appeal rights (See Policy 5610.05 - Prohibition From Extra-Curricular Activities).

In order to support the High School Athletic Association’s program to strengthen sportsmanship, ethics, and integrity, the Board commits itself to:

A. adopt policies (upon recommendation of the administration) which reflect the District’s educational objectives and promote the ideals of good sportsmanship, ethics, and integrity;
B. establish standards for athletic participation which reinforce the concept that athletic activities are a privilege, not a right;
C. attend and enjoy school athletic activities, serving as a positive role model and expecting the same from parents, fans, participants, coaches, and other school personnel;
D. recognize the value of school athletic activities as a vital part of education.

No student will be denied the opportunity to participate in interscholastic athletics offered by a school in the District because the student has or is participating in college credit plus program as long as the student fulfills all academic, nonacademic and financial requirements.

R.C. 2305.23, 2305.231, 3313.53, 3313.535, 3313.539, 3313.5311, 3313.5312
R.C. 3313.5341, 3313.752, 3315.062
Ohio High School Athletic Association

SCHOOL CHOICE OPTIONS

Students attending a "persistently dangerous" school, as defined by State law have the right to transfer to another "safe" school in the District. If there is not another "safe" school in the District providing instruction at the students' grade level(s), the Superintendent shall contact neighboring districts and request that they permit students to transfer to a school in one of those districts.

Furthermore, a student who is a victim of a "violent crime" on school property also has the right to transfer to another school. If there is not another school in the District providing instruction at the student’s grade level, the Superintendent shall contact neighboring districts and request that they permit that student to transfer to a school in one of those districts providing instruction at the student’s grade level.

The Board of Education authorizes such transfers in accordance with AG 5113.02.

Children who transfer in accordance with this policy will be permitted to remain at the school of transfer until completing the highest grade at the school.

Title IX, Section 9532 of the Elementary and Secondary Education Act, as amended

ATTENDANCE

The educational program offered by this District is predicated upon the presence of the student and requires continuity of instruction and classroom participation. Attendance shall be required of all students enrolled in the schools during the days and hours that the school is in session or during the attendance sessions to which s/he has been assigned.

A student in grades 9 through 12 may be considered a full-time equivalent student provided the student is enrolled in at least five (5) units of instruction, as defined by State law, per school year.

In accordance with statute, the Superintendent shall require, from the parent of each student of compulsory school age or from an adult student who has been absent from school or from class for any reason, a statement of the cause for such absence. The Board of Education reserves the right to verify such statements and to investigate the cause of each single absence or prolonged absence.

The Board considers the following factors to be reasonable excuses for time missed at school:

A. personal illness (a written physician’s statement verifying the illness may be required)
B. illness in the family necessitating the presence of the child
C. quarantine of the home
D. death in the family
E. necessary work at home due to absence or incapacity of parent(s)/guardian(s)
F. observation or celebration of a bona fide religious holiday
G. out-of-state travel (up to a maximum of twenty-four (24) hours per school year that the student’s school is open for instruction) to participate in a District-approved enrichment or extracurricular activity

Any classroom assignment missed due to the absence shall be completed by the student.

If the student will be absent for twenty-four (24) or more consecutive hours that the student’s school is open for instruction, a classroom teacher shall accompany the student during the travel period to provide the student with instructional assistance.

H. such good cause as may be acceptable to the Superintendent
I. medically necessary leave for a pregnant student in accordance with Policy 5751
J. Service as a precinct officer at a primary, special or general election in accordance with the program set forth in Policy 5725

Attendance need not always be within the school facilities, but a student will be considered to be in attendance if present at any place where school is in session by authority of the Board.

The Board shall consider each student assigned to a program of other guided learning experiences to be in regular attendance for the program provided that s/he reports to such staff member s/he is assigned for guidance at the place in which s/he is conducting study, and regularly demonstrates progress toward the objectives of the course of study.

The Superintendent may excuse a student over fourteen (14) years of age from attendance at school for a future limited period for the purpose of performing essential work directly or exclusively for his/her parents or guardians. Such excuse should not exceed five (5) days and may be renewed by discretion of the Superintendent for five (5) additional days.

If a student's parent or guardian has recently died or become totally or partially incapacitated and there is no older brother or sister living in the home who is out of school, the Superintendent may request a certificate of a physician attesting to the physical condition of the parent or guardian.

Attendance shall be taken at the beginning of every block period in buildings with block-period-based scheduling. Absences from a class block period shall be accounted for to the nearest full hour.

Attendance shall be taken at the commencement of the school day in buildings with non-period-based schedules. Attendance for students arriving late or leaving early must be tracked and recorded to the nearest full hour.

Contacting the Parent/Guardian of an Absent Student

When a parent, guardian, or other person having care of a student has failed to initiate a telephone call or other communication notifying the school or building of the student's excused or unexcused absence within 120 minutes of the beginning of the school day, the attendance officer or designee for each school building shall make at least one (1) attempt to contact the parent, guardian, or other person having care of any student who is recorded as absent without legitimate excuse within 120 minutes after the beginning of each school day by a method designated by the Superintendent in accordance with Ohio law (see AG 5200).

Excessive Absences

When a student of compulsory school age is absent from school with combined nonmedical excused absences and unexcused absences in excess of thirty-eight (38) or more hours in one (1) school month, or sixty-five (65) or more hours in a school year, that student is considered "excessively absent" from school. The District or school shall notify the child's parent or guardian of the child's absences, in writing, within seven (7) school days after the date of the absence that triggered the notification requirement. At the same time written notice is given, any appropriate intervention action listed herein may be taken.

A student will be considered habitually truant if the student is of compulsory school age and absent without a legitimate excuse for thirty (30) or more consecutive hours, for forty-two (42) or more hours in one (1) school month, or for seventy-two (72) or more hours in one (1) school year.

Legitimate excuses for the absence of a student who is otherwise habitually truant include but are not limited to:

A. the student was enrolled in another school district;
B. the student was excused from attendance in accordance with R.C. 3321.04; or
C. the student has received an age and schooling certificate.

Absence Intervention Team

To the extent required by law as determined on an annual basis, within ten (10) days of a student becoming habitually truant, the Principal shall assign the student to an absence intervention team.

Within fourteen (14) school days after the assignment of a student to an absence intervention team, the team shall develop an intervention plan for that student in an effort to reduce or eliminate further absences. Each intervention plan shall vary based on the individual needs of the student, but the plan shall state that the attendance officer shall file a complaint not later than sixty-one (61) days after the date the plan was implemented, if the child has refused to participate in, or failed to make satisfactory progress on, the intervention plan. Within seven (7) school days after the development of the plan, reasonable efforts shall be made to provide the student's parent/guardian/custodian, with written notice of the plan.

As part of the absence intervention plan, the Principal may, in his/her discretion contact the appropriate juvenile court and ask to have a student informally enrolled in any alternative to adjudication described in R.C. 2151.27(G).

Each absence intervention team may vary based on the needs of each individual student but shall include a representative from the child's building, another representative from the child's building who knows the child, and the child's parent or parent designee, or the child's guardian, custodian, guardian ad litem, or temporary custodian. The team may also include a school psychologist, counselor, social worker, or representative of a public or nonprofit agency designed to assist students and their families in reducing absences.

The members of the absence intervention team shall be selected within seven (7) school days of the student meeting the habitually truant threshold. Within the same period of seven (7) school days, the Principal shall make at least three (3) meaningful, good faith attempts to secure the participation of the student's parent/guardian/custodian, guardian ad litem, or temporary custodian on that team. A good faith attempt to secure the participation of the parent shall include, but not be limited to, contacting (or attempting to contact) the parent by telephone, email, or regular mail. If the student's parent responds to any of those attempts, but is unable to participate for any reason, the Principal shall inform the parent of the parent's right to appear by designee. If seven (7) school days elapse and the student's parent/guardian/custodian, guardian ad litem, or temporary custodian fails to respond to the attempts to secure participation, the attendance officer shall investigate whether the failure to respond triggers mandatory abuse or neglect reporting to the public children services agency. At the same time, the absence intervention team shall continue to develop an intervention plan for the child notwithstanding the absence of the child's parent/guardian/custodian, guardian ad litem, or temporary custodian.
Intervention Strategies

In order to address the attendance practices of a student who is habitually truant, the intervention team may, as part of an intervention plan, take any of the following intervention actions:

A. provide counseling to the student
B. request or require the student's parent to attend a parental involvement program
C. request or require a parent to attend a truancy prevention mediation program
D. notify the Registrar of Motor Vehicles of the student's absences
E. take appropriate legal action
F. assignment to an alternative school (Note: if the District has established an alternative school, it must appear as an alternative intervention strategy.)

In the event that a student becomes habitually truant within twenty-one (21) school days prior to the last day of instruction of a school year, the Principal may, in his/her discretion, assign a designee to work with the child's parent/guardian/custodian, guardian ad litem, or temporary custodian to develop an absence intervention plan during the summer.

The absence intervention process shall commence upon the first day of instruction of the next school year.

Reporting Requirements

The attendance officer shall file a complaint in the juvenile court against a student on the sixty-first (61st) day after the implementation of an absence intervention plan or other intervention strategies, provided that all of the following apply:

A. The student is habitually truant.
B. The school district or school has made meaningful attempts to re-engage the student through the absence intervention plan, other intervention strategies, and any offered alternatives to adjudication, if applicable.
C. The student has refused to participate in or failed to make satisfactory progress on the plan, as determined by the absence intervention team, or any offered intervention strategies or alternative to adjudication.

If the student, at any time during the implementation phase of the absence intervention plan or other intervention strategies, is absent without legitimate excuse for thirty (30) or more consecutive hours or forty-two (42) or more hours in one school month, the attendance officer shall file a complaint in juvenile court against that student, unless the absence intervention team has determined that the student has made substantial progress on the absence intervention plan.

In the event that the sixty-first (61st) day after the implementation of the absence intervention plan or other intervention strategies falls on a day during the summer months, delay the filing of the complaint for an additional thirty (30) days from the first day of instruction of the next school year.

The Superintendent is authorized to establish an educational program for parents of truant students which is designed to encourage parents to ensure that their children attend school regularly. Any parent who does not complete the program is to be reported to law enforcement authorities for parental education neglect, a fourth class misdemeanor if found guilty.

Whenever any student of compulsory school age has sixty (60) consecutive hours in a single month or a total of ninety (90) hours of unexcused absence from school during the school year, s/he will be considered habitually absent under R.C. 3321.13(B)(2). The Board authorizes the Superintendent to inform the student and his/her parents, guardian, or custodian of the record of absences without legitimate excuse as well as the District's intent to notify the Registrar of Motor Vehicles, if appropriate, and the Judge of the Juvenile Court of the student's unexcused absences and habitually absent status.

If a student who is habitually truant violates the order of a juvenile court regarding the student's prior adjudication as an unruly child for being a habitual truant, s/he may further be adjudicated as a delinquent child.

The District shall report to the Ohio Department of Education, as soon as practicable, and in a format and manner determined by the Department, any of the following occurrences:

A. when a notice that a student has been absent with or without legitimate excuse for thirty-eight (38) or more hours in one (1) school month, or sixty-five (65) or more hours in a school year is submitted to a parent/guardian/custodian;
B. when a child of compulsory school age has been absent without legitimate excuse from the public school the child is supposed to attend for thirty (30) or more consecutive hours, forty-two (42) or more hours in one school month, or seventy-two (72) or more hours in a school year;
C. when a child of compulsory school age who has been adjudicated an unruly child for being an habitual truant violates the court order regarding that adjudication;
D. when an absence intervention plan has been implemented for a child under this policy.

This policy was developed after consultation with the judge of the juvenile court of Stark County/Counties, with the parents, guardians, or other persons having care of the students attending school in the district, and with appropriate State and local agencies.

R.C. 3313.664, 3317.034, 3321.01 et seq., 3321.13(B)(2), 3321.19, 3321.191
R.C. 3321.22, 3321.38, 3323.041, 333.:05
A.C. 3301-35-03(G), 3301-47-01, 3301-69-02

LATE ARRIVAL AND EARLY DISMISSAL

It is necessary that a student be in attendance throughout the school day in order to benefit fully from the educational program of the District.
MINUTES- JACKSON LOCAL SCHOOL DISTRICT BOARD OF EDUCATION- NOVEMBER 18, 2019

The Board of Education recognizes, however, that from time to time compelling circumstances will require that a student be late to school or dismissed before the end of the school day.

As agent responsible for the education of the children of this District, the Board shall require that the school be notified in advance of such absences by written or personal request of the student's parent or guardian, which shall state the reason for the tardiness or early dismissal. Justifiable reasons shall be determined by the building principal.

If one parent has been awarded custody of the student in a divorce settlement, the parent in custody as defined in statute (R.C. 3313.64) shall inform the school of any limitations in the rights of the non-custodial parent. Absent such notice, the school will presume that the student may be released into the care of either parent.

No student who has a medical disability which may be incapacitating may be released from school without a person to accompany him/her.

No student shall be released from school to anyone whose signature authorizing such custody is not on file in the building.

R.C. 3313.20, 3313.64

STUDENT MENTAL HEALTH AND SUICIDE PREVENTION

The Board of Education recognizes that mental health conditions and self-injury are problems of increasing severity among children and adolescents. A student who suffers from a mental health condition such as depression and who has attempted self-injury poses a danger both to himself/herself and to other students.

All school personnel should be alert for students who exhibit signs of unusual mental health related behavior or who threaten or attempt self injury or suicide. Any such signs or the report of such signs from another student or staff member should be taken with the utmost seriousness.

In accordance with Policy 8462, designated staff shall receive professional development training in accordance with Board-adopted curriculum that includes the risk factors, warning signs, and resources regarding youth suicide awareness and prevention at least every two (2) years.

Additional professional development training in youth suicide risk assessment and intervention shall be provided to mental health employees, counselors, teachers, administrators, school psychologists, and school nurses.

The Superintendent shall develop and implement administrative guidelines whereby members of the professional staff understand how to use an intervention procedure which includes the following:

Step 1 - Stabilization
Step 2 - Assessment of the Risk
Step 3 - Use of Appropriate Risk Procedure
Step 4 - Communication with Appropriate Parties
Step 5 - Follow-up

Throughout any intervention, it is essential that Board policies and District guidelines regarding confidentiality be observed at all times.

R.C. 3319.073
767 F2d 651 (1985)

GRADUATION REQUIREMENTS

In order to acknowledge each student's successful completion of the instructional program, appropriate to the achievement of District goals and objectives as well as personal proficiency, the Board of Education awards a diploma to eligible students at a graduation ceremony.

The Board shall award a regular high school diploma to every student enrolled in this District who meets the requirements of graduation established by this Board or who properly completes the goals and objectives specified in his/her individualized education program (IEP) including either the exemption from or the requirement to complete the tests required by the State Board of Education in order to graduate. In addition to earning course credits, each student must earn the required number of points, unless exempted, on the tests required by the State Board of Education to graduate.

For the Class of 2018 and beyond, a diploma shall be awarded to students meeting the curriculum credit requirements and who achieve one of the following three options: a cumulative passing score with the required number of points in each area on end of course exams, earn the required points on the WorkKeys assessment and an approved industry-recognized credential, or earn a remediation-free score in English language arts and mathematics on the ACT or SAT, subject to limitations on assessments as outlined below.

The requirements for graduation from high school include passing the graduation tests required by the State Board of Education or meeting the alternative pathway to graduation, and earning twenty-one (21) units of credit in grades nine through twelve as follows:
Required Courses | Credits
--- | ---
English | 4.0
Social Studies | 3.0
Math | 4.0
Science | 3.0
Health | 0.5
Physical Education | 0.5
Personal Finance | 0.5
Electives | 4.5
Fine Arts | 1.0

All students must receive instruction in economics and financial literacy during Grades 9 – 12. Additionally, all students must receive instruction in cardiopulmonary resuscitation and the use of an automated external defibrillator from an approved source during Grades 9-12, unless the student is exempted from such training due to disability or by written request of the parent.

Students who achieve an industry credential or license that requires an examination shall not be required to take additional technical assessments. If the student does not participate in licensure or license examination, the student shall take the applicable technical assessments. Students must attain specified scores on assessments as required to demonstrate workforce readiness on a nationally recognized job skills assessment in order to obtain a diploma.

Certain students are not required to take the college and career readiness assessments administered to all eleventh (11th) grade students:

A. students who demonstrate they are remediation-free on the English, math and reading nationally-recognized assessments prior to the administration of the college and career readiness assessments;
B. students with significant cognitive disabilities who take an alternative assessment and students with intellectual disabilities outlined in state guidance, and
C. Limited English proficient students enrolled in United States schools for less than two years for whom no appropriate accommodations is available.

Students may take the assessment even if they are not required to do so.

Physical Education Waiver

Students who have participated in interscholastic athletics, marching band, show choir, or cheerleading for at least two (2) full seasons as defined in the Programs of Study handbook, while enrolled in grades 9 through 12, and as documented by the coach/instructor may be excused from the high school physical education requirement. Students electing such an excuse shall complete one-half (1/2) unit of at least sixty (60) hours of instruction in another course of study which is designated by the Board as meeting the high school curriculum requirements.

Credit may be earned by:

A. completing coursework;
B. testing out of or demonstrating mastery of course content; or
C. pursuing one or more educational options in accordance with the District's Credit Flexibility Program.

Credit may be earned at an accredited postsecondary institution.

Every high school may permit students below the ninth grade to take advanced work for credit. This work shall count toward the graduation requirements if it was both:

A. taught by a person who possesses a license/certificate issued under State law that is valid for teaching high school,
B. designated by the Board as meeting the high school curriculum requirements.

For students graduating in the class of 2018 and beyond:

The District will comply with State Board of Education requirements for graduation. Students shall earn required credits for graduation in the appropriate subject areas, and achieve one of three pathways:

A. earning a State Board of Education approved, industry-recognized credential or group of credentials and a workforce readiness score on the Workkeys assessment; or
B. earning a cumulative score on end of course exams equal to State Board requirements for the year of graduation; or
C. earning remediation-free scores in English language arts and math on a nationally recognized college admission exam.

An honors diploma shall be awarded to any student who meets the established requirements for graduation or the requirements of his/her IEP, attains the applicable scores on the tests required by the State Board of Education to graduate; and meets any additional criteria the State Board may establish.

Commencement exercises will include only those students who have successfully completed requirements for graduation as certified by the high school principal or those students who have been deemed eligible to participate in such exercises in accordance with the terms of their IEP. No student who has completed the requirements for graduation shall be denied a diploma as a disciplinary measure. A student may be denied participation in the ceremony of graduation when personal conduct so warrants.
MINUTES JACkSON LOCAL SCHOOL DISTRICT BOARD OF EDUCATION- NOVEMBER 18, 2019

The Board also shall grant a diploma of adult education to all District residents over the age of twenty-one (21) who meet the requirements established by the State Board of Education.

The Superintendent shall establish whatever administrative guidelines are necessary to comply with State rules and regulations.

R.C. 3313.60, 3313.6021, 3313.603, 3313.61, 3313.611, 3313.6111, 3313.614
R.C. 3313.615, 3313.618, 3313.647, 3313.903, 3323.08
R.C. 3301.07, 0710, 0711
A.C. 3301-41-01, 3301-13-01 to 07

DISPOSITION OF REAL PROPERTY/PERSONAL PROPERTY

The Board of Education believes that the efficient administration of the District requires the disposition of real property and personal property, no longer necessary for the educational program or the operation of the School District.

"Real Property" means land, including land improvements, structures and appurtenances thereto, but excludes moveable machinery and equipment.

"Personal Property" means tangible property other than real property. It may be tangible, having physical existence, or intangible and may include automotive vehicles, equipment, and materials.

All property considered for disposition (sale) may be subjected to a current, outside, professional appraisal prior to the solicitation of offers.

Disposition of Personal Property under $10,000

Personal property, the value of which does not exceed $10,000, shall be disposed of by the Superintendent in such a manner as will be in the public interest and benefit the School District (see Policy 7300 and Disposition of Real Property/Personal Property and Policy 7310 – Disposition of Surplus Property). If the Board decides to trade an item of personal property as a part or an entire consideration on the purchase price of an item of similar personal property, the Board may trade the personal property upon such terms as are agreed upon by the parties.

Disposition of Real Property under $10,000

Real property, the value of which does not exceed $10,000, shall be disposed of by the Board in such manner as will be in the public interest and benefit to the School District and may be accomplished by private sale. If the Board identifies a parcel of real property that it determines is needed for school purposes, the Board may, upon majority vote of the members of the Board, acquire such parcel by exchanging its real property for the parcel or using the real property as part or an entire consideration for the purchase price of the identified real property. Any exchange or acquisition shall be made by conveyance executed by the President and the Treasurer of the Board.

Disposition of Personal and Real Property over $10,000

Property, (personal and real), the value of which exceeds $10,000, shall be sold at public auction to the highest bidder in accordance with law. The Board may offer real property for sale as an entire tract or in parcels.

A. Unless the property is being:
   1. sold to an exempt entity, as defined in R.C. 3313.41(C);
   2. sold and/or leased to a community school or the board of trustees of a college preparatory boarding school, or a STEM school as set forth in R.C. 3313.411 or 3313.413; or
   3. exchanged for an identified parcel of real property that the Board determines it needs for school purposes or the property is being used as part or an entire consideration for the purchase price of the identified real property, pursuant to R.C. 3313.41(P); or
   4. traded as a part or an entire consideration on the purchase price for a similar item of personal property upon such terms as agreed to by the parties to the trade pursuant to R.C. 3313.41(D) or
   5. the District shall attempt to sell the property by public auction after giving at least thirty (30) days notice of the auction by publication in a newspaper of general circulation.

B. If, after the property has been offered once by public auction, no acceptable bids have been received, the District may sell the property at private sale. The following procedures shall apply:
   1. All property considered for lease or sale shall be reviewed by the Board prior to solicitation of offers. The solicitation of offers by the Board shall include an expiration date.
   2. In consideration of the best interest of the District and of the residents and taxpayers, the Board reserves the right to reject any and all offers at its sole discretion, regardless of price and terms.

C. If the Board decides to dispose of real property, prior to disposing of the property in the manner set forth above, the Board shall first offer the property to the governing authorities of all start-up community schools, the board of trustees of any college preparatory boarding schools, and the governing bodies of any STEM schools located within the territory of the District. If more than one (1) governing authority of a high-performing community school that are located within the territory of the District. If more than one (1) governing authority of a high-performing community school offers the property, the Board shall offer the property to the governing body of a STEM school at a price that is not higher than the appraised fair market value of the property as determined in an appraisal of the property that is not more than one (1) year old.
2. In the event that more than one (1) community school governing authority, college preparatory boarding school board of trustees or STEM school governing body notifies the Treasurer of its intent to purchase the property within the prescribed time, the Board shall conduct a public auction utilizing the process described above.

D. Disposition of Unused School Facilities

1. "Unused School Facilities" means any real property that has been used by the District for school operations, including but not limited to academic instruction or administration, since July 1, 1998, but has not been used in that capacity for one (1) year.

2. The Board shall first offer any unused school facilities it owns for lease or sale to the governing authority of any community school, the board of trustees of any college preparatory boarding school, and the governing bodies of any STEM schools that are located within the territory of the District.

The Board shall give priority to the governing authorities of high-performing community schools that are located within the territory of the District.

At the same time the Board makes the offer to lease or sale, the Board may, but is not required to, offer the property for lease or sell to the governing authority of any community school with plans, as stated in applicable contracts, either to relocate to or add facilities in the District.

3. If only one (1) governing board of a high-performing community school accepts the Board's offer within the prescribed time, the Board shall sell or lease the property to that party for the appraised fair market value of the property as determined in an appraisal that is not more than one (1) year old. If more than one (1) governing board of a high-performing community school offered the property accepts the Board's offer within sixty (60) days, the Board shall conduct a public auction utilizing the process described above or, in the event of a lease, the Board shall conduct a lottery to select the one (1) qualified governing authority to which the Board shall lease the property.

If no governing authority of a high-performing community school notifies the Treasurer of its intent to purchase or lease the property within the prescribed time, the Board shall then proceed with the offers from all other start-up community schools, college-preparatory boarding schools, and STEM schools that responded within the prescribed time. If more than one such entity notifies the Treasurer of its intent to purchase or lease the property, the Board shall conduct a public auction or, in the event of a lease, a lottery to select the one qualified governing authority to which the Board shall lease the property.

Only the parties that notify the Board within sixty (60) days may offer a bid at the auction or participate in a lottery. The Board is not required to accept a bid that is lower than the appraised fair market value of the property as determined by an appraisal that is no more than one (1) year old.

4. Any subsequent lease or sale of the property shall proceed in accordance with law.

5. If no governing authority of any start-up community school or STEM school or board of trustees accepts the offer to lease or buy the property within sixty (60) days after the subsequent offer is made, the Board may offer the property for sale or lease to any other permissible entity.

E. Further, the Board may dispose of property upon the majority vote of the members of the Board and a concurring vote of the legislative authority of a municipal corporation, declaring that an exchange of real property held by the District for school purposes for real estate held by the municipal corporation for municipal purposes will be mutually beneficial to both the District and the municipal corporation. The exchange may be made by conveyances that are executed by the President and Treasurer of the Board and the Mayor and Clerk of the municipal corporation, respectively.

F. The Board President and Treasurer shall execute and deliver deeds or other necessary instruments of conveyance to complete any sale or trade under this policy.

Donation of Real or Personal Property

A. If the School District has property that the Board, by resolution, determines is not needed for school purposes, is obsolete, or is not fit for the use for which it was acquired, the Board may donate the property if the estimated fair market value of such property is $2,500 or less in the opinion of the Board. The property may only be donated to an eligible 501(c)(3) nonprofit organization located in the State of Ohio and exempt from Federal income taxation under 26 U.S.C. 501(a) and 501(c)(3).

B. Prior to donating the property, the Board may adopt a resolution that contains the following:

1. A statement expressing the Board's intent to make unneeded, obsolete or unfit-for-use, District property available to nonprofit organizations;

2. Guidelines and procedures the Board considers to be necessary to implement the donation program;

3. An indication of whether the District will conduct such program or by a representative under contract with the Board;

4. Contact information for such representative, if the person is known when the resolution is adopted;

5. A requirement that any nonprofit organization desiring to obtain donated property submit a written notice to the board or its representative that includes:

   a. Evidence that the organization is a nonprofit organization that is located in the State of Ohio and exempt from Federal income taxation;

   b. A description of its primary purposes;

   c. A description of the type or types of property the organization needs; and

   d. The name, address, and telephone number of a person designated by the organization to receive donated property as its agent.

C. Upon the adoption of the resolution, the Board shall publish at least twice in a newspaper of general circulation, notice of its intent to donate unneeded, obsolete, or unfit-for-use property to eligible nonprofit organizations. The notice must also include a summary of the information provided in the resolution. A similar notice must also be continually posted in the Board's office and on the District's Internet website, if one exists. The second and subsequent notices shall be posted not less than ten (10) and not more than twenty (20) days after the previous notice.

D. The Board or its representative must maintain a list of:

1. All eligible 501(c)(3) nonprofit organizations that submit a written notice described above; and

2. A list of all real or personal property that qualifies for the program.
The list of qualifying property must be continually posted at the same locations at which the resolution creating the program must be posted.

a. An item of property on the list must be donated to the 501(c)(3) organization that first declares to the Board or its representative its desire to obtain the item unless the Board previously established in a separate and distinct resolution, a list of eligible 501(c)(3) organizations that are to be given priority for an item's donation.

b. The resolution giving priority to certain nonprofit organizations must specify the reasons for giving the organizations this priority. Such priority may be given based on a direct relationship between the purposes of the organization and specific purposes of the programs provided or administered by the Board.

E. Members of the Board must consult with the Ohio Ethics Commission and comply with R.C. Chapters 102 and 2921 when donating property to a 501(c)(3) organization of which a Board member, his/her family member(s) or a business associate(s) of a Board member is a trustee, officer, Board member, or employee.

Proceeds from the Sale of Real Property

When the Board disposes of real property pursuant to R.C. 3313.41, 3313.411, or 3313.413, the proceeds received from the sale shall be used for either of the following purposes: 1) to retire any debt that was incurred by the District with respect to that real property - any proceeds in excess of the funds necessary to retire that debt may be paid into the District's capital and maintenance fund and used only to pay for the costs of non-operating capital expenses related to technology infrastructure and equipment to be used for instruction and assessment; or 2) paid into a special fund for the construction or acquisition of permanent improvements.

R.C. 3313.17, 3313.40, 3313.41, 3313.411, 3313.413, 5705.10
2 C.F.R. 200.78, 200.85

SMALL UNMANNED AIRCRAFT SYSTEMS

The Board prohibits the operation of small Unmanned Aircraft Systems (sUAS) at any time by any individual who is not expressly authorized to do so by the Superintendent, on property owned or leased or contracted for by the Board. Small Unmanned Aircraft Systems are commonly known as drones.

The Board also prohibits the operation of sUAS on property owned or leased or contracted for by the Board during District-sponsored contests (including scrimmages and previews), practices, tournaments, and activities under the auspices of the Ohio High School Athletic Association (OHSAA). District officials may deny admission or entry to anyone attempting to use an sUAS until the event has been completed. Any exceptions to this prohibition must be approved in advance by the Superintendent.

To be authorized to operate a sUAS on property owned or leased or contracted for by the Board, a staff member, administrator, or other individual (agent) under contract with the Board must have a Remote Pilot Certificate issued by the Federal Aviation Administration (FAA). Further, the sUAS must be registered with the FAA and properly marked in accordance with 14 C.F.R. Part 107.

A staff member, administrator, or agent of the Board authorized to operate a sUAS on property owned or leased or contracted for by the Board, must also comply with all rules set forth in 14 C.F.R. Part 107. (See AG 7440.03)

Failure to adhere to all rules set forth in 14 C.F.R. Part 107 and AG 7440.03 may result in loss of authorization to operate a sUAS to operate on property owned or leased or contracted for by the Board, referral to local law enforcement, and/or further disciplinary action, up to and including termination for an employee and expulsion for a student.

14 C.F.R. Part 107

SCHOOL SAFETY

The Board of Education is committed to maintaining a safe and drug-free environment in all of the District's schools. The Board believes that school crime and violence are multifaceted problems that need to be addressed in a manner that utilizes all available resources in the community through a coordinated effort of School District personnel, law enforcement agencies, and families. The Board further believes that school administrators and local law enforcement officials must work together to provide for the safety and welfare of students while they are at school or a school-related event or are on their way to and from school. The Board also believes that the first step in addressing school crime and violence is to assess the extent and nature of the problem(s) or threat, and then plan and implement strategies that promote school safety and minimize the likelihood of school crime and violence.

Emergency Operations Plan ("EOP")

To that end, the Superintendent shall develop and adopt a comprehensive Emergency Operations Plan ("EOP") for each building under his/her control. In developing the EOP for each building, the Superintendent shall involve community law enforcement and safety officials (including, but not limited to, law enforcement, fire, emergency medical personnel, and any local divisions having county-wide emergency management), parents of students who are assigned to the building, and teachers and nonteaching employees assigned to the building. Each EOP shall contain the name, title (if applicable), contact information, and signature of each person involved in the development of the EOP.

In developing the EOP, the Superintendent shall examine the environmental conditions and operations of each building to determine potential hazards to student and staff safety. The Superintendent shall further propose operating changes to promote the prevention of potentially dangerous problems and circumstances. The Superintendent shall incorporate remediation strategies into the EOP for any building where documented safety problems have occurred.

Each EOP will consist of four (4) parts:
A. A single document to address all hazards that may negatively impact the school, including but not limited to active shooter, hostage, bomb threat, act of terrorism, bullying, and any other natural or manmade events that the Superintendent knew or should have reasonably known about that compromise the health or safety of students, employees, administrators, or property. The document will include:

1. a hazard identification and risk analysis (i.e., a process to identify hazards and assess the vulnerability associated with each);
2. an all-hazards emergency operations plan organized around five (5) mission areas: prevention, protection, mitigation, response, and recovery. The plan shall be compliant with the “National Incident Management System” (NIMS);
3. the access and functional needs of the students, teachers, and staff;
4. education for students, staff, and administrators to avoid, deter, or stop an imminent crime or safety issue, threatened or actual;
5. procedures for notifying law enforcement, fire, EMS, emergency management, mental health, and other outside experts who could assist in responding to and recovering from an emergency;

The plan shall be updated and revised at least every three (3) years from the previous date of compliance to reflect lessons learned and best practices to continually improve the plan. The emergency management test and actual emergencies at the school buildings will be a source for lessons learned.

B. A floor plan unique to each floor of each school the building.
C. A site plan that includes all school building property and surrounding property.
D. An emergency contact information sheet.

The Superintendent shall submit an electronic copy of each EOP s/he developed and adopted to the Ohio Department of Education (“ODE”) not less than once every three (3) years, whenever a major modification to the building requires changes to the procedures outlined in the EOP, and whenever the information on the emergency contact information sheet changes. No later than the date prescribed by ODE, the Superintendent shall also file a copy of the current, updated EOP with the following:

A. each law enforcement agency that has jurisdiction over the school building; and
B. upon request, the local fire department, emergency medical service organization, and county emergency management agency serving the area in which the building is located.

The Superintendent will also file copies of updated EOPs with ODE and the above agencies within ten (10) days after s/he adopts the revised EOPs.

The EOP is not a public record.

The Superintendent shall prepare and conduct at least one (1) annual emergency management test, in accordance with rules adopted by the Ohio Department of Education (ODE). By July 1st of every year, the Superintendent shall review the EOPs s/he previously developed and adopted, and certify in writing to the ODE that the EOPs are current and accurate.

The emergency management test must be a scheduled event; an actual emergency will not satisfy this requirement, even if an after-action report is produced. The emergency management test must be a tabletop, functional, or full-scale as defined in A.C. 3301-5-01, and each type shall be used once every three (3) years. It must include at least one (1) hazard from the hazard analysis in the EOP and at least one (1) functional content area. At least one (1) representative from law enforcement, fire, EMA, EMS, and/or behavioral health should be included.

Students may participate in the emergency management test at the discretion of the Principal. In deciding whether, and to what extent, to involve students in an emergency management test, the Principal should consider what benefits student inclusion in the emergency management test may have on the student population’s preparation for an emergency and to enhance the safety of students in the building. The Principal shall also consider age-appropriate participation, guidance, and training in preparation for students’ participation in the test.

Parental consent is required prior to student participation in the emergency management test.

The Superintendent shall submit an after-action report to the ODE no later than thirty (30) days after the emergency management test documenting the following: 1) date/time/weather/length of exercise; 2) the type of discussion/operations based exercise; 3) the scenario utilized; 4) the hazard(s) utilized (including safety data sheets, as appropriate); 5) the functional content area(s) utilized; and 6) the identification of at least three (3) strengths and at least three (3) improvement areas of the EOP discovered as a result of the emergency management test.

The Superintendent shall grant access to each school building under his/her control to law enforcement personnel and any local fire department, emergency medical service organization, and county emergency management agency that has requested a copy of the EOP, to enable such personnel and entities to conduct training sessions for responding to threats and emergency events affecting the school building. Such access shall be provided outside of student instructional hours and the Superintendent or designee shall be present in the building during the training sessions.

Prior the opening day of each school year, the Superintendent shall inform each enrolled student and the student’s parent/legal guardian of the procedures to be used to notify parents in the event of an emergency or a serious threat to safety. Any student enrolled in the school after the annual notification and their parent/legal guardian shall be notified upon enrollment. Also, see Policy §420 - Emergency Situations at School.

Threat Assessment

The primary purpose of a threat assessment is to minimize the risk of targeted violence at school. The following threat assessment process is designed to be consistent with the process set forth in the joint U.S. Secret Service and U.S. Department of Education publication, Threat Assessment in Schools: A Guide to Managing Threatening Situations and to Creating Safe School Climates for identifying, assessing, and managing students who may pose a threat. The goal of the threat assessment process is to take appropriate preventive or corrective measures to maintain a safe school environment, protect and support potential victims, and provide assistance, as appropriate, to the student being assessed.

The threat assessment process is centered upon an analysis of the facts and evidence of behavior in a given situation. The appraisal of risk in a threat assessment focuses on actions, communications, and specific circumstances that might suggest that an individual intends to cause physical harm and is engaged in planning or preparing for that event.
The Board authorizes the Superintendent to create building-level, trained threat assessment teams. Each Team shall be headed by the Principal and may include a school counselor, school psychologist, instructional personnel, and/or the School Resource Officer, where appropriate. At the discretion of the Superintendent, a threat assessment team may serve more than one (1) school when logistics and staff assignments make it feasible.

The Team will meet when the Principal learns a student has made a threat of violence or engages in concerning communications or behaviors that suggest the likelihood of a threatening situation.

The Team is empowered to gather information, evaluate facts, and make a determination as to whether a given student poses a threat of violence to a target. If an inquiry indicates that there is a risk of violence in a specific situation, the Team may collaborate with others to develop and implement a written plan to manage or reduce the threat posed by the student in that situation.

The Board authorizes the Superintendent to create guidelines for the purpose of:

A. identifying team participants by position and role;
B. requiring team participants to undergo appropriate training;
C. defining the nature and extent of behavior or communication that would trigger a threat assessment and/or action pursuant to a threat assessment;
D. defining the types of information that may be gathered during the assessment;
E. stating when and how parents/guardians of the student making the threat shall be notified and involved;
F. designating the individuals (by position) who are responsible for gathering and investigating information;
G. identifying the steps and procedures to be followed from initiation to conclusion of the threat assessment inquiry or investigation.

Board employees, volunteers, and other school community members, including students and parents, shall immediately report to the Superintendent or Principal any expression of intent to harm another person or other statements or behaviors that suggest a student may intend to commit an act of violence.

Nothing in this policy overrides or replaces an individual’s responsibility to contact 911 in an emergency.

Regardless of threat assessment activities or protocols, disciplinary action and referral to law enforcement shall occur as required by State law and Board policy.

Threat assessment team members shall maintain student confidentiality at all times as required by Board Policy 8330 - Student Records, and State and Federal law.

Safe and Drug-Free Schools

As a part of the EOP, the Board shall verify that it has procedures in place for keeping schools safe and drug-free that include (see also, Form 8330 F15 entitled Checklists of Policies and Guidelines Addressing Safe and Drug-Free Schools):

A. appropriate and effective school discipline policies that prohibit disorderly conduct, the illegal possession of weapons and the illegal use, possession, distribution, and sale of tobacco, alcohol, and other drugs by students;
B. security procedures at school and while students are on the way to and from school;
C. prevention activities that are designed to maintain safe, disciplined and drug-free environments;
D. a code of conduct or policy for all students that clearly states the responsibilities of students, teachers, and administrators in maintaining a classroom environment that:
   1. allows a teacher to communicate effectively to all students in the class;
   2. allows all students in the class the opportunity to learn;
   3. has consequences that are fair, and developmentally appropriate;
   4. considers the student and the circumstances of the situation; and
   5. is enforced accordingly.

Persistently Dangerous Schools

The Board recognizes that State and Federal law requires that the District report annually incidents which meet the statutory definition of violent criminal offenses that occur in a school, on school grounds, on a school conveyance, or at a school-sponsored activity. It is further understood that the State Department of Education will then use this data to determine whether or not a school is considered "persistently dangerous" as defined by State policy.

Pursuant to the Board’s stated intent to provide a safe school environment, the school administrators are expected to respond appropriately to any and all violations of the Student Code of Conduct, especially those of a serious, violent nature. In any year where the number of reportable incidents of violent criminal offenses in any school exceeds the threshold number established in State policy, the Superintendent shall convene a meeting of the building administrator, representative(s) of the local law enforcement agencies, and any other individuals deemed appropriate for the purpose of developing a plan of corrective action that can be implemented in an effort to reduce the number of these incidents in the subsequent year.

The Superintendent shall make a report to the Board about this plan of corrective action and shall recommend approval and adoption of it.

In the unexpected event that the number of reportable incidents in three (3) consecutive school years exceeds the statutory threshold and the school is identified as persistently dangerous, students attending the school shall have the choice option as provided in Policy 5113.02 and AG 5113.02.

In addition, the Superintendent shall convene a meeting of the building administrator, representative(s) of the local law enforcement agency, and any other individuals deemed appropriate for the purpose of developing a plan of corrective action that can be implemented in an effort to reduce the number of these incidents in the subsequent year.

Victims of Violent Crime

The Board further recognizes that, despite the diligent efforts of school administrators and staff to provide a safe school environment, an individual student may be a victim of a violent crime in a school, on school grounds, on a school conveyance, or at a school-sponsored activity. In accordance with Federal and State law, the parents of the eligible student shall have the choice options provided by Policy 5113.02 and AG 5113.02.
SCHOOL RESOURCE OFFICER

The purpose of the District’s School Resource Officer Program is to promote safe, orderly and secure learning environments for students through the activities of law enforcement, fostering a positive school climate, and education. The duties of the School Resource Officer (SRO) are primarily to promote school safety during the school day, to conduct law enforcement activities, to deliver education and collaboration with students and staff, to serve as a positive role model, and to assist in crime prevention and safety consulting. All duties shall be consistent with Federal and State laws, regulations, and police department policies and procedures. The role of the SRO is not to enforce discipline or punish students for violations of the student code of conduct, nor will an SRO be assigned to perform any educational duties in lieu of a certified educator.

The District may engage the services of a School Resource Officer(s) by executing a memorandum of understanding with the law enforcement agency for services. SRO’s shall be trained as provided by law, including a basic training program and at least forty (40) hours of school resource officer training within one (1) year of appointment approved by the Ohio peace officer training commission. School Resource Officers employed by the District prior to the enactment of R.C. 3313.951 are exempt from the training requirements.

The memorandum of understanding shall clarify the following areas: the purpose of the SRO program and roles, responsibilities, and expectations between the District, District staff, and the law enforcement agency. It shall include defined goals, background training requirements for the selected officer(s) including child and adolescent development, provide for professional development in relevant areas, protocol for how suspected criminal activity versus school discipline will be handled, coordinated crisis planning and updating school crisis plans, student privacy under State and Federal Law, and any other items identified by the parties. The memorandum of understanding shall be available on the District’s website.

The District and law enforcement agency shall agree on criteria for selection of officers, which include but are not limited to a college degree or related college coursework, a minimum of two (2) years of experience as an officer, and an interest in working with youth. The District and law enforcement agency will establish evaluation procedures to support and monitor the activities and performance of the SRO.

The SRO ultimately is accountable to the law enforcement agency but while at school, the SRO also is accountable to the building administration and Superintendent, and is expected to cooperate with school officials and school faculty and be familiar with and follow Board policies, guidelines and procedures, including but not limited to issues of student privacy, discipline, and operating standards for students with disabilities.

School Resource Officers may assist with implementation or amendment of the District’s comprehensive emergency management plan and in doing so, must consult with first responders and local law enforcement officials. Other functions of the SRO outlined in the memorandum of understanding may include activities geared towards providing a safe learning environment, providing resources to school staff members, maintaining positive relationships with staff and students, developing community linkages with behavioral health and other community agencies, and developing problem-solving strategies for issues affecting students.

R.C. 3313.951

STUDENT ABUSE AND NEGLECT

The Board of Education is concerned with the physical and mental well-being of the students of this District and will cooperate in the identification and reporting of cases of child abuse or neglect in accordance with law.

Every Board official and employee who, in connection with his/her position, knows or suspects child abuse or neglect must immediately report that knowledge or suspicion to a public children's services or local law enforcement agency. Such reporting is required in every case that reasonably indicates that a child under the age of eighteen (18) or a physically or mentally disabled child under the age of twenty-one (21) has been abused (physically or mentally) or neglected or faces the threat of being abused or neglected.

Each principal should be mindful of the possibility of physical or mental abuse being inflicted on a student by an employee. Any such instances, whether real or alleged, should be dealt with in accordance with the administrative guidelines established by the Superintendent. Board officials and employees must report suspected abuse to a public children's services or local law enforcement agency even when the suspected abuser is another official or employee.

The identity of the reporting person shall be confidential, subject only to disclosure by consent or court order. Information concerning alleged child abuse of a student is confidential information and is not to be shared with any unauthorized person. A staff member who violates this policy may be subject to disciplinary action and/or civil and/or criminal penalties.

In accordance with law, the Board will provide appropriate instruction on personal safety and assault prevention to all students in grades K-6. In order to develop programs that are appropriate and effective, the Superintendent is authorized to consult with public and/or private agencies or individuals involved in child abuse prevention and intervention. In addition, the Superintendent shall provide a program of in-service education for all nurses, teachers, counselors, school psychologists, mental health providers, and administrators who work in the District's elementary, middle, and high schools and any other personnel that the Board determines appropriate. The in-service education program will include school safety, violence prevention including human trafficking content, youth suicide awareness and prevention, prevention of child abuse, substance abuse, promotion of positive youth development, and a review of Policy 5517.01 - Bullying Prevention and Other Forms of Aggressive Behavior.

The Board shall develop the suicide awareness and prevention curriculum in consultation with public or private agencies or persons involved in youth suicide awareness and prevention programs.

The in-service education provided to middle and high school employees shall include training in the prevention of dating violence.
All newly-employed mental health providers, nurses, teachers, counselors, school psychologists and administrators who work in the District's elementary, middle and high schools shall complete at least four (4) hours of in-service training within two (2) years of the date of employment.

Additional training must occur every two (2) years thereafter for suicide awareness and prevention, and every five (5) years thereafter for school safety, violence prevention, prevention of child abuse, prevention of substance abuse and promotion of positive youth development.

A law enforcement officer or children's services agency investigating child abuse or neglect may interview a student on school grounds only in accordance with Board Policy 5540.

R.C. 2151.421, 3313.60, 3319.073

**FOOD SERVICES**

The Board of Education shall provide cafeteria facilities in all school facilities where space and facilities permit and will provide food service for the purchase and consumption of meals for all students. The Board shall also provide a breakfast program in accordance with procedures established by the Department of Education. The Board shall annually encumber the funds needed to operate the program.

The food-service program shall comply with Federal and State regulations pertaining to the selection, preparation, consumption, and disposal of food and beverages, including but not limited to the current USDA’s school meal pattern requirements and the USDA Smart Snacks in School nutrition standards, as well as to the fiscal management of the program.

The Board does not discriminate on the basis of race, color, national origin, sex (including sexual orientation or transgender identity), disability, age (except as authorized by law), religion, military status, ancestry, or genetic information (collectively, “Protected Classes”) in its educational programs or activities. Students and all other members of the School District community and third parties are encouraged to promptly report incidents of unlawful discrimination and/or retaliation to a teacher, administrator, supervisor, or other District official so that the Board may address the conduct. See Policy 2260 – Nondiscrimination and Access to Equal Educational Opportunity.

The Board shall approve and implement nutrition standards governing the types of food and beverages that may be sold on the premises of its schools and shall specify the time and place each type of food or beverage may be sold. In adopting such standards, the Board shall:

A. consider the nutritional value of each food or beverage;
B. consult with a dietitian licensed under R.C. Chapter 4759, a dietetic technician registered by the commission on dietetic registration, or a school nutrition specialist certified or credentialed by the school nutrition association;
C. consult and incorporate to the maximum extent possible the dietary guidelines for Americans jointly developed by the United States Department of Agriculture (USDA) and the United States Department of Health and Human Services; and
D. consult and incorporate the USDA Smart Snacks in School nutrition guidelines.

No food or beverage may be sold on any school premises except in accordance with the standards approved by the Board.

In addition, as required by law, a food safety program that is based on the principles of the Hazard Analysis and Critical Control Point (HACCP) system shall be implemented with the intent of preventing food-borne illnesses. For added safety and security, access to the facility and the food stored and prepared therein shall be limited to food service program staff and other authorized persons.

The Board shall provide a Federal food service program for students during summer intervention programs that are mandated under Federal law. If the Board determines that it is unable to provide a Federal food service program during the summer, for financial reasons, the Board will communicate that decision to its residents in a manner it determines to be appropriate.

During all times while the food service program is operating and students are being served food, at least one (1) employee shall be present in the area in which the food is being consumed who has received instruction in methods to prevent choking and demonstrated an ability to perform the Heimlich maneuver.

**Substitutions**

If determined appropriate by a student's Section 504 team, substitutions to the standard meal requirements shall be made, at no additional charge, for students for whom a health care provider who has prescriptive authority in the State of Ohio has provided medical certification that the student has a disability that restricts his/her diet, in accordance with the criteria set forth in 7 C.F.R. Part 15b. To qualify for such substitutions the medical certification must identify:

A. the student’s disability and the major life activity affected by the disability;
B. an explanation of why the disability affects the student’s diet; and
C. the food(s) to be omitted from the student’s diet and the food or choice of foods that must be substituted (e.g., caloric modifications or use of liquid nutritive formula).

If determined appropriate by a team of qualified individuals including, but not limited to, the Principal, school nurse, parent, Director of Food Services, substitutions to the standard meal requirements may be made, at no additional charge, for a student who is not a "disabled person", but has a signed statement from a qualified medical authority that the student cannot consume certain food items due to medical or other special dietary needs. To qualify for such consideration and substitutions the medical statement must identify:

A. the medical or dietary need that restricts the student’s diet; and
B. the food(s) to be omitted from the student's diet and the food(s) or choice of foods that may be substituted.

For non-disabled students who need a nutritionally equivalent milk substitute, only a signed request by a parent or guardian is required.

Meals sold by the school may be purchased by students and staff members and community residents in accordance with administrative guidelines established by the Superintendent. Meals may be made available, free of charge, to senior citizens who are serving as volunteers to the District.
MINUTES- JACKSON LOCAL SCHOOL DISTRICT BOARD OF EDUCATION- NOVEMBER 18, 2019

The operation and supervision of the food-service program shall be the responsibility of the Food Service Supervisor. In accordance with Federal law, the Food Service Supervisor shall take such actions as are necessary to obtain a minimum of two (2) food safety inspections per school year, which are conducted by the State or local governmental agency responsible for food safety inspections. The report of the most recent inspection will be posted in a publicly visible location, and a copy of the report will be available upon request.

A periodic review of the food-service accounts shall be made by the Food Service Supervisor. Any surplus funds from the National School Lunch Program or the Healthy, Hunger-Free Kids Act of 2010 (P.L. 111-295) shall be used to reduce the cost of the service to students or to purchase cafeteria equipment. Surplus funds from a-la-carte foods may accrue to the food-service program.

Bad debt incurred through the inability to collect meal payment from students is not an allowable cost chargeable to any Federal program. Any related collection cost, including legal cost, arising from such bad debt after they have been determined to be uncollectable are also unallowable.

Bad debt is uncollectable/delinquent debt that has been determined to be uncollectable by the end of the school year in which the debt was incurred. If the uncollectable/delinquent debt cannot be recovered by the School Meals Program in the year when the debt was incurred, then this is classified as bad debt. Once classified as bad debt, non-Federal funding sources must reimburse the NSPFA for the total amount of bad debt. The funds may come from the district general fund, state or local funding, school or community organizations such as the PTA, or any other non-federal source. Once the uncollectable/delinquent debt charges are converted to bad debt, records relating to those charges must be maintained in accordance with the record retention requirements in 7 CFR 210.0(b) (17) and 7 CFR 210.15(b).

The Superintendent is authorized to develop and implement an administrative guideline regarding meal charge procedures. This guideline will provide consistent directions for staff who are eligible for reduced price or paid meals but do not have funds in their account or in hand to cover the cost of their meal at the time of service.

This guideline shall be provided in writing to all households at the start of each school year and to households transferring to the school or School District during the school year.

With regard to the operation of the school food service program, the Superintendent shall require:

- A. the maintenance of sanitary, neat premises free from fire and health hazards;
- B. the preparation of food that complies with Federal food safety regulations;
- C. the planning and execution of menus in compliance with USDA requirements;
- D. the purchase of food and supplies in accordance with State and Federal law, USDA regulations, and Board policy; (see Policy 1130, Policy 1214, Policy 3113, Policy 3214, Policy 4113, Policy 4214, and Policy 6460);
- E. complying with food holds and recalls in accordance with USDA regulations;
- F. the administration, accounting, and disposition of food-service funds pursuant to Federal and State law and USDA regulations;
- G. the safekeeping and storage of food and food equipment pursuant to State and Federal law and USDA regulations;
- H. the regular maintenance and replacement of equipment;
- I. all District employees whose salaries are paid with USDA funds or non-Federal funds used to meet a match or cost share requirement must comply with the District’s time and effort record-keeping policy (see Policy 6116).

In accordance with the nutritional standards adopted by the Board, the placement of vending machines in any classroom where students are provided instruction unless the classroom is also used to serve meals to students is prohibited.

The District shall serve only nutritious food in accordance with the nutritional standards adopted by the Board in compliance with the current USDA Dietary Guidelines for Americans and the USDA Smart Snacks in School Nutrition Guidelines. Foods and beverages in competition with the District’s food-service program must comply with the current USDA Dietary Guidelines for Americans and the USDA Smart Snacks in School Nutrition Guidelines, and may only be sold in accordance with Board Policy 8550.

The Superintendent will require that the food service program serve foods in the schools of the District that are wholesome and nutritious and reinforce the concepts taught in the classroom.

The Superintendent is responsible for implementing the food service program in accordance with the adopted nutrition standards and shall provide a report regarding the District’s compliance with the standards at one of its regular meetings annually.

R.C. 3313.81, 3313.811-815
A.C. 3301-91
42 U.S.C. 1758
7 CFR Parts 15b, 210, 215, 226, 225, 26, 227, 235, 240, 245, 3015
OMB Circular No. A-87 USDA Smart Snacks in School Food Guidelines (effective July 1, 2014)
SP 32-2015 Statements Supporting Accommodations for Children with Disabilities in the Child Nutrition Programs

USE OF TOBACCO BY PROFESSIONAL STAFF

The Board of Education is committed to providing students, staff, and visitors with a tobacco and smoke-free environment. The negative health effects of tobacco use for both users and nonusers, particularly in connection with secondhand smoke, are well established. Further, providing non-smoking and a tobacco-free environment is consistent with the responsibilities of teachers and staff to be our positive role models for students.

For purposes of this policy, "use of tobacco" means to chew or maintain any substance containing tobacco, including smokeless tobacco, in the mouth to derive the effects of tobacco, as well as all uses of tobacco, or tobacco substitutes, including cigars, cigarettes, pipe tobacco, chewing tobacco, snuff, any other matter or substances that contain tobacco, in addition to papers used to roll cigarettes and/or smoking of electronic, "vapor," or other substitute forms of cigarettes, clove cigarettes and any other lighted smoking devices for burning tobacco or any other substances.
The term "tobacco" includes any product that contains tobacco, is derived from tobacco, contains nicotine, or e-cigarettes and other electronic smoking devices (including, but not limited to "JUUL"), but does not include any cessation product approved by the United States Food and Drug Administration for use as a medical treatment to reduce or eliminate nicotine or tobacco dependence.

In order to protect students and staff who choose not to smoke or use tobacco from an environment noxious to them, and because the Board does not condone smoking or the use of tobacco, the Board prohibits the use of tobacco or tobacco substitute products by professional staff members at all times (twenty-four (24) hours a day, seven (7) days a week) within any enclosed facility owned or leased or contracted for by the Board, and in areas directly or indirectly under the control of the Board immediately adjacent to locations of ingress or egress to such facilities. This prohibition extends to any Board-owned and/or operated vehicles used to transport students and to all other Board-owned and/or operated vehicles. Such prohibition also applies to school grounds, athletic facilities and any school-related event.

The Superintendent shall require the posting of signs as required by R.C. 3794.06 and as specified by the Ohio Department of Health.

Advertising/Promotion

In accordance with Policy 9700.01, tobacco advertising is prohibited on school grounds, in all school-sponsored publications, and at all school-sponsored events.

Tobacco promotional items that promote the use of tobacco products, including clothing, bags, lighters, and other personal articles are not permitted on school grounds, in school vehicles, or at school-sponsored events.

Employees who violate this policy shall be subject to disciplinary action in accordance with the applicable Collective Bargaining Agreement and/or in accordance with policies of the Board.

R.C. 3313.20, 3313.47, 3313.751, 3794 et seq.
A.C. 3701-52

USE OF TOBACCO BY CLASSIFIED STAFF

The Board of Education is committed to providing students, staff, and visitors with a tobacco and smoke-free environment. The negative health effects of tobacco use for both users and nonusers, particularly in connection with second hand smoke, are well established. Further, providing a non-smoking and tobacco-free environment is consistent with the responsibilities of teachers and staff to be positive role models for our students.

For purposes of this policy, "use of tobacco" means to chew or maintain any substance containing tobacco, including smokeless tobacco, in the mouth to derive the effects of tobacco, as well as all uses of tobacco or tobacco substitutes, including cigars, cigarettes, pipe tobacco, chewing* tobacco, snuff, any other matter or substances that contain tobacco, in addition to papers used to roll cigarettes and/or the smoking of electronic, "vapor," or other substitute forms of cigarettes, clove cigarettes, and other lighted smoking devices for burning tobacco or any other substance.

The term "tobacco" includes any product that contains tobacco, is derived from tobacco, contains nicotine, or e-cigarettes and other electronic smoking devices (including but not limited to "JUUL"), but does not include any cessation product approved by the United States Food and Drug Administration for use as a medical treatment to reduce or eliminate nicotine or tobacco dependence.

In order to protect students and staff who choose not to smoke or use tobacco from an environment noxious to them, and because the Board does not condone smoking or the use of tobacco, the Board prohibits the use of tobacco or tobacco substitute products by classified staff members at all times (twenty-four (24) hours a day, seven (7) days a week) within any enclosed facility owned or leased or contracted for by the Board, and in the areas directly or indirectly under the control of the Board immediately adjacent to locations of ingress or egress to such facilities. This prohibition extends to any Board-owned and/or operated vehicles used to transport students and to all other Board-owned and/or operated vehicles. Such prohibition also applies to school grounds, athletic facilities, and any school-related event.

The Superintendent shall require the posting of signs as required by R.C. 3794.06 and as specified by the Ohio Department of Health.

Advertising/Promotion

In accordance with Policy 9700.01, tobacco advertising is prohibited on school grounds, in all school-sponsored publications, and at all school-sponsored events.

Tobacco promotional items that promote the use of tobacco products, including clothing, bags, lighters, and other personal articles are not permitted on school grounds, in school vehicles, or at school-sponsored events.

Employees who violate this policy shall be subject to disciplinary action in accordance with the applicable Collective Bargaining Agreement and/or in accordance with policies of the Board.

This prohibition applies at all times during school and non-school hours, twenty-four (24) hours per day, seven (7) days a week.

Consequences for employees who violate this policy will be in accordance with applicable personnel practices and may include verbal warning, written reprimand, suspension without pay, and/or termination of employment.

R.C. 3313.20, 3313.47, 3313.751, 3794 et seq.
A.C. 3701-52
USE OF TOBACCO

The Board of Education is committed to providing students, staff, and visitors with an indoor tobacco and smoke-free environment. The negative health effects of tobacco use for both the users and nonusers, particularly in connection with secondhand smoke, are well established. Further, providing a non-smoking and tobacco-free environment is consistent with the responsibilities of teachers and staff to be positive role models for our students.

For purposes of this policy, "use of tobacco" means to chew or maintain any substance containing tobacco, including smokeless tobacco, in the mouth to derive the effects of tobacco, as well as all uses of tobacco or tobacco substitutes, including cigarettes, cigars, pipe tobacco, chewing tobacco, snuff, or any other matter or substances that contain tobacco, in addition to papers used to roll cigarettes and/or the smoking of electronic, "vapor," or other substitute forms of cigarettes, clove cigarettes or other lighted smoking devices for burning tobacco or any other substance.

The term "tobacco" includes any product that contains tobacco, is derived from tobacco, contains nicotine, or e-cigarettes and other electronic smoking devices (including but not limited to "JUUL"s), but does not include any cessation product approved by the United States Food and Drug Administration for use as a medical treatment to reduce or eliminate nicotine or tobacco dependence.

In order to protect students and staff who choose not to use tobacco from an environment noxious to them, the Board prohibits the possession, consumption, purchase or attempt to purchase and/or use of tobacco or tobacco substitute products by students at all times (twenty-four (24) hours a day, seven (7) days a week) on Board premises, in Board-owned vehicles, within any indoor facility owned or leased or contracted for by the Board, and/or used to provide education or library services to children, and at all Board-sponsored events. This prohibition extends to any Board-owned and/or operated vehicles used to transport students and to all other Board-owned and/or operated vehicles. Such prohibition also applies to school grounds, athletic facilities, and any school-related event.

Advertising/Promotion

In accordance with Policy 9700.01, tobacco advertising is prohibited on school grounds, in all school-sponsored publications, and at all school-sponsored events.

Tobacco promotional items that promote the use of tobacco products, including clothing, bags, lighters, and other personal articles are not permitted on school grounds, in school vehicles, or at school-sponsored events.

Notification

"No Tobacco" signs will be posted throughout the District as required by R.C. 3794.06 and as specified by the Ohio Department of Health. Students will be provided notice of this policy through student handbooks.

District vehicles will display the international "No Smoking" insignia.

Announcements will be made during home athletic events both before the event and during intermission, as well as at all school functions where deemed appropriate.

School programs will include a written reminder of the tobacco-free policy.

Educational Programming

Tobacco-use prevention education shall be coordinated with the other components of the school health program. Staff responsible for teaching tobacco-use prevention education shall have adequate pre-service training and participate in ongoing professional development activities to effectively deliver education programming. Preparation and professional development activities shall provide basic knowledge about the effects of tobacco use and effects of peer pressure on tobacco use combined with effective instructional techniques and strategies and program-specific activities.

Students who violate this policy shall be subject to disciplinary action in accordance with the Student Code of Conduct/Student Discipline Code and in accordance with policies of the Board.

R.C. 3313.20, 3313.47, 3313.66, 3313.751, 2151.87

USE OF TOBACCO ON SCHOOL PREMISES

The Board of Education is committed to providing students, staff, and visitors with a tobacco and smoke-free environment. The negative health effects of tobacco use for both users and nonusers, particularly in connection with secondhand smoke, are well established. Further, providing a non-smoking and tobacco-free environment is consistent with the responsibilities of teachers and staff to be positive role models for our students.

For purposes of this policy, "use of tobacco" means to chew or maintain any substance containing tobacco, including smokeless tobacco, in the mouth to derive the effects of tobacco, as well as all uses of tobacco, including cigars, cigarettes, pipe tobacco, chewing tobacco, snuff, any other matter or substances that contain tobacco, in addition to papers used to roll cigarettes and/or the smoking of electronic, "vapor," or other substitute forms of cigarettes, clove cigarettes and any other lighted smoking devices for burning tobacco or any other substance.

The term "tobacco" includes any product that contains tobacco, is derived from tobacco, contains nicotine, or e-cigarettes and other electronic smoking devices (including but not limited to "JUUL"s), but does not include any cessation product approved by the United States Food and Drug Administration for use as a medical treatment to reduce or eliminate nicotine or tobacco dependence.

In order to protect students and staff who choose not to use tobacco from an environment noxious to them, and because the Board does not condone smoking and/or the use of tobacco, the Board prohibits the use of tobacco or tobacco substitute products at all times (twenty-four (24) hours a day, seven (7) days a
week) within any enclosed facility owned or leased or contracted for by the Board, and in the areas directly or indirectly under the control of the Board immediately adjacent to locations of ingress or egress to such facilities. This prohibition extends to any Board-owned and/or operated vehicles used to transport students and to all other Board-owned and/or operated vehicles. Such prohibition also applies to school grounds, athletic facilities, and any school-related event.

The Superintendent shall require the posting of signs as required by R.C. 3794.06 and as specified by the Ohio Department of Health.

Advertising/Promotion

In accordance with Policy 9700.01, tobacco advertising is prohibited on school grounds, in all school-sponsored publications, and at all school-sponsored events.

Tobacco promotional items that promote the use of tobacco products, including clothing, bags, lighters, and other personal articles are not permitted on school grounds, in school vehicles, or at school-sponsored events.

Violations of this policy may results in removal from school property or the school activity in accordance with Policy 9150 - School Visitors.

R.C. 2923.12, 3313.20, 3313.47, 3313.75, 3794 et seq.
U.S.D.O.E. Memorandum, 1995
A.C. 3701.52

Barton, yes; Goff, yes; Douglas, yes; Gindlesberger, yes; Winkhart, yes. Motion carried.

19.138 Moved by Gindlesberger, seconded by Douglas, to approve the Ohio Interscholastic Adaptive Sports Participating School Agreement, as presented.

Ohio Interscholastic Adaptive Sports Participating School Agreement

This is an agreement between the Jackson Local School District (the District) and the Adaptive Sports Program of Ohio (ASPO).

Whereas the District is participating in ASPO’s Interscholastic Adaptive Sports Program (the Program), and whereas the District will participate in the Program from November 21, 2019 through Monday, March 9, 2020; and now, therefore, the District and ASPO enter into the Agreement detailed below:

<table>
<thead>
<tr>
<th>Equipment</th>
<th>Description</th>
<th>School District</th>
<th>ASPO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sport Wheelchairs</td>
<td>X</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Trailer for Sport Wheelchairs</td>
<td></td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Storage of Sport Wheelchairs</td>
<td></td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Jerseys (Matching Tops/Bottoms; Home/Away Sets)</td>
<td></td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Practice aids (balls, scrimmage vests, etc.)</td>
<td></td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Administration</td>
<td>Program Manager</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>Coach</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>Facility Space for Practices</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>Basketball Coach Training</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>Athlete Recruitment</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>Adherence to OHSA Basketball/OIAS Rules</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>Team Pictures</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>End of Season Team Awards</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Games</td>
<td>Game Scheduling</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>Athlete Transportation to Special Events/Games</td>
<td>X (reimbursed)</td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>Equipment Transportation to Special Events/Games</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>Facility Space for Home Games</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>Referees</td>
<td></td>
<td>X (reimbursed)</td>
</tr>
<tr>
<td></td>
<td>Game Day Staff/Volunteers (Announcer, Scorekeeper, etc.)</td>
<td>Site Manager (reimbursed)</td>
<td>X</td>
</tr>
<tr>
<td>Reporting</td>
<td>ASPO Waivers Completed by Students</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>Pre/Mid/Post Season Testing</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>ASPO Participation Surveys</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>Practice Attendance</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>OIAS Rosters</td>
<td></td>
<td>X</td>
</tr>
</tbody>
</table>

Gindlesberger, yes; Douglas, yes; Barton, yes; Goff, yes; Winkhart, yes. Motion carried.
19.139 Moved by Barton, seconded by Gindlesberger, to authorize and direct the Treasurer to place a notice in the Canton Repository and on the district’s website, no later than December 13, 2019 that D. Scott Hallett will be retiring and seeking re-employment with the Jackson Local School District, as presented.

Barton, yes; Gindlesberger, yes; Douglas, yes; Goff, yes; Winkhart, yes. Motion carried.

19.140 Moved by Goff, seconded by Douglas, to approve the purchase of five (5) conventional 72-passenger buses from Truck Sales and Service at a total cost of $437,350.00, as presented.

Goff, yes; Douglas, yes; Barton, yes; Gindlesberger, yes; Winkhart, yes. Motion carried.

19.141 Moved by Goff, seconded by Gindlesberger, to approve the following agreement:

SUBLEASE AGREEMENT
BETWEEN
JACKSON LOCAL SCHOOL DISTRICT
AND
STARK COUNTY SCHOOLS COUNCIL OF GOVERNMENTS

This sublease agreement was entered into on November 18, 2019 between Jackson Local School District, of 7602 Fulton Drive, Massillon, Ohio 44646, referred to as “Jackson,” and Stark County Schools Council of Governments, of 6057 Strip Avenue, North Canton, Ohio 44706, referred to as “SCSCOG.”

REÇITALS
The parties recite and declare:

A. SCSCOG has leased approximately 22,361 square feet of real property from the Board of Trustees of Stark State College located at 6057 Strip Avenue NW, North Canton, Ohio (the “Building”). A true copy of that lease is attached hereto as Exhibit “A.”

B. Jackson desires to lease approximately 8,705 square feet of the 42,036 square feet of the Building leased by SCSCOG from Stark State College. The portion of the Building to be leased by Jackson from SCSCOG is hereinafter referred to as the “Subject Premises.”

C. SCSCOG and Jackson desire to enter a sublease agreement defining all rights, duties, and liabilities of the parties.

D. In accordance with Section 4 of the lease agreement between SCSCOG and the Board of Trustees of Stark State College, dated May 8, 2017, the Board of Trustees of Stark State College have executed this sublease to indicate its prior written consent to this sublease and the terms contained herein.

In consideration of the mutual covenants contained in this sublease agreement, the parties agree as follows:

SECTION ONE.
DESCRIPTION OF PREMISES

A. SCSCOG has leased approximately 22,361 square feet of the Building from the Board of Trustees of Stark State College.

B. SCSCOG shall demise to Jackson approximately 8,705 square feet of the Building, as more fully described in Exhibit “B”, which is attached to and made a part of this sublease agreement.

SECTION TWO.
PURPOSE OF SUBLEASE

The Subject Premises demised under this sublease agreement are to be used by Jackson in the conduct of Jackson’s Vision, Mission, Beliefs (see https://www.jackson.stark.k12.oh.us/domain/12), and all tasks related to that Vision, Mission, Beliefs.

SECTION THREE.
TERM OF SUBLEASE

A. The initial term of this sublease agreement between SCSCOG and Jackson shall commence on the date SCSCOG executes this sublease agreement and shall end on March 1, 2019.

B. The term of this sublease agreement shall thereafter be extended without further notice to any party upon any election by SCSCOG to renew its lease agreement with Stark State College pursuant to Section 1(B) of the lease agreement.

SECTION FOUR.
RENT

In lieu of monthly rental payments, Jackson shall cause mutually beneficial improvements to be made to the Subject Premises having an approximate cost of Seven Hundred and Fifty Thousand Dollars and Zero Cents ($750,000.00). Any such improvements by Jackson shall be made only with the prior written approval and consent of SCSCOG.

SECTION FIVE.
ACCIDENTAL DAMAGE OR INJURY

SCSCOG and Stark State College shall not be liable for any damage to property or any injury to persons, sustained by Jackson or others, caused by conditions or activities on the Subject Premises. Jackson shall carry liability insurance insuring SCSCOG, Stark State College, and Jackson against any claims in amounts to be approved by SCSCOG.

SECTION SIX.
CASUALTY DAMAGE OR INJURY
MINUTES- JACKSON LOCAL SCHOOL DISTRICT BOARD OF EDUCATION- NOVEMBER 18, 2019

If the Subject Premises is destroyed or damaged by any acts of war, the elements, including earthquake, flood, or fire, to such an extent as to render the Subject Premises untenable, in whole or in substantial part, Jackson will be solely responsible for any cost to rebuild or repair the Subject Premises. This section shall not apply if the destruction or damage is proximately caused by the negligence of SCSCOG.

SECTION SEVEN.
COMPLIANCE WITH ORIGINAL LEASE AND LAWS

A. Jackson shall not cause or allow any undue waste on the demised premises and shall comply with all applicable laws and ordinances respecting the use and occupancy of the demised premises relating to matters not covered elsewhere in this sublease agreement.

B. Jackson shall perform and observe the terms and conditions to be performed on the part of tenant under the provisions of the original lease agreement between SCSCOG and Stark State College, excepting as otherwise set forth in this sublease agreement.

SECTION EIGHT.
ALTERATIONS, ADDITIONS, OR IMPROVEMENTS

In accordance with Section Four of this sublease agreement, Jackson shall not make any alterations, additions, or improvements on or to the Subject Premises without first obtaining the written consent of SCSCOG.

SECTION NINE.
LIENS
Jackson shall keep the Subject Premises free and clear of all liens arising out of any work performed, materials furnished, or obligations incurred by Jackson.

SECTION TEN.
ACCESS TO PREMISES
Jackson shall allow SCSCOG or Stark State College or the agents or employees of either the free access to the Subject Premises at all reasonable times for the purpose of inspecting or of making repairs, additions, or alterations to the Subject Premises.

SECTION ELEVEN.
SALES, ASSIGNMENTS, AND SUBLEASES

Jackson shall not assign this sublease agreement, or sell or sublet the Subject Premises, or any part of or interest in them, without the prior, express, and written consent of SCSCOG and Stark State College.

SECTION TWELVE.
DEFAULT BY LESSOR OR LESSEE

If Jackson or SCSCOG fails or neglects to perform under the provisions of this sublease agreement or of the original lease between SCSCOG and Stark State College, then either party may, after reasonable notice in writing of not less than ninety (90) days, terminate this sublease agreement.

SECTION THIRTEEN.
WAIVER OF BREACH

The waiving of any of the provisions of this sublease agreement by any party shall be limited to the particular instance involved and shall not be deemed to waive any other rights of the same or any other terms of this sublease agreement.

SECTION FOURTEEN.
TERMINATION AND SURRENDER

Jackson shall surrender the Subject Premises within ninety (90) days from receipt of notice of termination of this sublease agreement, or on the last day of the term of this sublease agreement.

SECTION FIFTEEN.
REMOVAL OF PERSONAL PROPERTY

Jackson shall have the right to remove all personal property, trade fixtures, and office equipment, whether attached to the Subject Premises or not, provided that these items can be removed without serious damage to the building or the demised premises.

SECTION SIXTEEN.
HOOLDING OVER

A. Any holding over at the expiration of this sublease agreement with the consent of SCSCOG shall be on a month-to-month basis, which tenancy may thereafter be terminated as provided by the laws of the State of Ohio.

B. All other terms and conditions of this sublease agreement shall remain in full force and effect during any holdover tenancy.

SECTION SEVENTEEN.
INTEREST OF SUCCESSORS

The covenants and agreements of this sublease agreement shall be binding on the successors and assigns of SCSCOG and on the successors and assigns of Jackson.

SECTION TWENTY.
RECOGNITION AND CONSENT BY STARK STATE COLLEGE

This sublease agreement is made with the full consent and agreement of Stark State College and Stark State College accepts this sublease agreement but retains all rights to disapprove any future sublease between SCSCOG and Jackson or between SCSCOG and any other party.

SECTION TWENTY-ONE.
COUNTERPARTS

This sublease agreement may be executed in any number of counterparts, each of which shall be deemed to be an original, but all of which together shall constitute but one and the same instrument.

In witness, each party to this sublease agreement has caused it to be executed at the place on the date indicated below.

Goff, yes; Gindlesberger, yes; Barton, yes; Douglas, yes; Winkhart, yes. Motion carried.
19.142 Moved by Barton, seconded by Douglas, to authorize the following field trips per their tentative schedules and final approval of the Superintendent, as presented.

The Varsity Softball Team, along with head coach Stacey Patterson, and assistant coaches Sara Shirak and Kahle Wilcox, will travel to The Cal Ripken Experience, in Pigeon Forge, TN on March 25-29, 2020 to compete in the Softball Spring Break Tournament. The field trip is funded by the booster club.

Track and Field athletes in the top two in their event and all seniors on the team, along with head coach Scott Stayer and 10 coaches from the Track and Field coaching staff, will travel to May River High School, in Bluffton, SC on March 25-29, 2020 to compete in the Shark Invitational Tournament. The field trip is funded by the booster club and the students.

Qualifying SkillsUSA Junior and Senior students, along with advisor Ann Capuano, and staff members Brian Clevenger, Joe Drury and David Jones, will travel to the Greater Columbus Convention Center in Columbus, OH on April 6-8, 2020 to compete in the SkillsUSA Ohio Championsips. The field trip is funded by the SkillsUSA Club Account.

Barton, yes; Douglas, yes; Gindlesberger, yes; Goff, yes; Winkhart, yes. Motion carried.

19.143 Moved by Gindlesberger, seconded by Goff, to grant child care leave to Jenna Tornabene for the remainder of the 2019/2020 school year retroactive to October 17, 2019 as presented.

Gindlesberger, yes; Goff, yes; Barton, yes; Douglas, yes; Winkhart, yes. Motion carried.

19.144 Moved by Douglas, seconded by Barton, to accept the following resignations, as presented.

Melissa Ash GCCTM Coach- Amherst, effective 2019/2020 school year
Sam Elseser Asst. Softball Coach Varsity/JV, effective 2019/2020 school year
Cindy Endres Monitor, effective November 7, 2019
Donald Hallett For retirement purposes, Bus Mechanic, effective December 31, 2019
Beverly Harrold Cooks Helper, effective November 2, 2019
Cynthia Scott For retirement purposes, Monitor Attendant, effective February 1, 2020

Douglas, yes; Barton, yes; Gindlesberger, yes; Goff, yes; Winkhart, yes. Motion carried.

19.145 Moved by Barton, seconded by Goff, to adopt the following resolution:

Employment Resolution for Supplemental Contracts
(Non-Teaching Staff)

WHEREAS, the Board has posted the position(s) listed below as being available to employees of the District who hold teaching licenses or certificates, and no such employee who is qualified to fill the position has applied for, been offered and accepted such position; and

WHEREAS, this Board then advertised the above position(s) as being available to any individual with such a license or certificate who is qualified to fill it and who is not employed by the Board and no such person who is qualified to fill the position has applied for, been offered and accepted such position; and

BE IT RESOLVED, that the following non-licensed, non-certified person(s) be employed for a one-year personal service contract as indicated pending completion of all legal requirements.
BE IT FURTHER RESOLVED, to non-renew the personal service contract(s) at the conclusion of the 2019-2020 contract year of the following personnel as recommended by the Superintendent, and direct the Treasurer to advise them by letter of the Board’s intention to non-renew the contracts at the conclusion of the 2019-2020 contract year.

Sharon Durdel- Assistant Boys Volleyball Coach (JV)- 11%
Mikayla Dearing- Assistant Boys and Girls Swimming Coach- 11%

Barton, yes; Goff, yes; Douglas, yes; Gindlesberger, yes; Winkhart, yes. Motion carried.

19.146 Moved by Goff, seconded by Gindlesberger, to employ the following certificated personnel for the 2019-2020 contract year as recommended by the Local Superintendent; to employ the following classified personnel for the 2019-2020 contract year as recommended by the Local Superintendent; and to direct the Treasurer to send salary notices to these persons with salaries according to the adopted salary schedule or stipends and pending completion and return of all necessary documents including an acceptable B.C.I. record, where applicable:

Certified Employees
One Year Limited Supplemental Contract 2019/2020
Kerri Benson  GCCTM Coach- Amherst (1%)

One Year Limited Athletic Supplemental Contract 2019/2020
Stephanie Douglas  Assistant Boys Volleyball Coach (11%)

Classified Employees
One Year Limited Contract 2019/2020
Stephanie Kemp  Cafeteria Monitor (2.5 hrs; effective 11/11/19)

Substitutes 2019/2020
Carrie Effinger  Cook’s Helper
Rachel Oaklief  Secretary
Sarah Shimp  Secretary

Game Worker 2019/2020
Jennifer Michel

Goff, yes; Gindlesberger, yes; Barton, yes; Douglas, abstain; Winkhart, yes. Motion carried.

G. The next board of education meeting is scheduled for Tuesday, December 17, 2019 at 5:00 pm at Amherst Elementary.

H. During the second hearing of visitors, no one wished to address the Board.

19.147 Moved by Barton, seconded by Goff, to adjourn the meeting at 5:52 pm.

Barton, yes; Goff, yes; Douglas, yes; Gindlesberger, yes; Winkhart, yes. Motion carried.

[Signatures]
President
Treasurer