

MINUTES- JACKSON LOCAL SCHOOL DISTRICT BOARD OF EDUCATION- MAY 21, 2019

A. The regular meeting of the Jackson Local School District Board of Education was held, Tuesday, May 21, 2019, at 5:00 pm at Jackson High School. The following members were present: Barton, Douglas, Gindlesberger, Goff and Winkhart.

B. President Winkhart led the Pledge of Allegiance.

19.53 Moved by Goff, seconded by Barton, to approve the minutes of the April 23, 2019 regular meeting, as presented.

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

19.54 Moved by Douglas, seconded by Gindlesberger, to accept the April, 2019 financial statements, account modifications, appropriation changes and PO# 196247 payable to Danbury Local Schools for excess cost for Jack Dress (PS) for the 2017/2018 school year totaling \$5,540.86 and PO# 196248 payable to Southeast Local School District for excess cost for Joseph Mullen (PS) for the 2018/2019 school year totaling \$10,000, as presented:

AMOUNT	FROM ACCOUNT									TO ACCOUNT						
	FND	FNC	OBJ	SCC	SUBJ	OU	IL	JOB	FND	FNC	OBJ	SCC	SUBJ	OU	IL	JOB
\$ 34,500.00	001	2850	660	0000	000000	007	00	000	001	2760	516	0000	000000	270	00	000
\$ 2,500.00	001	2211	512	0000	000000	130	00	000	001	1314	511	0000	330000	130	00	000
\$ 2,000.00	011	1130	550	0000	101900	130	00	000	011	1316	550	0000	178000	130	00	000
\$ 300.00	018	2190	640	9004	000000	004	00	000	018	4110	490	9004	000000	004	00	000
\$ 18,000.00	001	1319	476	0000	000000	130	00	000	001	1133	479	0000	000000	002	00	000
\$ 10,000.00	001	1319	476	0000	000000	130	00	000	001	1230	479	0000	190000	010	00	000
\$ 800.00	001	2211	512	0000	000000	130	00	000	001	1130	511	0000	101900	130	00	000
\$ 3,700.00	300	4535	890	9535	000000	002	00	000	300	4535	490	9535	000000	002	00	000
\$ 3,600.00	300	4535	590	9535	000000	002	00	000	300	4535	490	9535	000000	002	00	000
\$ 165.66	551	3260	111	9019	000000	551	00	000	551	3260	411	9019	000000	551	00	000
\$ 4,700.00	516	1290	525	9019	000000	516	00	000	516	1280	474	9019	000000	516	00	000
\$ 9,900.00	516	1240	590	9519	000000	516	00	000	516	1230	590	9519	000000	516	00	000
\$ 500.00	018	1110	511	9009	000000	009	00	000	018	4110	490	9009	000000	009	00	000
\$ 1,000.00	200	4670	891	9025	000000	002	00	000	200	2760	891	9025	000000	002	00	000
\$ 500.00	300	4670	490	9032	000000	002	00	000	300	4670	590	9032	000000	002	00	000
\$ 40,000.00	001	1990	478	0000	000000	000	00	000	001	1230	479	0000	190000	010	00	000
\$ 1,600.00	001	2240	525	0000	000000	296	00	000	001	2240	640	0000	000000	296	00	000
\$ 30,000.00	001	2590	845	0000	000000	800	00	000	001	1230	479	0000	190000	010	00	000
\$ 20,000.00	001	2590	846	0000	000000	000	00	000	001	1230	479	0000	190000	010	00	000
\$ 8,000.00	001	2640	425	0000	000000	010	00	000	001	1230	479	0000	190000	010	00	000
\$ 1,000.00	001	2720	423	0000	000000	002	00	000	001	2730	849	0000	000000	270	00	000
\$ 2,000.00	001	2850	660	0000	000000	007	00	000	001	2829	480	0000	000000	007	00	000
\$ 12,000.00	001	2850	660	0000	000000	007	00	000	001	2829	582	0000	000000	007	00	000
\$ 8,000.00	001	2932	415	0000	000000	000	00	000	001	1230	479	0000	190000	010	00	000
\$ 14,000.00	001	2212	511	0000	000000	000	00	000	001	2212	419	0000	000000	000	00	000
\$ 6,000.00	001	2212	511	0000	000000	000	00	000	001	2212	432	0000	000000	000	00	000
\$ 3,000.00	001	2212	511	0000	000000	000	00	000	001	2212	499	0000	000000	000	00	000
\$ 5,000.00	001	2212	511	0000	000000	000	00	000	001	2213	490	1212	000000	002	00	000
\$ 50,000.00	001	5600	620	0000	000000	000	00	000	001	1230	479	0000	190000	010	00	000
\$ 5,000.00	006	3190	640	0000	000000	600	00	000	006	3120	569	0000	000000	006	00	000
\$ 20,000.00	070	5600	630	0000	000000	002	00	000	070	5200	630	0000	000000	028	00	000
\$ 500.00	200	4138	891	9009	000000	002	00	000	200	2760	891	9009	000000	002	00	000
\$ 1,000.00	300	4670	490	9032	000000	002	00	000	300	4670	590	0032	000000	002	00	000
ADVANCES BACK	FROM									TO						
\$ 117.18	007	5210		9005	000000	005			001	7410	920	0000	000000	000	00	000
\$ 100.00	018	5210		9035	000000	003			001	7410	920	0000	000000	000	00	000
\$ 9.94	200	5210		9050	000000	002			001	7410	920	0000	000000	000	00	000
\$ 102.00	200	5210		9060	000000	002			001	7410	920	0000	000000	000	00	000

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\$	590.20	516	5210	9019	000000	516	001	7410	920	0000	000000	000	00	000
\$	9.83	516	5210	9519	000000	516	001	7410	920	0000	000000	000	00	000
ADVANCES IN		FROM					TO							
\$	117.18	001	7410	920	0000	000000	000	00	000	007	5210	9005	000000	005
\$	168.63	001	7410	920	0000	000000	000	00	000	200	5210	9003	000000	002
\$	9.94	001	7410	920	0000	000000	000	00	000	200	5210	9050	000000	002
\$	17.03	001	7410	920	0000	000000	000	00	000	551	5210	9519	000000	551
\$	1,863.14	001	7410	920	0000	000000	000	00	000	599	5210	9519	000000	599
INCREASE/DECREASE		ACCOUNT												
AMOUNT		XXX	XXXX	XXX	XXXX	XXXXXX	XXX	XX	XXX					
\$	2,502.83	019	1120	511	9321	000000	003	00	000					
\$	3,285.00	019	1120	517	9321	000000	002	00	000					
\$	650.00	019	1130	411	9321	000000	002	00	000					
\$	5,301.89	019	1130	511	9321	000000	002	00	000					
\$	1,098.00	019	1230	519	9321	000000	010	00	000					
\$	458.79	019	2212	519	9321	000000	004	00	000					
\$	400.00	019	2290	519	9321	000000	004	00	000					
\$	400.00	019	2290	519	9321	000000	005	00	000					
\$	400.00	019	2290	519	9321	000000	006	00	000					
\$	2,914.48	019	2290	519	9321	000000	009	00	000					
\$	(10,150.00)	200	7420	922	9003	000000	002	00	000					
\$	10,000.00	200	4670	891	9025	000000	002	00	000					
\$	50.00	200	4350	891	9058	000000	002	00	000					
\$	100.00	200	4141	891	9067	000000	002	00	000					
\$	16,120.61	516	1280	474	9019	000000	516	00	000					
\$	3,000.00	200	4610	891	9031	000000	002	00	000					
\$	6,134.00	300	4630	490	9052	000000	003	00	000					
\$	50.00	200	4390	891	9019	000000	002	00	000					

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

- C. Board members reviewed the list of bills paid in April, 2019, which totaled \$5,518,187.40.
- D. During the first hearing of visitors, no one wished to address the Board.
- E. The following communications were presented to the Board:

- Board of Education member, Ken Douglas was recognized for 15 years of service by the Ohio School Boards Association.
- Public notice was given that Linda Paris, Treasurer, will be retiring and seeking re-employment with the Jackson Local School District.

19.55 Moved by Barton, seconded by Goff, to allow for the adoption of the following Board Policies, as presented.

SECTION 504/ADA PROHIBITION AGAINST DISABILITY DISCRIMINATION IN EMPLOYMENT

The Board of Education prohibits discrimination against any employee or applicant based upon his/her disability. As such, the Board will not engage in employment practices or adopt policies that discriminate on the basis of disability, or otherwise discriminate against qualified individuals with disabilities in regard to job application procedures, the hiring, advancement or discharge of employees, employee compensation, job training, or other terms, conditions and privileges of employment. The Board further will not limit, segregate or classify applicants or employees in any way that adversely affects their opportunities or status because of disability.

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Additionally, the Board will not participate in any contractual or other relationships that have the effect of subjecting qualified individuals with disabilities who are applicants or employees to discrimination on the basis of disability.

"An individual with a disability" means a person who has, had a record of, or is regarded as having, a physical or mental impairment that substantially limits one or more major life activities. Major life activities are functions such as caring for one's self, performing manual tasks, walking, seeing, hearing, eating, sleeping, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, sitting, reaching, interacting with others, and working.

Major life activities also include the operation of a major bodily function, including, but not limited to, functions of the immune system, special sense organs and skin, normal cell growth, and digestive, genitourinary, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, hemic, lymphatic, musculoskeletal and reproductive functions. The operation of a major bodily function includes the operation of an individual organ within a body system.

An impairment that is episodic in nature or in remission is considered a disability if it would substantially limit a major life activity when active.

The determination of whether an impairment substantially limits a major life activity must be made without regard to the ameliorative effects of mitigating measures such as medication, medical supplies, equipment or appliances, low-vision devices (defined as devices that magnify, enhance, or otherwise augment a visual image, but not including ordinary eyeglasses or contact lenses), prosthetics (including limbs and devices), hearing aid(s) and cochlear implant(s) or other implantable hearing devices, mobility devices, oxygen therapy equipment or supplies, use of assistive technology, reasonable accommodations or "auxiliary aides or services," learned behavioral or adaptive neurological modifications, psychotherapy, behavioral therapy, or physical therapy.

A qualified person with a disability means the individual satisfies the requisite skill, experience, education and other job-related requirements of the employment position such individual holds or desires and, with or without reasonable accommodation, can perform the essential functions of the job in question.

The Board will provide a reasonable accommodation to a qualified individual who has an actual disability or who has a record of a disability, unless the accommodation would impose an undue hardship on the operation of the District's program and/or activities. A reasonable accommodation is not necessarily required for an individual who is merely regarded as having a disability.

Compliance Officers

The Board designates the following individuals to serve as the District's 504 Compliance Officers/ADA Coordinators (hereinafter referred to as the "District Compliance Officers").

Barry Mason
Assistant Superintendent
330-830-8000
7602 Fulton Dr NW
Massillon, OH 44646
bdm2jc@jackson.sparcc.org

Monica Myers
Director of Curriculum, Instruction & Assessment
330-830-8000
7602 Fulton Dr NW
Massillon, OH 44646
mmm3jc@jackson.sparcc.org

The names, titles, and contact information of these individuals will be published annually on the School District's web site.

The District Compliance Officers are responsible for coordinating the District's efforts to comply with and fulfill its responsibilities under Section 504 and Title II of the Americans with Disabilities Act, as amended ("ADA"). A copy of Section 504 and the ADA, including copies of their implementing regulations, may be obtained from the District Compliance Officers.

The District Compliance Officers will oversee the investigation of any complaints of discrimination based on disability, which may be filed pursuant to the Board's adopted internal complaint procedure, and will attempt to resolve such complaints. The Board will provide for the prompt and equitable resolution of complaints alleging violations of Section 504/ADA. See below.

Training

The District Compliance Officers will also oversee the training of employees in the District so that all employees understand their rights and responsibilities under Section 504 and the ADA, and are informed of the Board's policies, administrative guidelines and practices with respect to fully implementing and complying with the requirements of Section 504/ADA.

The Board will provide in-service training and consultation to staff responsible for the education of persons with disabilities, as necessary and appropriate.

Facilities

No qualified person with a disability will, because the District's facilities are inaccessible to or unusable by persons with disabilities, be denied the benefits of, be excluded from participation in, or otherwise be subjected to discrimination under any program or activity to which Section 504/ADA applies.

For facilities constructed or altered after June 3, 1977, the District will comply with applicable accessibility standards. For those existing facilities constructed prior to June 3, 1977, the District is committed to operating its programs and activities so that they are readily accessible to persons with disabilities.

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Notice

Notice of the Board's policy on nondiscrimination in employment practices and the identity of the District's Compliance Officer(s) will be posted throughout the District, and published in the District's recruitment statements or general information publications.

Complaint Procedures

If a person believes that s/he has been discriminated against on the basis of his/her disability, the person may utilize the following complaint procedures as a means of reaching, at the lowest possible administrative level, a prompt and equitable resolution of the matter.

In accordance with Section 504 of the Rehabilitation Act of 1973 and its implementing regulations ("Section 504"), employees will be notified of their right to file an internal complaint regarding an alleged violation, misinterpretation or misapplication of Section 504. In addition, employees will be notified of their right to file a complaint with the U.S. Department of Education's Office for Civil Rights.

Internal complaints must be put in writing and must identify the specific circumstances or areas of dispute that have given rise to the complaint, and offer possible solutions to the dispute. The complaint must be filed with a District Compliance Officer within the time limits specified below. The District's Compliance Officer is available to assist individuals in filing a complaint.

Internal Complaint Procedure

The following internal complaint procedure is available to employees for the prompt and equitable resolution of complaints alleging discrimination based upon disability. This complaint procedure is not available to unsuccessful applicants. Use of the internal complaint procedure is not a prerequisite to the pursuit of other remedies, including the filing of a complaint with the U.S. Department of Education's Office for Civil Rights.

- A. An employee with a complaint based on alleged discrimination on the basis of disability may first discuss the problem with the District Compliance Officer.
- B. If the informal discussion does not resolve the matter, or if the employee skips Step A, the individual may file a formal written complaint with the District Compliance Officer. The written complaint must contain the name and address of the individual or representative filing the complaint, be signed by the complainant or someone authorized to sign for the complainant, describe the alleged discriminatory action in sufficient detail to inform the District Compliance Officer of the nature and date of the alleged violation, and propose a resolution. The complaint must be filed within thirty (30) calendar days of the circumstances or event giving rise to the complaint, unless the time for filing is extended by the District Compliance Officer for good cause.
- C. The District Compliance Officer will conduct an independent investigation of the matter (which may or may not include a hearing). This complaint procedure contemplates informal, but thorough investigations, affording all interested persons and their representatives, if any, an opportunity to present witnesses and other evidence relevant to the complaint. The District Compliance Officer will provide the complainant with a written disposition of the complaint within ten (10) work days. If no decision is rendered within ten (10) work days, or the decision is unsatisfactory in the opinion of the complainant, the employee may file, in writing, an appeal with the Superintendent. The District Compliance Officer shall maintain the District's files and records relating to the complaint.
- D. The Superintendent will, within ten (10) work days of receiving the written appeal, conduct a hearing with all parties involved in an attempt to resolve the complaint.

The Superintendent will render his/her decision within ten (10) work days of the hearing.

- E. The employee may be represented, at his/her own cost, at any of the above-described meetings/hearings.
- F. The right of a person to a prompt and equitable resolution of the complaint shall not be impaired by the person's pursuit of other remedies such as the filing of a complaint with the Office for Civil Rights or the filing of a court case. Use of this internal complaint procedure is not a prerequisite to the pursuit of other remedies.

If it is determined that the complainant was subjected to unlawful discrimination, the CO must identify what corrective action will be taken to stop, remedy, and prevent the recurrence of the discrimination/retaliation. The corrective action should be reasonable, timely, age-appropriate and effective, and tailored to the specific situation.

OCR Complaint

At any time, if an employee believes that s/he has been subjected to discrimination based upon his/her disability in violation of Section 504 or the ADA, the individual may file a complaint with the U.S. Department of Education's Office for Civil Rights ("OCR"). The OCR can be reached at:

U.S. Department of Education
Office for Civil Rights
Cleveland Office
1350 Euclid Avenue
Suite 325
Cleveland, Ohio 44115
(216) 522-4970
FAX: (216) 522-2573
TDD: (216) 522-4944
E-mail: OCR.Cleveland@ed.gov
Web: <http://www.ed.gov/ocr>

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Retaliation

Retaliation against a person who makes a report or files a complaint alleging unlawful discrimination, or participates as a witness in an investigation, is prohibited. Specifically, the Board will not discriminate/retaliate against, coerce, intimidate, threaten or interfere with any individual because the person opposed any act or practice made unlawful by Section 504 or the ADA, or because that individual made a charge, testified, assisted or participated in any manner in an investigation, proceeding, or hearing under those laws, or because that individual exercised, enjoyed, aided or encouraged any other person in the exercise or enjoyment of any right granted or protected by those laws.

29 C.F.R. Part 1630
 29 U.S.C. 794, Section 504 Rehabilitation Act of 1973, as amended
 34 C.F.R. Part 104
 42 U.S.C. 12101 et seq., Americans with Disabilities Act of 1990, as amended

2260.01
 PROGRAM

SECTION 504/ADA PROHIBITION AGAINST DISCRIMINATION BASED ON DISABILITY

Pursuant to Section 504 of the Rehabilitation Act of 1973 ("Section 504"), the Americans with Disabilities Act of 1990, as amended ("ADA"), and the implementing regulations (collectively "Section 504/ADA"), no otherwise qualified individual with a disability shall, solely by reason of his/her disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance. The Board of Education does not discriminate in admission or access to, or participation or treatment in its programs or activities. As such, the Board's policies and practices will not discriminate against students with disabilities and will make accessible to qualified individuals with disabilities its facilities, programs, and activities. No discrimination will be knowingly permitted against any individual with a disability on the sole basis of that disability in any of the programs, activities, policies, and/or practices in the District.

"An individual with a disability" means a person who has, had a record of, or is regarded as having, a physical or mental impairment that substantially limits one or more major life activities. Major life activities are functions such as caring for one's self, performing manual tasks, walking, seeing, hearing, eating, sleeping, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working.

Major life activities also include the operation of a major bodily function, including, but not limited to, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.

An impairment that is episodic in nature or in remission is considered a disability if it would substantially limit a major life activity when active.

The determination of whether an impairment substantially limits a major life activity must be made without regard to the ameliorative effects of mitigating measures such as medication, medical supplies, equipment or appliances, low-vision devices (not including ordinary eyeglasses or contact lenses), prosthetics (including limbs and devices), hearing aids and cochlear implants or other implantable hearing devices, mobility devices, oxygen therapy equipment or supplies, assistive technology, reasonable accommodations or auxiliary aids or services, or learned behavioral or adaptive neurological modifications.

With respect to public preschool, elementary and secondary educational services, a qualified person with a disability means a disabled person:

- A. who is of an age during which nondisabled persons are provided educational services;
- B. who is of any age during which it is mandatory under Ohio law to provide educational services to disabled persons; or
- C. to whom the State is required to provide a free appropriate public education pursuant to the Individuals with Disabilities Education Improvement Act (IDEIA).

With respect to vocational education services, a qualified person with a disability means a disabled person who meets the academic and technical standards requisite to admission or participation in the vocational program or activity.

Compliance Officers

The Board designates the following individuals to serve as the District's 504 Compliance Officers/ADA Coordinators (hereinafter referred to as the "District Compliance Officers").

Barry Mason
 Assistant Superintendent
 330-830-8000
 7602 Fulton Dr NW
 Massillon, OH 44646
 bdm2jc@jackson.sparcc.org

Monica Myers
 Director of Curriculum, Instruction & Assessment
 330-830-8000
 7602 Fulton Dr NW
 Massillon, OH 44646
 mmm3jc@jackson.sparcc.org

The names, titles, and contact information of these individuals will be published annually on the School District's web site.

Building Principals shall serve as Building Section 504/ADA Compliance Officer(s) ("Building Compliance Officers").

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The District Compliance Officers are responsible for coordinating the District's efforts to comply with and fulfill its responsibilities under Section 504 and Title II of the ADA. A copy of Section 504 and the ADA, including copies of their implementing regulations, may be obtained from the District Compliance Officer.

The District Compliance Officer will oversee the investigation of any complaints of discrimination based on disability, which may be filed pursuant to the Board's adopted internal complaint procedure, and will attempt to resolve such complaints.

The Board will provide for the prompt and equitable resolution of complaints alleging violations of Section 504/ADA. See below. The Board will further establish and implement a system of procedural safeguards in accordance with Section 504, including the right to an impartial due process hearing. See AG 2260.01B.

Training

The District Compliance Officers will also oversee the training of employees in the District so that all employees understand their rights and responsibilities under Section 504 and the ADA, and are informed of the Board's policies, administrative guidelines and practices with respect to fully implementing and complying with the requirements of Section 504/ADA.

The Board will provide in-service training and consultation to staff responsible for the education of persons with disabilities, as necessary and appropriate.

Facilities

No qualified person with a disability will, because the District's facilities are inaccessible to or unusable by persons with disabilities, be denied the benefits of, be excluded from participation in, or otherwise be subjected to discrimination under any program or activity to which Section 504/ADA applies.

For facilities constructed or altered after June 3, 1977, the District will comply with applicable accessibility standards. For those existing facilities constructed prior to June 3, 1977, the District is committed to operating its programs and activities so that they are readily accessible to persons with disabilities. This includes, but is not limited to, providing accommodations to parents with disabilities who desire access to their child's educational program or meetings pertinent thereto. Programs and activities will be designed and scheduled so that the location and nature of the facility or area will not deny a student with a disability the opportunity to participate on the same basis as students without disabilities.

Education

The Board is committed to identifying, evaluating, and providing a free appropriate public education (FAPE) to students within its jurisdiction who have a physical or mental impairment that substantially limits one or more major life activities, regardless of the nature or severity of their disabilities.

An appropriate education, may include regular or special education and related aids and services to accommodate the unique needs of students with disabilities. For disabled students who are not eligible for specially designed instruction under the IDEIA, the special education and related aids and services (including accommodations/modifications/interventions) they need in order to have their needs met as adequately as the needs of nondisabled students are met, shall be delineated, along with their placement, in a Section 504 Plan (Form 2260.01A F13). Parents/guardians/custodians ("parents") are invited and encouraged to participate fully in the evaluation process and development of a Section 504 Plan.

The Board is committed to educating (or providing for the education of) each qualified person with a disability who resides within the District with persons who are not disabled to the maximum extent appropriate. Generally, the District will place a person with a disability in the regular educational environment unless it is demonstrated that the education of the person in the regular environment, even with the use of supplementary aids and services cannot be achieved satisfactorily. If the District places a person in a setting other than the regular educational environment, it shall take into account the proximity of the alternate setting to the person's home.

The Board will provide non-academic extracurricular services and activities in such a manner as is necessary to afford qualified persons with disabilities an equal opportunity for participation in such services and activities. Non-academic and extracurricular services and activities may include counseling services, physical recreational athletics, transportation, health services, recreational activities, special interests groups or clubs sponsored by the District, referrals to agencies that provide assistance to persons with disabilities, and employment of students. In providing or arranging for the provision of meals and recess periods, and non-academic and extracurricular services and activities, including those listed above, the District will verify that persons with disabilities participate with persons without disabilities in such services and activities to the maximum extent appropriate.

Notice

Notice of the Board's policy on nondiscrimination in education practices and the identity of the District's Compliance Officer(s) will be posted throughout the District, and published in the District's recruitment statements or general information publications.

Complaint Procedures

If a person believes that s/he has been discriminated against on the basis of his/her disability, the person may utilize the following complaint procedures as a means of reaching, at the lowest possible administrative level, a prompt and equitable resolution of the matter

In accordance with Section 504 of the Rehabilitation Act of 1973 and its implementing regulations ("Section 504"), parents and students will be notified of their right to file an internal complaint regarding an alleged violation, misinterpretation or misapplication of Section 504. In addition, students and their parents will be notified of their right to file a complaint with the U.S. Department of Education's Office for Civil Rights. Finally, students and parents will be advised of their right to request a due process hearing before an Impartial Hearing Officer (IHO) regarding the identification, evaluation or educational placement of persons with disabilities, and their right to examine relevant education records.

Internal complaints and requests for due process hearings must be put in writing and must identify the specific circumstances or areas of dispute that have given rise to the complaint or the request for a hearing, and offer possible solutions to the dispute. The complaint or request for due process hearing must be filed with a District Compliance Officer within specified time limits. The District's Compliance Officer is available to assist individuals in filing a complaint or request.

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Internal Complaint Procedures

An internal complaint may be filed by a student and/or parent. A student and/or parent may initiate the internal complaint procedure when s/he/they believe that a violation, misapplication or misinterpretation of Section 504 has occurred. Additionally, the following procedure may be used for any disagreement with respect to actions regarding the identification, evaluation, or educational program or placement of students who are identified as disabled or believed to be disabled pursuant to Section 504, and are not eligible under the IDEIA, except in the case of disciplinary actions where the provisions of the Student Code of Conduct apply. Use of the internal complaint procedure is not a prerequisite to the pursuit of other remedies, including the filing of a complaint with the U.S. Department of Education's Office for Civil Rights or requesting a due process hearing.

- Step 1 Investigation by the Building Compliance Officer:** A student or parent may initiate an investigation by filing a written internal complaint with the Building Compliance Officer. The complaint should fully describe the circumstances giving rise to the dispute and how the child is adversely affected. The complaint must be filed as soon as possible, but not longer than thirty (30) calendar days after disclosure of the facts giving rise to the complaint. The Building Compliance Officer shall conduct an impartial investigation of the complaint. As part of the investigation, the Building Compliance Officer shall permit the complainant to present witnesses and other evidence in support of the complaint. The investigation shall be completed within fifteen (15) school days of the written complaint being filed. The Building Compliance Officer will notify the complainant in writing of his/her decision.
- Step 2 Appeal to the District Compliance Officer:** If the complaint is not resolved satisfactorily at Step 1, the student or parent may appeal the Building Compliance Officer's decision in writing to the District Compliance Officer. The appeal must be made within five (5) school days following receipt of the Building Compliance Officer's decision. The District Compliance Officer will review the case, may conduct an informal hearing, and will notify all parties in writing of his/her decision within ten (10) school days of receiving the appeal.
- Step 3** If the complaint is not resolved satisfactorily at Step 2, the student or parent may request a due process hearing, provided the complaint involves an issue related to the identification, evaluation, or placement of the student.

If it is determined that the Complainant was subjected to unlawful discrimination, the Building and District COs must identify what corrective action will be taken to stop, remedy, and prevent the recurrence of the discrimination/retaliation. The corrective action should be reasonable, timely, age-appropriate and effective, and tailored to the specific situation.

OCR Complaint

At any time, if a student or parent believes that s/he has been subjected to discrimination based upon his/her disability in violation of Section 504 or the ADA, the individual may file a complaint with the U.S. Department of Education's Office for Civil Rights ("OCR"). The OCR can be reached at:

U.S. Department of Education
Office for Civil Rights
Cleveland Office
1350 Euclid Avenue, Suite 325
Cleveland, Ohio 44115
(216) 522-4970
FAX: (216) 522-2573
TDD: (216) 522-4944
E-mail: OCR.Cleveland@ed.gov
Web: <http://www.ed.gov/ocr>

Except in extraordinary circumstances, the OCR does not review the result of individual placement and other educational decisions, so long as the District complies with the "process" requirements of Subpart D of Section 504.

Retaliation

Retaliation against a person who makes a report or files a complaint alleging unlawful discrimination, or participates as a witness in an investigation, is prohibited. Specifically, the Board will not retaliate against, coerce, intimidate, threaten or interfere with any individual because the person opposed any act or practice made unlawful by Section 504 or the ADA, or because that individual made a charge, testified, assisted or participated in any manner in an investigation, proceeding, or hearing under those laws, or because that individual exercised, enjoyed, aided or encouraged any other person in the exercise or enjoyment of any right granted or protected by those laws.

29 U.S.C. 794, Section 504 Rehabilitation Act of 1973, as amended
34 C.F.R. Part 104
42 U.S.C. 12101 et seq., Americans with Disabilities Act of 1990, as amended

3123
PROFESSIONAL STAFF

SECTION 504/ADA PROHIBITION AGAINST DISABILITY DISCRIMINATION IN EMPLOYMENT

The Board of Education prohibits discrimination against any employee or applicant based upon his/her disability. As such, the Board will not engage in employment practices or adopt policies that discriminate on the basis of disability, or otherwise discriminate against qualified individuals with disabilities in regard to job application procedures, the hiring, advancement or discharge of employees, employee compensation, job training, or other terms, conditions and privileges of employment. The Board further will not limit, segregate or classify applicants or employees in any way that adversely affects their opportunities or status because of disability. Additionally, the Board will not participate in any contractual or other relationships that have the effect of subjecting qualified individuals with disabilities who are applicants or employees to discrimination on the basis of disability.

"An individual with a disability" means a person who has, had a record of, or is regarded as having, a physical or mental impairment that substantially limits one or more major life activities. Major life activities are functions such as caring for one's self, performing manual tasks, walking, seeing, hearing, eating,

MINUTES- JACKSON LOCAL SCHOOL DISTRICT BOARD OF EDUCATION- MAY 21, 2019

sleeping, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, sitting, reaching, interacting with others, and working.

Major life activities also include the operation of a major bodily function, including, but not limited to, functions of the immune system, special sense organs and skin, normal cell growth, and digestive, genitourinary, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, hemic, lymphatic, musculoskeletal and reproductive functions. The operation of a major bodily function includes the operation of an individual organ within a body system.

An impairment that is episodic in nature or in remission is considered a disability if it would substantially limit a major life activity when active.

The determination of whether an impairment substantially limits a major life activity must be made without regard to the ameliorative effects of mitigating measures such as medication, medical supplies, equipment or appliances, low-vision devices (defined as devices that magnify, enhance, or otherwise augment a visual image, but not including ordinary eyeglasses or contact lenses), prosthetics (including limbs and devices), hearing aid(s) and cochlear implant(s) or other implantable hearing devices, mobility devices, oxygen therapy equipment or supplies, use of assistive technology, reasonable accommodations or "auxiliary aides or services," learned behavioral or adaptive neurological modifications, psychotherapy, behavioral therapy, or physical therapy.

A qualified person with a disability means the individual satisfies the requisite skill, experience, education and other job-related requirements of the employment position such individual holds or desires and, with or without reasonable accommodation, can perform the essential functions of the job in question.

The Board will provide a reasonable accommodation to a qualified individual who has an actual disability or who has a record of a disability, unless the accommodation would impose an undue hardship on the operation of the District's program and/or activities. A reasonable accommodation is not required for an individual who is merely regarded as having a disability.

Compliance Officers

The Board designates the following individuals to serve as the District's 504 Compliance Officers/ADA Coordinators (hereinafter referred to as the "District Compliance Officers").

Barry Mason
Assistant Superintendent
330-830-8000
7602 Fulton Dr NW
Massillon, OH 44646
bdm2jc@jackson.sparcc.org

Monica Myers
Director of Curriculum, Instruction & Assessment
330-830-8000
7602 Fulton Dr NW
Massillon, OH 44646
mmm3jc@jackson.sparcc.org

The names, titles, and contact information of these individuals will be published annually on the School District's web site.

The District Compliance Officers are responsible for coordinating the District's efforts to comply with and fulfill its responsibilities under Section 504 and Title II of the Americans with Disabilities Act, as amended ("ADA"). A copy of Section 504 and the ADA, including copies of their implementing regulations, may be obtained from the District Compliance Officers.

The District Compliance Officer will oversee the investigation of any complaints of discrimination based on disability, which may be filed pursuant to the Board's adopted internal complaint procedure, and will attempt to resolve such complaints. The Board will provide for the prompt and equitable resolution of complaints alleging violations of Section 504/ADA. See below.

Training

The District Compliance Officers will also oversee the training of employees in the District so that all employees understand their rights and responsibilities under Section 504 and the ADA, and are informed of the Board's policies, administrative guidelines and practices with respect to fully implementing and complying with the requirements of Section 504/ADA.

The Board will provide in-service training and consultation to staff responsible for the education of persons with disabilities, as necessary and appropriate.

Facilities

No qualified person with a disability will, because the District's facilities are inaccessible to or unusable by persons with disabilities, be denied the benefits of, be excluded from participation in, or otherwise be subjected to discrimination under any program or activity to which Section 504/ADA applies.

For facilities constructed or altered after June 3, 1977, the District will comply with applicable accessibility standards. For those existing facilities constructed prior to June 3, 1977, the District is committed to operating its programs and activities so that they are readily accessible to persons with disabilities.

Notice

MINUTES- JACKSON LOCAL SCHOOL DISTRICT BOARD OF EDUCATION- MAY 21, 2019

Notice of the Board's policy on nondiscrimination in employment practices and the identity of the District's Compliance Officers will be posted throughout the District, and published in the District's recruitment statements or general information publications.

Complaint Procedures

If a person believes that s/he has been discriminated against on the basis of his/her disability, the person may utilize the following complaint procedures as a means of reaching, at the lowest possible administrative level, a prompt and equitable resolution of the matter.

In accordance with Section 504 of the Rehabilitation Act of 1973 and its implementing regulations ("Section 504"), employees will be notified of their right to file an internal complaint regarding an alleged violation, misinterpretation or misapplication of Section 504. In addition, employees will be notified of their right to file a complaint with the U.S. Department of Education's Office for Civil Rights.

Internal complaints must be put in writing and must identify the specific circumstances or areas of dispute that have given rise to the complaint, and offer possible solutions to the dispute. The complaint must be filed with a District Compliance Officer within the time limits specified below. The District's Compliance Officer is available to assist individuals in filing a complaint.

Internal Complaint Procedure

The following internal complaint procedure is available to employees for the prompt and equitable resolution of complaints alleging discrimination based upon disability. This complaint procedure is not available to unsuccessful applicants. Use of the internal complaint procedure is not a prerequisite to the pursuit of other remedies, including the filing of a complaint with the U.S. Department of Education's Office for Civil Rights.

- A. An employee with a complaint based on alleged discrimination on the basis of disability may first discuss the problem with the District Compliance Officer.
- B. If the informal discussion does not resolve the matter, or if the employee skips Step A, the individual may file a formal written complaint with the District Compliance Officer. The written complaint must contain the name and address of the individual or representative filing the complaint, be signed by the complainant or someone authorized to sign for the complainant, describe the alleged discriminatory action in sufficient detail to inform the District Compliance Officer of the nature and date of the alleged violation, and propose a resolution. The complaint must be filed within thirty (30) calendar days of the circumstances or event giving rise to the complaint, unless the time for filing is extended by the District Compliance Officer for good cause.
- C. The District Compliance Officer will conduct an independent investigation of the matter (which may or may not include a hearing). This complaint procedure contemplates informal, but thorough investigations, affording all interested persons and their representatives, if any, an opportunity to present witnesses and other evidence relevant to the complaint. The District Compliance Officer will provide the complainant with a written disposition of the complaint within ten (10) work days. If no decision is rendered within ten (10) work days, or the decision is unsatisfactory in the opinion of the complainant, the employee may file, in writing, an appeal with the Superintendent. The District Compliance Officer shall maintain the District's files and records relating to the complaint.
- D. The Superintendent will, within ten (10) work days of receiving the written appeal, conduct a hearing with all parties involved in an attempt to resolve the complaint.

The Superintendent will render his/her decision within ten (10) work days of the hearing.

- E. The employee may be represented, at his/her own cost, at any of the above-described meetings/hearings.
- F. The right of a person to a prompt and equitable resolution of the complaint shall not be impaired by the person's pursuit of other remedies such as the filing of a complaint with the Office for Civil Rights or the filing of a court case. Use of this internal complaint procedure is not a prerequisite to the pursuit of other remedies.

If it is determined that the complainant was subjected to unlawful discrimination, the CO must identify what corrective action will be taken to stop, remedy, and prevent the recurrence of the discrimination/retaliation. The corrective action should be reasonable, timely, age-appropriate and effective, and tailored to the specific situation.

OCR Complaint

At any time, if an employee believes that s/he has been subjected to discrimination based upon his/her disability in violation of Section 504 or the ADA, the individual may file a complaint with the U.S. Department of Education's Office for Civil Rights ("OCR"). The OCR can be reached at:

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manner in an investigation, proceeding, or hearing under those laws, or because that individual exercised, enjoyed, aided or encouraged any other person in the exercise or enjoyment of any right granted or protected by those laws.

29 C.F.R. Part 1630
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 34 C.F.R. Part 104
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4123
 CLASSIFIED STAFF

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MINUTES- JACKSON LOCAL SCHOOL DISTRICT BOARD OF EDUCATION- MAY 21, 2019

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The Superintendent will render his/her decision within ten (10) work days of the hearing.

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MINUTES- JACKSON LOCAL SCHOOL DISTRICT BOARD OF EDUCATION- MAY 21, 2019

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29 C.F.R. Part 1630
29 U.S.C. 794, Section 504 Rehabilitation Act of 1973, as amended
34 C.F.R. Part 104
42 U.S.C. 12101 et seq., Americans with Disabilities Act of 1990, as amended

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

- 19.56 Moved by Gindlesberger, seconded by Goff, to approve the MOU between the Jackson Township Board of Trustees and the Jackson Local School District Board of Education to attain the necessary insurance for covering the artificial turf improvements in the event an expended firework shell should land on the artificial turf and cause damage to the boys' varsity baseball field during the Jackson Community Celebration on Friday, June 28 and Saturday, June 29, 2019.

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

- 19.57 Moved by Barton, seconded by Goff, to approve the following resolution for FY 2020, as presented.

RESOLUTION

Stark County Schools' Council of Governments Cooperative advertising and receiving bids for integrated school bus units.

WHEREAS, the Jackson Local Schools Board of Education wishes to advertise and receive bids for the purchase of five (5)- conventional integrated school bus units and two (2) nine (9)-passenger MPV vans.

THEREFORE, BE IT RESOLVED the Jackson Local Schools Board of Education wishes to participate and authorize the Stark County Schools' Council of Governments to advertise and receive bids on said Board's behalf as per the specifications submitted for the cooperative purchase of five (5)- conventional integrated school bus units and two (2) nine (9)-passenger MPV vans.

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

MINUTES- JACKSON LOCAL SCHOOL DISTRICT BOARD OF EDUCATION- MAY 21, 2019

- 19.58 Moved by Douglas, seconded by Goff, to approve the student academic fees for the 2019/2020 school year as presented.

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

- 19.59 Moved by Gindlesberger, seconded by Goff, to adopt the following resolution, as presented.

H.B. 487 Career-Technical Education Resolution

WHEREAS, Section 3313.90 of the Ohio Revised Code stipulates that local school districts may adopt a resolution that specifies the district's intent not to provide career-technical education to students enrolled in grades seven and eight for a particular school year;

AND

WHEREAS, Section 3313.90 further provides that if the district submits that resolution to the Ohio Department of Education by the thirtieth day of September of that school year, the department shall waive the requirement for that district to provide career-technical education to students enrolled in grades seven and eight for that particular school year.

THEREFORE, be it resolved that the Jackson Local District School Board hereby waives the requirement to provide career-technical education in grades seven and eight for the 2019-2020 school year as allowed by Section 3313.90.

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

- 19.60 Moved by Douglas, seconded by Gindlesberger, to adopt the Five Year Forecast for fiscal years ended June 30, 2016, 2017 and 2018 and forecasted years ended 2019 through 2023 and assumptions for submission to the Ohio Department of Education as presented.

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

- 19.61 Moved by Goff, seconded by Barton, to accept with appreciation the donation of a Chicago Electric 10" Tile Saw valued at \$300 and a Chicago Electric 12" Compound Miter Saw valued at \$250 donated to the Jackson Local School District's Career Tech and Industrial Arts Department by Dr. Joel E. Balcom, as presented.

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

- 19.62 Moved by Gindlesberger, seconded by Douglas, to authorize the following field trips per their tentative schedules and final approval of the Superintendent, as presented.

The Jackson Boys Soccer team (grades 10-12), along with head coach Mike Biros and assistant coaches Brian Zilla and Sam Roubic, will travel to Ashland University in Ashland, OH on July 12-14, 2019 to participate in preseason team camp. The field trip is funded by the students.

The Jackson Boys Soccer team (grades 9-12), along with head coach Mike Biros and assistant coaches Brian Zilla, Sam Roubic and Quebec Gibbins, will travel to Anthony Wayne and Sylvania Southview High Schools in Sylvania, OH on August 16-17, 2019 to participate in two regular season games. The field trip is funded by the booster club.

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The Jackson Boys Varsity Golf team, along with head coach Jim Kish, will travel to Newark, Ohio on August 12-13, 2019 to play in a tournament at Virtues Golf Club. The field trip is funded by the booster club.

The sixth grade class, along with the sixth grade staff, school nurse and student services staff will attend Camp Muskingum in Carrollton, OH on September 11-20, 2019 for Sixth Grade Outdoor Education Camp. The field trip is funded by the students and JMMS 018 account.

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

- 19.63 Moved by Barton, seconded by Goff, to grant an unpaid disability leave of absence to Brooke Shott retroactive to March 1, 2019 and concluding on February 28, 2022, as presented.

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

- 19.64 Moved by Gindlesberger, seconded by Douglas, to accept the following resignations, as presented.

Sharon Coyle	For retirement purposes, Teacher, effective end of 2018/2019 contract year
Heather Kane	Teacher, effective end of 2018/2019 contract year

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

- 19.65 Moved by Goff, seconded by Barton, to non-renew the personnel contracts of the following certified and classified staff per the recommendation of the Local Superintendent; and direct the Treasurer to advise these people by letter of the Board's intention not to re-employ them at the end of their current limited contract status:

Long-Term Substitutes

Erin Jarrell
Molly Maurer
Emily Owen
Clarissa Tsarnas
Christine Hafer
Shannon Adams
Sarah Sparling

Elementary Reading Tutors

Jaime Lenhart
Mary Mazzocca
Aimee Monaco
Nicole Slesnick

Monitor

Antwan Williams

Transportation Monitors

William Berens
April Greathouse
Pamela Hamrok
Kathryn Morales
Ericka Morris

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

- 19.66 Moved by Douglas, seconded by Barton, to adopt the following resolution as presented.

**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

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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.

2019/2020 Contract Year

Matt Sidel	Assistant Boys & Girls Cross Country Coach (1/2 of full contract) .050
Scott Stayer	Assistant Boys & Girls Cross Country Coach .10
Brittannie Cestari	7/8 Grade Boys & Girls Cross Country Coach (1/2 of full contract) .04
Courtney Goodwin	Head Girls Volleyball Coach (2-yr contract) .14
Ashley Hostetter	Assistant Girls Volleyball Coach (Varsity) .11
Brad Shupe	Assistant Girls Volleyball Coach (JV) .11
Michael Hubbard	7/8 Grade Girls Volleyball Coach .10
Nate Held	Assistant Football Coach .14
Teal Harvey	Head Girls Golf Coach (2-yr contract) .12
Brian Zilla	Assistant Boys Soccer Coach (Varsity) .12
Quebec Gibbins	Assistant Boys Soccer Coach (JV) .12
Frank Gagliardi	Head Girls Soccer Coach (2-yr contract) .17
Thomas Shemory	Assistant Girls Soccer Coach (Varsity) .12
Emerson Cowles	Fall Freshman Cheerleading Coach (30% of full contract) .021
Jennifer Janson	Head Girls Tennis Coach .12
Beth Hill	Assistant Girls Tennis Coach (Varsity & JV) .10
Rick Neitzelt	Athletic Trainer (2-yr contract) .20
Kevin Willaman	9 th Grade Assistant Boys Basketball Coach (1/4 of full contract) .028
Teal Harvey	7/8 Grade Boys Basketball Coach .11
Kevin Willaman	Boys Bear Cub Basketball Coordinator (1/2 of full contract) .07
Michael Waseity	Assistant Boys Basketball Coach (Varsity) .14
Gary Jones	9 th Grade Assistant Boys Basketball Coach (1/2 of full contract) .055
Jason Hmiel	Assistant Girls Basketball Coach (Varsity) (1/2 of full contract) .07
Gary Isler	Assistant Girls Basketball Coach (Varsity) (1/2 of full contract) .07
Jeff Stran	Girls Bear Cub Basketball Coordinator (1/2 of full contract) .07
Jason Hmiel	Girls Bear Cub Basketball Coordinator (1/2 of 7% contract) .035
Gary Isler	Girls Bear Cub Basketball Coordinator (1/2 of 7% contract) .035
Bryan Marcelli	Assistant Wrestling Coach (Varsity) .12
David Tolarchyk	Assistant Wrestling Coach (JV) .12
Philip Barr	Assistant Boys & Girls Swimming Coach (Diving) .11
Cowles, Emerson	Winter Freshman Cheerleading Coach (30% of full contract) .021
Monigold, Sean	Band Content Specialist .45
Monigold, Sean	Jazz Band Director .030
Sylvester, Annette	Majorette Advisor .050
Seemann, Megan	Musical Choreographer .040
Snow, Robin	Musical Costume Designer .040
Skidmore, Delbert	Musical Set Designer .025

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

MINUTES- JACKSON LOCAL SCHOOL DISTRICT BOARD OF EDUCATION- MAY 21, 2019

- 19.67 Moved by Barton, seconded by Gindlesberger, to employ the following certificated personnel for the 2018-2019 and 2019-2020 contract year as recommended by the Local Superintendent; to employ the following classified personnel for the 2018-2019 and 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 EmployeesAdministrative Contracts 2019/2020

Adolph, Christine	Asst. Middle School Principal	One (1) Year	8/1/2019-7/31/2020
Carter, Kacy	Middle School Principal	Two (2) Year	8/1/2019-7/31/2021
Escola, Eric*	Asst. Safety Director	One (1) Year	8/1/2019-7/31/2020
Escola, Marsha*	Food Service Director	One (1) Year	8/1/2019-7/31/2020
Leggett, Angela	Lake Cable Principal	Two (2) Year	8/1/2019-7/31/2021
Mason, Barry	Asst. Superintendent	Five (5) Year	8/1/2019-7/31/2024
Myers, Monica	Director of Curr, Instr & Assess	Three (3) Year	8/1/2019-7/31/2022
Neftzer, Harley*	Building & Grounds Supervisor	One (1) Year	8/1/2019-7/31/2020
Reindel, J.R.	Sauder Principal	Two (2) Year	8/1/2019-7/31/2022
Rivera, Eleazar*	Asst. Safety Director	One (1) Year	8/1/2019-7/31/2020
Thompson, Janet	Network Administrator	Three (3) Year	8/1/2019-7/31/2022
Weirtz, William*	Trans. Super/Asst. Safety Dir	One (1) Year	8/1/2019-7/31/2020
Ziders, Matt	Asst. High School Principal	One (1) Year	8/1/2019-7/31/2020

*re-hired retiree

Certified EmployeesNew Continuing Contracts- 2019/2020

Rodriguez, Daniel	Craver, Joni	Elliott, Kathleen
Hirschman, Joshua	White, Kathryn	Kakos, Alycia
Gonzalez-Abreu, Cristina	Slayman, Michael	Morgan, Jennifer

One-Year Limited Contracts- 2019/2020

Ash, Melissa	Capuano, Alexandra	Graham, Brennen
Harper, Zataviah	Herbruck, Kelly	Hudkins, Erin
Hunsicker, Amanda	Kohut, Victoria	Loveless, Kelly
Marlowe, Brett	McMullen, Ryan	Pisanelli, Amanda
Pyles, Allison	Spuhler, Kirk	Tutkovics, Madeleine
Wohlheter, Nicole	Schwedt, Derick	Andes, Sara
Arganza, Sara	Armsey, Courtney	Blocher-Giannetti, Erica
Breehl, Brittani	Budd, Timothy	Capuano, Ann
Carlson, Joseph	Clevidence, Kaylei	Cochran, Michael
Dennison, Allison	Despot, Ryann	Donaldson, Shawn
Drury, Joseph	Elias, Ashley	Galloway-Purcell, Elizabeth
Gardner, Susan*	Georgiadis, Elliot	Ignatz-Hoover, Sarah
Krulock, Lindsay	Lennon, Makeisha	Lyle III, Robert
Markino, Amanda	Marlett, Matthew	Mast, Aaron
McGugin, Benjamin	Michel, Zachary	Miday, Oliver
Neal, Stephen	Owen, Roxanne	Palcko, Allison
Patterson, Stacey	Preston, George	Ralls, Baylee
Rissler, Hannah	Robison, Stephen	Rohr, Jerome (Jay)
Rozler, Zachary	Spangler, Cassandra	Suhy, Russell

MINUTES- JACKSON LOCAL SCHOOL DISTRICT BOARD OF EDUCATION- MAY 21, 2019

Tamburro, Daniel	Tan, Rui	Tracy, Christopher
White, Nicolas	Williams, Sarah	Aowad, Ashley
Askew, Emily	Baker, Larry	Beltowski, Yuanrui
Billig, Stacey	Brown, Craig	Casserlie, Shannon
Cheyney, Laura	Clapper, Chelsea	Cuervo-Gonzalez, Olaya
Davide, Marc	Gernert, Claire	Gregory, Katie
Hannay, Katrina	Hoffman, Timothy	Hostetler, Allison
Johnson, Jordan	Jones, Tyler	Kerr, Victoria
Lopez, Desiree	Marcus, Nancy	Mickley, Nichole
Murphy, Julianne	Poetter, Brian	Putney, Kelly
Rosen, Ashley	Ruggieri, Beth	Sauerbier, Laura
Selinsky, Lisa	Skelly, Lisa	Stern, Lori
Studer, Joe	Tan, Jenna	Wagner-Dunlap, Amber
Hepner, Ronald	Blakley, Alan	Bordwell, Katelyn
Buck, Sarah	Denham, Matthew	Douglas, Stephanie
Fahrney, Lindsay	Gribbin, Jennifer	Hanna, Natalie
Iannini, Brittany	Jajack, Alyson	Lovell, Baili-Dawn
Markle, Kelsey	Noble, Shannon	Pavichevich, Emily
Risley, Amanda	Scaffide, Karli	Stanley, Michael
Adkins, Tiffany	Bulgrin, Nicole	Deering, Megan
Duffy, Catherine	Fontes, Brigitte	Henry, Alexandra
Lawver, Thomas	Pawlyk, James C.	Reynolds, Sherri
Richeson, Kellyn	Roubic, Samuel	Shafer, Marcella
Shrake, Allison	Swift, Sheri	Ternosky, Vanessa
Vespoint, Jennifer	Wenning, Marie	Holecko, Matthew
Ardman, Marcie	Bullach, Ashley	Coon, Michael
Deeds, Carissa	Fuzer, Lindsay	Grubb, Bethany
Hakola, Sarah	Hayes, Elizabeth	Hynes, Jennifer
Knoll, Ashley	Nicholas, Amanda	Paolucci, Katelyn
Poelker, Jennifer	Rich, Kelsey	Roloff, Cassandra
Villwock, Susan		

One-Year Supplemental Contracts 2019/2020

Mazur, Deanna	After Prom Advisor
Gregory, Lynn	Annual (Yearbook) Advisor
Andes, Sara	Art Club Advisor
Piotrowski, Joseph	Art Department Head
Gleason, David	Assistant Band Director
Carlson, Joseph	Assistant Band Director
Neal, Stephen	Assistant Band Director
Galloway-Purcell, Elizabeth	Assistant Choir Director
Clapper, Chelsea	Assistant Mock Trial Advisor
Amedeo, Christopher	Bear Facts Advisor
Sutherland, Linda	Business Department Head
Whitacre, Kristine	Chemistry Club
Tan, Rui	Chinese Club
Eversdyke, Scott	Choir Director
Sutherland, Linda	Computer Club Advisor
McGugin, Ben	Debate Coach
Rissler, Hannah	Drama Club Advisor

MINUTES- JACKSON LOCAL SCHOOL DISTRICT BOARD OF EDUCATION- MAY 21, 2019

Rissler, Hannah	Drama Costume Designer
Rissler, Hannah	Drama Director
Gardner, Susan	Drama Financial Director
Gardner, Susan	Drama Production Manager
Anderson, Stephanie	FACES Advisor
Kunkel, Stephanie	FCCLA Advisor
Dria, Roy	FFA Advisor
Anderson, Stephanie	Family & Consumer Science Department Head
Owen, Roxanne	Foreign Language Department Head
McGugin, Ben	Forensic Director
Browne, Heather	French Club Advisor
Converse, Jason	Community Service Club Advisor
Monigold, Michele	Head Band Director
Akers, Darren	Health/Physical Education Department Head
MacDonald, Kristen	High School Mentor (Freshman)
Ralls, Baylee	High School Mentor (Freshman)
Converse, Jason	Industrial Tech Club
Stone, Kathryn	Interact Club Advisor
Monigold, Michele	Jazz Band Assistant
Sullivan, Amy	Jazz Band Director (splitting .14)
Gleason, David	Jazz Band Director (splitting .14)
Carlson, Joseph	Jazz Band Director (splitting .14)
Neal, Stephen	Jazz Band Director (splitting .14)
Browne, Heather	Junior Advisor/Prom (1/2 of full contract)
Tolarchyk, Mistina	Junior Advisor/Prom (1/2 of full contract)
Barnes, Carley Anne	Language Arts Department Head
Durkin, John	Life Skills/Community Matters Advisor
Clevidence, Kaylie	Math Club Advisor
Cochran, Kathy	Math Department Head
Conti, Christina	Media Department Head
Marlett, Matthew	Mock Trial Advisor
Stone, Kathryn	Model UN Advisor
Monigold, Michele	Music Department Head
Eversdyke, Scott	Musical Director (1/2 of full contract)
Rissler, Hannah	Musical Director (1/2 of full contract)
Eversdyke, Scott	Musical Director Assistant (1/2 of full contract)
Rissler, Hannah	Musical Director Assistant (1/2 of full contract)
Despot, Ryann	Musical Director Assistant (Production & Publicity)
Ayres-Surber, Lisa	Musical Financial Director
Suhy, Russ	National Arts Honor Society Advisor
Amedeo, Christopher	National Honor Society Advisor
Ignatz-Hoover, Sarah	Outdoor Club Advisor
Gleason, David	Pep Band Director
Elias, Ashley	Polar Bear Backers Advisor
Whitacre, Kristine	Science Club Advisor
Hull, Gretchen	Science Department Head
Amedeo, Christopher	Senior Advisor
Gregory, Lynn	Senior Advisor
Harp, Christy	Ski Club Advisor (Students Pay)
Drury, Joseph	Skills USA- Auto Advisor

MINUTES- JACKSON LOCAL SCHOOL DISTRICT BOARD OF EDUCATION- MAY 21, 2019

Elkins, Anthony	Skills USA- CISCO Advisor
Kohmann, Keith	Skills USA- Civil Engineering & Architectural Advisor
Clevenger, Brian	Skills USA- Construction
Capuano, Ann	Skills USA- Health Sciences Advisor
Elkins, Anthony	Skills USA Advisor
Jeffers, Donna	Social Studies Department Head
Dennison, Allison	Spanish Club Advisor
Munoz-Rodriguez, Stella	Spanish Honor Society Advisor
Neal, Stephen	Steel Drum Band Content Specialist
Georgiadis, Elliot	Student Council Advisor
Pitzo, Jackie	Student Services Department Head
Clevenger, Brian	Trade Industrial Department Head
Monigold, Michele	Tri-M Advisor
Michel, Zach	Varsity J-Club
Hoffman, Tim	MS Art Club Advisor
Poetter, Brian	MS Art Club Advisor
Neal, Stephen	MS Band/Solo Ensemble
Carlson, Joseph	MS Band/Solo Ensemble
Gleason, David	MS Band/Solo Ensemble
Sullivan, Amy	MS Band/Solo Ensemble
Jones, Tyler	MS Chess Club Advisor
Vaughn, Jennifer	MS Choral Solo/Ensemble
Murphy, Julianne	MS Cub's Column
Fisher, Harold	MS Faculty Advisor
Poetter, Brian	MS Fine Arts Department Head
Snow, Anne	MS Geography Bee Advisor
Weisburn, David	MS GCCTM- Geometry/Measurement
Hannay, Katrina	MS GCCTM- Algebra, Data, Probability
Laverick, Laura	MS GCCTM- Mental Computation
Billig, Stacey	MS GCCTM- Team Problem Solving
Craver, Joni	MS Guidance Department Head
Williamson, Jim	MS Health/Phys Ed Department Head
Mason, Rae Michele	MS Language Arts Department Head
Putney, Kelly	MS Math Counts
Carter, Seana	MS Math Department Head
Selinsky, Lisa	MS Mentor
Vaughn, Jennifer	MS Music Department Head
Bantum, Holly	MS Musical Director
Vaughn, Jennifer	MS Musical Director
Snow, Anne	MS Musical Publicity/Ticket Sales
Kerr, Victoria	MS Power of the Pen
Raddish, Katherine	MS Power of the Pen (1/2 of full contract)
Fentner, Lyndsey	MS Power of the Pen (1/2 of full contract)
Snow, Anne	MS Musical Stage Crew
Stern, Lori	MS Running Club
Kohli, Michelle	MS Science Department Head
Poetter, Brian	MS Ski Club Advisor
Stien, Rachel	MS Ski Club Advisor
Weisburn, David	MS Ski Club Advisor
Baker, Larry	MS Ski Club Advisor

MINUTES- JACKSON LOCAL SCHOOL DISTRICT BOARD OF EDUCATION- MAY 21, 2019

Rosen, Ashley	MS Ski Club Advisor
Hirschman, Josh	MS Social Studies Department Head
Stien, Rachel	MS Special Education Department Head
Selinsky, Lisa	MS Spelling Bee Advisor
Casserlie, Shannon	MS Student Council Advisor
Sullivan, Amy	MS Summer Band/Activities
Mickley, Nichole	MS Yearbook
Vaughn, Jennifer	Content Specialist- Music (Chamber Ensemble)*
Gowins, Karri	AM Grade Level Chairperson K-2
Mann, Stacy	AM Grade Level Chairperson 3-5
Ash, Melissa	AM Greater Canton Council Teachers of Mathematics
Logan, Erika	LC Grade Level Chairperson K-2
Geisberger, Kristine	LC Grade Level Chairperson 3-5
Denham, Matthew	LC Greater Canton Council Teachers of Mathematics
Schloneger, Nathalina	Content Specialist- Music (LC)*
Winters, Kelly	SD Grade Level Chairperson K-2
Adams, Wendy	SD Grade Level Chairperson 3-5
Fritz, Summer	SD Greater Canton Council Teachers of Mathematics
Bullach, Ashley	Content Specialist- Music (SA/ST)*
Potts, Amanda	Content Specialist- Music (SA)*
Morton, Scott	ST Grade Level Chairperson
Crewse, Shannon	ST Grade Level Chairperson
Agona, Mary Kate	Greater Canton Council Teachers of Mathematics (1/2 of full contract)
Scavinski, Maria	Greater Canton Council Teachers of Mathematics (1/2 of full contract)
Walters, Suzanne	Content Specialist- Music (ST)*
Marlowe, Brett	Content Specialist- 10% of Salary Base
Pemberton, Anna	Content Specialist- 10% of Salary Base
Yarberry, Karen	Content Specialist- 10% of Salary Base
Markino, Amanda	Content Specialist- 10% of Salary Base

Athletic One-Year Supplemental Contracts- 2019/2020

Walsh, Kevin	Head Boys & Girls Cross Country Coach (1.5 of full contract) (2 yr contract)
Akers, Darren	Assistant Boys & Girls Cross Country Coach
Dillick, Paul	Assistant Boys & Girls Cross Country Coach
Armsey, Courtney	Assistant Boys & Girls Cross Country Coach (1/2 of full contract)
Patterson, Stacey	9 th Grade Girls Volleyball Coach
Shrake, Allison	7/8 Grade Girls Volleyball Coach
Kish, Jim	Head Boys Golf Coach (2-yr contract)
Biros, Michael	Head Boys Soccer Coach (2-yr contract)
Roubic, Samuel	Assistant Boys Soccer Coach (Varsity)
Spangler, Cassandra	Assistant Girls Soccer Coach (JV)
Marlowe, Brett	Assistant Girls Tennis Coach (Varsity & JV)
Debevec, Tim	Head Boys Basketball Coach (2-yr contract)
Perdue, Jon	Assistant Boys Basketball Coach (Varsity)
Tamburro, Daniel	Assistant Boys Basketball Coach (JV)
Kish, Jim	9 th Grade Boys Basketball Coach
Wertz, James	7/8 Grade Boys Basketball Coach
Johnson, Jordan	7/8 Grade Boys Basketball Coach
Coon, Michael	7/8 Grade Boys Basketball Coach
Butch, Anthony	Head Girls Basketball Coach (2-yr contract)

MINUTES- JACKSON LOCAL SCHOOL DISTRICT BOARD OF EDUCATION- MAY 21, 2019

Crossman, Rich	7/8 Grade Girls Basketball Coach
Holecko, Matthew	7/8 Grade Girls Basketball Coach
Preston, George	Assistant Wrestling Coach (Varsity)
Hepner, Ronald	9 th Grade Wrestling Coach
Studer, Joe	7/8 Grade Wrestling Coach
Brown, Craig	7/8 Grade Wrestling Coach
Tracy, Christopher	7/8 Grade Wrestling Coach
Harp, Christy	Content Specialist- Gymnastics

Extended Time Contracts- 2018/2019

Gribble, Rebecca	5 days extended time
Brand, Kathy	5 days extended time
Paris, Linda	10 days extended time
Mason, Barry	10 days extended time
Neftzer, Harley	5 days extended time
Escola, Eric	10 days extended time
Gregory, Lynn	5 days extended time for Summer School

Extended Time Contracts- 2019/2020

Capuano, Ann	10 days extended time for Clinical Health Services
Drury, Joseph	10 days extended time for Auto Tech
Conti, Christina	10 days extended time for Media Center
Buehler, Monica	15 days extended time for Guidance
Armsey, Courtney	15 days extended time for Guidance
Tracy, Christopher	15 days extended time for Guidance
Prato, Julie	15 days extended time for Student Services
Ralls, Baylee	15 days extended time for Student Services
Converse, Jason	2 days extended time for Industrial Arts
Kunkel, Stephanie	20 days extended time for Bears Den
Dria, Roy	20 days extended time for Horticulture
Pitzo, Jackie	20 days extended time for Student Services/Guidance
Sutherland, Linda	7 days extended time for District Web Page
Huthmacher, Dave	5 days extended time for Technology
Gillette, Tonya	15 days extended time for Guidance
Fisher, Harold	25 days extended time for Athletics
Huthmacher, Dave	10 days extended time for Learning Commons
Stien, Rachel	5 days extended time for Special Ed Dept Head
Lopez, Desiree	15 days extended time for Guidance
Craver, Joni	15 days extended time for Guidance
Wohlheter, Nicole	5 days extended time for Guidance
Morton, Lori	10 days extended time for Tech Facilitator/Gifted Coordinator
Hanna, Natalie	5 days extended time for Guidance
Cornell, Amy	5 days extended time for Guidance
Neff, Tamara	5 days extended time for Guidance
Hayes, Elizabeth	15 days extended time for Library
Waltman, Susanne	Additional Duties
Obermeier, Keith	10 days extended time for Technology
Fisher, Lori	5 days extended time for School Nurse
Pemberton, Anna	7 days extended time
Shoop, Catherine	5 days extended time for School Nurse

MINUTES- JACKSON LOCAL SCHOOL DISTRICT BOARD OF EDUCATION- MAY 21, 2019

Marlowe, Brett	8 days extended time
Markino, Amanda	7 days extended time
Gallina, Jessica	2 days extended time for Intervention Services

Special Programs Substitutes 2019/2020

Kim Luckring- Speech & Language Pathologist ESY (June, July, August 2019)

Maria Yung- Substitute Nurse

Classified EmployeesSubstitutes 2018/2019 School Year

Robert Dixon- Bus Driver

Tina Kahler- Custodian

Carrie Milkanin- Secretary/Monitor

Lora Nemeth- Summer Office Help

Logan Prince- Summer Student Tech Assistant

Adam Saunier- Summer Student Tech Assistant

New Continuing Contracts- 2019/2020

Anderson, Courtney	Food Service	Drury, Michael	Maintenance
Harmon, Jennifer	Monitor	Henzel, Dawn	Monitor
Huffman, Joanne	Secretary	Kenyon, Susan	Monitor Attendant
Lesco, Elizabeth	Food Service	Maghes, Renee	Monitor
Perry, Diane	Monitor	Werstler, Candi	Custodian
Wilk, Jennifer	Food Service		

One-Year Limited Contracts- 2019/2020

Bowser, Joan	Building Aide	Childress, Donald	Bus Driver
Colvin, Christina	Food Service	Crank, Brenda	Monitor
Dixon, Nicole	Monitor Attendant	Dolan, Carrie	Food Service
Edwards, Jeffrey	Custodian	Endres, Cindy*	Monitor
Ferguson, Kathy	Bus Driver	Findley, Jeana	Building Aide
Forro, Donna	Monitor	Frey, Debra*	Bus Driver
Frey, James*	Bus Driver	George, Daniel	Bus Driver
George, Karen	Bus Driver	Goodwin, Cortney	Monitor
Heck, Katherine	Secretary	Humbert, Melissa	Monitor Attendant
Hupp, Jody (Joan)*	Monitor Attendant	Jacoby, Colton	Custodian
James, Shari*	Monitor Attendant	Jarrell, Cathy*	Bus Driver
Johnson, Cathleen	Monitor	Kahler, Timothy	Bus Driver
Knisely, Tina	Custodian	Lenkey, Richard	Bus Driver
Liskey, Ariel	Monitor Attendant	Liskey, Todd	Custodian
Lowden, Franklin	Bus Driver	Marcoguiseppe, Caroline	Monitor
Markham, Kathryn	Monitor	Melnichenko, Jon	Bus Driver
Miller, Laura	Building Aide	Moore, Andrea	Bus Driver
Morales, Kathryn	Food Service	Morris, Ericka	Food Service
Nabb, Rita*	Monitor	Oblisk, Lorraine*	Monitor
O'Neil, Stacy	Monitor	Paul, Sean	Custodian
Pavichevich, Aleksa	Sr. Tech Assistant	Primack, Tami	Secretary
Rayborn, Shelly	Library Tech	Sanford, James	Bus Driver
Sidel, Matthew	Monitor	Sims, Kimberly	Monitor Attendant
Slife, Mary Jane*	Monitor Attendant	Spencer, Joan*	Bus Driver

MINUTES- JACKSON LOCAL SCHOOL DISTRICT BOARD OF EDUCATION- MAY 21, 2019

Stark, Dawn	Bus Driver	Stark, Dawn	Food Service
Stump, Tonia	Food Service	Teter, Christopher	Custodian
Toussant, Joshua	Bus Mechanic	Valentine, Mindy	Food Service
Vance, Debbie	Food Service	Viens, Gary	Bus Driver
Walter, Jeff	Custodian	Walton, Allison	Food Service
Ward, Anna	Secretary	Watts, Gary	Bus Driver
Weaver, Jordan	Monitor Attendant	Wolonsky, Kari	Building Aide
Young, Joanne*	Monitor Attendant		

*rehired retiree

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

F. The next board of education meeting is scheduled for Tuesday, June 25, 2019 at 5:00 pm at Jackson High School.

19.68 Moved by Gindlesberger, seconded by Barton, to authorize and direct the Treasurer to place a notice in the Canton Repository and on the district's website, no later than May 24, 2019 that Linda Paris will be retiring and seeking re-employment with the Jackson Local School District, as presented.

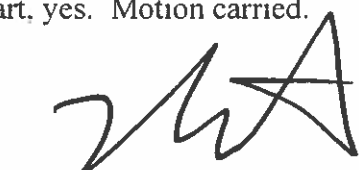
Gindlesberger, yes; Barton, yes; Douglas, yes; Goff, yes; Winkhart, yes. Motion carried.

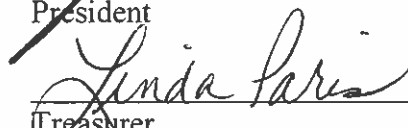
G. During the second hearing of visitors, no one wished to address the board.

19.69 Moved by Douglas, seconded by Gindlesberger to adjourn into executive session at 5:33 pm to discuss details relative to the security arrangements and emergency response protocols for the board of education; to consider the employment of a public employee; and to consider the compensation of a public employee.

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

H. The meeting reconvened at 6:04 pm and adjourned at 6:05 pm.



 President


 Treasurer



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