

**Board of Education Regular Meeting  
December 19, 2019  
5:00 P.M.  
Zanesville City Schools  
Administration Building  
956 Moxahala Ave.  
Zanesville, Ohio 43701**

*Board of Education Members:*

*Brian Swope - President  
Scott Bunting – Vice President  
Mike Coulson  
Fred Curry  
Vicky French*



*Doug Baker, Ed. D.  
Superintendent*

*Mike Young  
Treasurer*

# ZANESVILLE CITY SCHOOLS

## VISION STATEMENT

Zanesville City Schools is the premier district in southeastern Ohio providing innovative and progressive educational experiences, where culturally diverse students are engaged in learning and supported by our caring staff in safe and state-of-the-art facilities.

*Zanesville City Schools, the district you will never outgrow!*

## MISSION STATEMENT

Zanesville City Schools provides all students the opportunity to reach their full potential and ultimately become responsible, productive, life-long learners, and contributing citizens of the United States of America in a global society.

## BELIEF STATEMENTS

**WE BELIEVE** the cultural diversity of our community brings strength and unity to the learning environment and that respect for individual differences is critical to the educational process.

**WE BELIEVE** our students can learn at high levels, in different ways and at different times when provided equal opportunities.

**WE BELIEVE** we must provide relevant, meaningful learning experiences so that our students are active, literate and self-directed learners.

**WE BELIEVE** our schools must be safe, child-centered environments with equal access for all to the educational process.

**WE BELIEVE** our staff and community must promote and model lifelong learning for students throughout our school district.

**WE BELIEVE** our students must be prepared to function in and adapt to a changing and diverse society.

**WE BELIEVE** that a superior and well-funded school district is the foundation for student learning and a prosperous community

**WE BELIEVE** strong interaction among the family, school, and community, based on mutual trust, honesty and open communication supports student learning.

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- Audit Committee – Mike Young, Brian Swope and Fred Curry
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**C. ROLL CALL – Mike Young**

\_\_\_\_\_ Bunting \_\_\_\_\_ Coulson \_\_\_\_\_ Curry \_\_\_\_\_ French \_\_\_\_\_ Swope

**D. INTRODUCTION OF GUEST**

Zanesville Board of Education – Quarterly Recognition Awards

ZEA – Trevor Myers

OAPSE – Deb Davis

Non-Union – Officer Kenny Gray

**E. ZEA PRESENTATIONS/COMMENTS**

**F. STUDENT REPORTS/UPDATES**

**G. ZANESVILLE COMMUNITY HIGH SCHOOL REPORTS/UPDATES**

**H. REPORT OF THE BOARD OF EDUCATION**

**1. Approval of Board Minutes**

BE IT RESOLVED that the Board of Education approves the minutes of the Regular Board of Education Meeting on November 20, 2019.

\_\_\_\_\_ moved and \_\_\_\_\_  
seconded the adoption of the motion, and roll call resulted.

\_\_\_\_\_ Bunting \_\_\_\_\_ Coulson \_\_\_\_\_ Curry \_\_\_\_\_ French \_\_\_\_\_ Swope

**I. REPORT OF THE TREASURER OF THE BOARD OF EDUCATION – Mike Young**

BE IT RESOLVED, to approve the following recommendations:

**1. November Financial Reports**

Approve the following financial reports:

Financial report by fund

Expenditure report

Investment report

**I. REPORT OF THE TREASURER OF THE BOARD OF EDUCATION – Mike Young (con't)**

**2. Reconciliations**

Approve the following reconciliation:

General  
Payroll

**3. Monthly Financials – Zanesville Community High School**

Approve the November 2019 minutes, bank reconciliation and financial reports for the Zanesville Community High School.

**4. Donations**

Accept the following donations:

\$5,000.00 from William Stewart, Zanesville, OH for the robotics program.

\_\_\_\_\_ moved and \_\_\_\_\_  
seconded the adoption of the motion, and roll call resulted.

\_\_\_\_\_ Coulson \_\_\_\_\_ Curry \_\_\_\_\_ French \_\_\_\_\_ Swope \_\_\_\_\_ Bunting

**J. SUPERINTENDENT’S RECOMMENDATIONS – Doug Baker  
PERSONNEL RECOMMENDATIONS**

BE IT RESOLVED, to approve the following personnel recommendations:

**1. Certificated Administrative Contract**

Approve the renewal of Steven Foreman, Assistant Superintendent for the Zanesville City Schools effective August 1, 2020 through July 31, 2025. Salary for the 2020-2021 school year will be step 18 (LED) from the Administrative Salary Schedule.

\_\_\_\_\_ moved and \_\_\_\_\_  
seconded the adoption of the motion, and roll call resulted.

\_\_\_\_\_ Curry \_\_\_\_\_ French \_\_\_\_\_ Swope \_\_\_\_\_ Bunting \_\_\_\_\_ Coulson

**J. SUPERINTENDENT’S RECOMMENDATIONS – Doug Baker  
PERSONNEL RECOMMENDATIONS (con’t)**

**2. Classified Administrative Contract**

Approve the renewal of Matthew Hittle, Director of Facilities/Services for the Zanesville City Schools effective August 1, 2020 through July 31, 2025. Salary for the 2020-2021 school year will be step 12 (NLD) from the Administrative Salary Schedule.

\_\_\_\_\_ moved and \_\_\_\_\_  
seconded the adoption of the motion, and roll call resulted.

\_\_\_\_\_ French \_\_\_\_\_ Swope \_\_\_\_\_ Bunting \_\_\_\_\_ Coulson \_\_\_\_\_ Curry

**3. Resignations – Administrative**

Approve the resignation of James McKee, 21<sup>st</sup> Century Coordinator, effective June 30, 2020. Reason for resignation is personal.

\_\_\_\_\_ moved and \_\_\_\_\_  
seconded the adoption of the motion, and roll call resulted.

\_\_\_\_\_ Swope \_\_\_\_\_ Bunting \_\_\_\_\_ Coulson \_\_\_\_\_ Curry \_\_\_\_\_ French

**4. Resignations – Certificated**

Accept the resignation of Deborah Ball, Zane Grey Elementary Teacher, effective June 1, 2020. Reason for resignation is retirement.

\_\_\_\_\_ moved and \_\_\_\_\_  
seconded the adoption of the motion, and roll call resulted.

\_\_\_\_\_ Bunting \_\_\_\_\_ Coulson \_\_\_\_\_ Curry \_\_\_\_\_ French \_\_\_\_\_ Swope

**J. SUPERINTENDENT’S RECOMMENDATIONS – Doug Baker  
PERSONNEL RECOMMENDATIONS (con’t)**

**5. Resignations – Classified**

Accept the resignation of Beverly Jones, Food Service Personnel at John McIntire Elementary, effective January 10, 2020. Reason for resignation is personal.

Accept the resignation of Christia Tilley, Special Education One on One Aide/Interpreter at Zanesville Middle School, effective December 20, 2019. Reason for resignation is personal.

\_\_\_\_\_ moved and \_\_\_\_\_  
seconded the adoption of the motion, and roll call resulted.

\_\_\_\_\_ Coulson \_\_\_\_\_ Curry \_\_\_\_\_ French \_\_\_\_\_ Swope \_\_\_\_\_ Bunting

**6. Employment – Certificated**

Approve the following certificated personnel for the 2019-2020 school year, pending appropriate certification requirements and background checks:

**Kelly Brock** – Intervention Specialist at Zanesville High School

Experience: Step 0 College: Liberty University

Effective Date: December 9, 2019 Amount: MA

\_\_\_\_\_ moved and \_\_\_\_\_  
seconded the adoption of the motion, and roll call resulted.

\_\_\_\_\_ Curry \_\_\_\_\_ French \_\_\_\_\_ Swope \_\_\_\_\_ Bunting \_\_\_\_\_ Coulson

**7. Employment – Substitutes/Home Instructors**

Approve the following substitutes, as and when needed, pending appropriate background checks for the 2019-2020 school year:

Substitute Teachers			
Maggie Wibbeler			

Substitute Aides and Bus Aides			
Colleen Cole			

Substitute Food Service			
Marissa Ethell	Clarissa Fleming		



**J. SUPERINTENDENT’S RECOMMENDATIONS – Doug Baker  
PERSONNEL RECOMMENDATIONS (con’t)**

Approve the following home instructors, as and when needed, pending appropriate certification and background checks for the 2019-2020 school year:

Home Instructors			
Samantha Reisig	Holli Gattshall		

\_\_\_\_\_ moved and \_\_\_\_\_  
seconded the adoption of the motion, and roll call resulted.

\_\_\_\_\_ French \_\_\_\_\_ Swope \_\_\_\_\_ Bunting \_\_\_\_\_ Coulson \_\_\_\_\_ Curry

**8. Employment – Permanent Substitutes**

Approve the employment of Kande Ferrell as a permanent substitute teacher, pending appropriate certification and background checks for the remainder of the 2019-2020 school year, effective December 4, 2019. Rate of pay will be \$80.00 per day.

\_\_\_\_\_ moved and \_\_\_\_\_  
seconded the adoption of the motion, and roll call resulted.

\_\_\_\_\_ Swope \_\_\_\_\_ Bunting \_\_\_\_\_ Coulson \_\_\_\_\_ Curry \_\_\_\_\_ French

**9. FMLA Leave**

Approve a FMLA leave of absence for David Balo, Teacher at Zanesville High School, effective September 13, 2019 through September 12, 2020.

Approve a FMLA leave of absence for Amy Donato, Teacher at Zane Grey Intermediate, effective March 17, 2020 through April 28, 2020.

Approve a FMLA leave of absence for Amanda Hitchcock, Teacher at Zane Grey Elementary, effective October 14, 2019 through October 13, 2020.

Approve a FMLA leave of absence for Patricia Osborne, Food Service, effective September 19, 2019 through October 23, 2019.

Approve a FMLA leave of absence for Danielle Patterson, Teacher at Zane Grey Intermediate, effective January 21, 2020 through April 7, 2020.

Approve a FMLA leave of absence for Madge Aronhalt, Teacher at National Road Elementary, effective November 8, 2019 through January 4, 2020.

**J. SUPERINTENDENT’S RECOMMENDATIONS – Doug Baker  
PERSONNEL RECOMMENDATIONS (con’t)**

Approve a FMLA leave of absence for Megan Weingart, Teacher at Zane Grey Elementary, effective March 14, 2020 through May 22, 2020.

\_\_\_\_\_ moved and \_\_\_\_\_  
seconded the adoption of the motion, and roll call resulted.

\_\_\_\_\_ Bunting \_\_\_\_\_ Coulson \_\_\_\_\_ Curry \_\_\_\_\_ French \_\_\_\_\_ Swope

**J. SUPERINTENDENT’S RECOMMENDATIONS – Doug Baker  
BUSINESS RECOMMENDATIONS**

**10. Reading Achievement Plan**

Approve the Zanesville City School District Reading Achievement Plan in accordance with ORC 3301.0715 (G):

Beginning in the 2019-2020 school year, a school district in which less than eighty percent of its students score at the proficient level or higher on the third-grade English language arts assessment prescribed under section [3301.0710](#) of the Revised Code shall establish a reading improvement plan supported by reading specialists. Prior to implementation, the plan shall be approved by the school district board of education.

\_\_\_\_\_ moved and \_\_\_\_\_  
seconded the adoption of the motion, and roll call resulted.

\_\_\_\_\_ Coulson \_\_\_\_\_ Curry \_\_\_\_\_ French \_\_\_\_\_ Swope \_\_\_\_\_ Bunting

**J. SUPERINTENDENT’S RECOMMENDATIONS – Doug Baker  
OTHER RECOMMENDATIONS**

**11. District Job Description for Approval**

Approve the attached revised Maintenance V job description.

\_\_\_\_\_ moved and \_\_\_\_\_  
seconded the adoption of the motion, and roll call resulted.

\_\_\_\_\_ Curry \_\_\_\_\_ French \_\_\_\_\_ Swope \_\_\_\_\_ Bunting \_\_\_\_\_ Coulson

**K. REPORT/DISCUSSION ITEMS**

**L. BOARD COMMITTEE UPDATES**

Legislative Liaison – Scott Bunting  
Student Achievement Liaison – Vicky French  
Audit Committee – Mike Young, Brian Swope and Fred Curry  
Insurance Committee – Mike Coulson  
Buildings & Grounds Committee  
Business Advisory Council – Vicky French

**M. CLOSING COMMENTS**

**N. EXECUTIVE SESSION**

WHEREAS board of education and other governmental bodies are required by statute “to take official action and to conduct all deliberations upon official business only in open meetings, unless the subject matter is specifically exempted by law”;

WHEREAS “the minutes need only reflect the general subject matter of discussions in executive session”, and

WHEREAS the members of a public body may hold an executive session only at a regular or special meeting for the sole purpose of consideration of any of the matters set forth below.  
NOW THEREFORE BE IT RESOLVED under the provisions of ORC 121.22 the board hereby enters executive session for the reason(s) herein stated:

- \_\_\_\_\_ Personnel matters
  - \_\_\_\_\_ to consider the appointment of employee(s) [reemployment] or public employees or officials
  - \_\_\_\_\_ to consider the promotion or compensation of public employee(s) or officials
  - \_\_\_\_\_ to consider the dismissal, discipline, or demotion of employee(s) or students
  - \_\_\_\_\_ to consider the investigation of charges or complaints of employee(s) or students
- \_\_\_\_\_ to consider the purchase of property for public purposes
- \_\_\_\_\_ to consider the sale of property at competitive bidding, if premature disclosure of information would give unfair competitive or bargaining advantages to a person whose personal, private interest is adverse to the general public interest
- \_\_\_\_\_ to confer with an attorney for the public body concerning disputes involving the public body that are subject of pending or imminent court action

\_\_\_\_\_ conference with an attorney  
\_\_\_\_\_ preparing for, conducting, or reviewing negotiations or bargaining sessions with employees

\_\_\_\_\_ matters required by federal law or state statutes to be confidential  
\_\_\_\_\_ specialized details of security arrangements

Time entered executive session: \_\_\_\_\_ a.m./p.m.

Time returned to public session: \_\_\_\_\_ a.m./p.m.

\_\_\_\_\_ moved and \_\_\_\_\_  
seconded the adoption of the motion, and roll call resulted.

\_\_\_\_\_ French \_\_\_\_\_ Swope \_\_\_\_\_ Bunting \_\_\_\_\_ Coulson \_\_\_\_\_ Curry

## **2020 ORGANIZATIONAL MEETING AND JANUARY 2020 REGULAR MEETING**

Approve the January 2020 Organizational Meeting to be held on \_\_\_\_\_ at \_\_\_\_\_ at the Administration Center Board Room. The Regular January Meeting will immediately follow the Organizational Meeting.

\_\_\_\_\_ moved and \_\_\_\_\_  
seconded the adoption of the motion, and roll call resulted.

\_\_\_\_\_ Swope \_\_\_\_\_ Bunting \_\_\_\_\_ Coulson \_\_\_\_\_ Curry \_\_\_\_\_ French

### **O. MEETING ADJOURNMENT**

BE IT RESOLVED, that the Zanesville City Schools Board of Education meeting is adjourned.

Time: \_\_\_\_\_ a.m./p.m.

\_\_\_\_\_ moved and \_\_\_\_\_  
seconded the adoption of the motion, and roll call resulted.

\_\_\_\_\_ Bunting \_\_\_\_\_ Coulson \_\_\_\_\_ Curry \_\_\_\_\_ French \_\_\_\_\_ Swope