

CORRECT MINUTES APPROVED BY THE BOARD OF EDUCATION ON  
SEPTEMBER 14, 2021.

**Upper Arlington Board of Education**  
**City of Upper Arlington, Council Chambers – 3600 Tremont Road**  
**May 11, 2021 – 5:00pm**

**CALL TO ORDER**

Members present: Ms. Nancy Drees (arrived at 5:05pm), Ms. Jenny McKenna, Ms. Carol Mohr, Ms. Lori Trent and Mr. Scott McKenzie

Administrative officials present: Dr. Paul W. Imhoff, Superintendent; Mr. Andrew Geistfeld, Treasurer; Dr. Kathy Jenney, Associate Superintendent; Dr. Andy Hatton, Associate Superintendent; Mr. Chris Potts, Chief Operating Officer; Ms. Karen Truett, Director of Communications, Mr. Keith Pomeroy, chief Academic Officer

**ROLL CALL**

**APPROVAL OF AGENDA AS AMENDED**

Ms. Mohr moved, Ms. Trent seconded to approve the agenda as amended **21-52**

AYES: Ms. McKenna, Ms. Mohr, Ms. Trent and Mr. McKenzie

NAYS: None

**EXECUTIVE SESSION**

At 5:03pm, Ms. Mohr moved and Ms. McKenna seconded to into Executive Session in accordance with ORC 121.22(G)(1) to consider the appointment, employment, dismissal, discipline, promotion, demotion and compensation of public employees and the investigation of charges or complaints against a public employee and (3) conferences with an attorney for the public body concerning disputes involving the public body that are the subject of pending or imminent court action; and (G)(5) matters required to be kept confidential by federal law or regulations or state statutes. **21-53**

AYES: Ms. Drees, Ms. McKenna, Ms. Mohr, Ms. Trent and Mr. McKenzie

NAYS: None

Ms. Drees arrived at 5:05pm.

The board returned to regular session 6:02pm

**PLEDGE OF ALLEGIANCE**

**APPROVAL OF MINUTES**

Ms. Mohr moved, Ms. Drees seconded to approve the minutes of April 13, 2021 and April 28, 2021. **21-54**

AYES: Ms. Drees, Ms. McKenna, Ms. Mohr, Ms. Trent and Mr. McKenzie

NAYS: None

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**ACTION ITEM: RESTROOMS**

Ms. McKenna moved, Ms. Mohr seconded to approve the following resolution read by Ms. McKenna:

WHEREAS, following the success of the combined operating levy and bond issue in November 2017, the Upper Arlington City School District was able to begin the first phase of the community- developed master plan, which included rebuilding the high school and rebuilding or renovating all five elementary schools to address the aging building systems and add the needed space to accommodate projected enrollment growth;

WHEREAS, over the next approximately fifteen (15) months, the design phase for the project included community input with seven community-wide meetings, six building steering committees comprised of community and staff members, six neighbor committees of residents living in the closest proximity to the buildings, and a “green team” of community volunteers with an interest in exploring environmental best practices for the new or renovated buildings;

WHEREAS, the Board strives in its leadership to make decisions grounded in our mission, our vision, and three core values:

Our mission: Challenge and support every student, every step of the way.

Our vision: Uniquely accomplished students prepared to serve, lead and succeed.

Our values: Start with heart, strength in team and contagious drive.

WHEREAS, the decisions made surrounding the District’s current construction projects have kept those core values in mind along with our long-standing philosophy of educating and supporting the whole child;

WHEREAS, when it comes to supporting the whole child, student safety and emotional wellbeing are top priorities. Private, gender-neutral restrooms were prioritized for all of the school buildings for several reasons. The primary reason was to provide students with more privacy while using the restroom. Instead of going into a room with a row of stalls that are open on the bottom and the top, the new design has separate private toilet rooms with full, floor-to-ceiling walls and a full, locking door. Because they are completely private individual toilet rooms, they can be used by any student. There is greater “potty parity” as well, without longer lines for one gender than the other. The all-gender design is also more practical and safer. It is easier for staff to supervise students when all of the students are in the same general area, which is of course not possible when students leave to go to two separate restroom areas. And, when we have students who are questioning their assigned gender or sex or who identify differently than their assigned gender or sex, they are able to use the restroom without added stress for themselves or their classmates;

WHEREAS, the Board believes that having private, all-gender restrooms is the right choice for the District because the restrooms are practical, safe, and grounded in the mission of Upper Arlington Schools and its commitment to support the whole child;

WHEREAS, the toilet rooms as designed have been constructed in accordance with Ohio’s Building Code and there have not been any citations issued with regard to the construction of the toilet rooms;

WHEREAS, the City of Upper Arlington has recently issued adjudication letters disapproving the District’s submitted plans to the extent they included signage of certain single occupant toilet rooms as “all gender.” Along with the adjudication letter received on April 30, 2021, the Board received correction letters from the City of Upper Arlington’s Chief Building Official and Plans Examiner directing the School District to designate separate toilet facilities for male and female use;

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NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION AS FOLLOWS:

1. Having all-gender restrooms is the right choice for our students and such restrooms are consistent with the law. Because the City issued a directive on April 30, 2021, the Board will comply with the directive but will maintain its current appeal of the Windermere Elementary application, pending in the Tenth District Court of Appeals, as is the Board's legal right.
2. The Board directs the Superintendent, Treasurer, and Chief Operating Officer to perform those tasks necessary to comply with the City's directives regarding gender-specific restroom signage issued on April 30, 2021.
3. Should all-gender restrooms at Windermere Elementary School be affirmed on appeal, then the Board directs the Superintendent and Chief Operating Officer to re-submit applications for all-gender restrooms to the City for all other school buildings in the District.
4. The Board will continue to prioritize student safety and emotional wellbeing in support of the whole child, which with regard to restroom use means accommodating those students who consistently and uniformly assert a gender identity different from the student's sex assigned at birth. These students may continue to use the restroom for the gender with which they identify in accordance with Board Policy and Title IX of the Education Amendments of 1972 ("Title IX").
5. The Board directs the Superintendent and Chief Operating Officer to incorporate all-gender restrooms within the District's school buildings to the greatest extent permissible under the law, with the approval required by the City of Upper Arlington and consistent with any and all decisions from appeals.
6. The Board directs its staff to comply with Board Policy 5517 – Anti-Harassment, Board Policy 5517.01 – Bullying and Other Forms of Aggressive Behavior and Title IX as it implements the directives in this Resolution, including providing those legal accommodations as provided under the law to the District's transgender students.
7. The Board directs the Superintendent to update the School District community regarding this action in his Friday Update.

Discussion:

Ms. Drees made the following comments:

*I know the community and the district has been going through the process of looking at our bathrooms. My only wish is I wish we could take every one of you in to show you exactly what these bathrooms are. They are private bathrooms for individuals, and I do believe that it is a safe protocol. It allows our teachers to watch our children from the safety of a hallway rather than the closed door of a bathroom. Unfortunately, because of COVID and because of our current situation, we hope to have these tours open for people to actually see these bathrooms. I'm very hopeful that the 10th District Court of Appeals will approve the Windermere appeal and that we can move on from this issue and get back on education.*

Ms. Trent made the following comments:

*I would like to approach this, I guess, I totally agree with what Nancy said, by the way, and thank you for that. I would like to approach this from a much larger scale. What this says to me is we have some disconnects within our community about accepting people that are different from perhaps who we are. This I find extremely troubling, and - OK, I guess they like that. I find it very troubling not only for those of us who are older in this community who believed in something bigger that our community could do. We have lots of forward momentum about acceptance and inclusion and diversity, and we really all need to pull together as a community and recognize differences are what make this country and this community special. So I'm very troubled, again, to say that word three times, that we have to take this step at this point, but I'm hopeful that it will be a short-term step to ultimately get to what is best for all of our kids, all different areas, all different families, all different lifestyles, all different interests because they're going to be the ones that live with the decisions we make.*

Ms. Mohr made the following comments:

*Thank you, Lori, and thank you, Nancy. This is, this is very personal, those of us who have had children go through the schools. I know I've talked to my daughter and son about it, and they both understand what is so important about this, and my daughter said, "Mom, I would never go to the bathroom because that's where - the bullies are there." We have an opportunity to create spaces where bullying is not the norm, that bullying is not accepted, that the expected behavior of going to the boys room isn't that song that's going through your head right now, "Smoking in the Boys Room." That the expected behavior isn't that you go to the restroom to get away from the teachers' eyes, to create a space where behavior problems are the norm, but to have a space where literally you're going to use the restroom for its purpose and then going about your business. That's all anyone wants. The likelihood of success, as I see it, with the Windermere all-gender restrooms at the 10th District Court of Appeals helps me, helps me hear the motion that you made and understand that my goal, and certainly what I expect to happen is to have the all gender restrooms, which are completely within the law, completely within code, and are already accepted in Grandview and the norm in the building in Grandview - which last I heard is not very far from Upper Arlington. That this has been accepted; this will come to pass. But because of the city coming to us, it doesn't make sense at this time for us to have any kind of legal action or waste any money on lawyers because we're going ultimately, I believe, to prevail in the Windermere case and that will bring an expectation of all of the cases following. The City has gone shoulder to shoulder with us to the Board of Building Appeals and they have expressed to us that they are very confident that this is not a safety issue but we have a difference of opinion on what the code does and does not say. I'm sure that all of you have had children in your neighborhood or your friends, or your children's friends who have grown up and know people who have come out as transgender. And it's my hope that we accept people for who they are - the entirety of who they are - and not only accept them as they fit into what we say is acceptable for them. I am for the well-being of all of our students and for creating a culture where it's expected that there will not be bullying, that it's expected that there will be the ability to have supervision, the way that our new bathrooms are designed. That's all that I have. Thank you.*

Ms. McKenna made the following comments:

*I would, I mean I guess I would just like to say that I'm disappointed that the City does not interpret the code the same way that we do. This is definitely not the outcome I think any of us were hoping for, but it has - we still have the one, our last, you know, avenue with the appeal with Windermere, and we are really hopeful that that is a positive outcome for our district. We are really trying to, I think, fight this, what I believe to be, good fight in the most fiscally responsible way possible. We have spent a lot of time, money, effort to try and do what we, as a Board, believe is in the best interest of our students, that is the safest, that is the most inclusive, caring, thoughtful way, what's been deemed to be educationally the best. So I guess I would just say that I'm disappointed that this is the outcome that we're at right now would be a really big understatement, and I think we really hope we are able to move forward in a different direction once we hear the appeal about Windermere.*

Mr. McKenzie made the following comments:

*I'd like to also say that we certainly have a difference of opinion with the City, and personally I guess I would like to say that I'm angry with it, with the decision, and I'm a little confused. But I think that people can see that this resolution from this Board is that we will respect the authority of the City but that we have a difference of opinion.*

Roll call on above resolution.

AYES: Ms. Drees, Ms. McKenna, Ms. Mohr, Ms. Trent and Mr. McKenzie

21-55

NAYS: None

**COMMUNICATIONS TO THE BOARD**

**UAHS STUDENT COUNCIL**

Student Council representatives gave an update on events led by student council during the second semester.

**SUPERINTENDENT: DR. PAUL IMHOFF**

Dr. Imhoff shared district highlights including:

Congratulations to this year’s district retirees:

Francie Blake	PreK-8 Cook, Windermere		Mary Anne Holloway	Counselor, UAHS
Jim Buffer	Principal, Tremont		Claudia Leveto	Bus Driver, Transportation
Cheryl Davis	Bus Driver, Transportation		Molly Miely	Language Arts/Reading, Jones
Jayna D’Herete	Nurse, Greensview		Ruth Porteus	2 <sup>nd</sup> Grade, Greensview/Windermere
Jim Dulaney	Catering, Nutritional Services		Ruth Rankin	Life Skills, Jones
Kathleen Evans	Bus Driver, Transportation		Rebecca Ruf	2 <sup>nd</sup> Grade, Barrington
Diane Fissel	Secretary, Hastings		Kelly Scott	Social Studies, UAHS
Debbie Gibson	Music, Barrington		Loraine Severance	Art, Greensview
Cindy Gildersleeve	Online Academy, Wickliffe		Betsy Sidor	Social Studies, UAHS
Rachel Graver	Psychologist, UAHS		Joe Slover, Sr.	Maintenance, District
Phyllis Harper	Secretary, Burbank		Tamar Sorin	Teacher, Wickliffe
Cheryl Dye	Secretary, Graf		Steve Thompson	Maintenance, District
Molly Hinkle	Grades 3/4, Barrington		Claudia Tippet	Physical Education, Tremont
Karla Croswell	Executive Assistant, District			

Dr. Imhoff thanked the Upper Arlington Civic Association (UACA) for their sponsorship of the Golden Apple Awards and congratulated this year’s winners:

Kristin Bugnitz	Media Specialist, Tremont		Sarah Oberlin	Grades 4/5, Wickliffe
Jennifer Barrow	1 <sup>st</sup> Grade, Windermere		Tina Farbizo	Counselor, Hastings
Dr. Kathy Moore	College Counselor, UAHS		Gina Rancitelli	COVID Nurse Coordinator
Irene Hunt	Director, Nutritional Services		Sarah Cappel	Intervention Specialist, Greensview
Caren Wildman	1 <sup>st</sup> Grade, Barrington		Darrion House	Intervention Specialist, Jones

Dr. Imhoff shared the Class of 2021 includes approximately 475 graduates, 100 National Honor Society inductees, 140 members of Cum Laude Society and 16 President’s Volunteer Service Award recipients. He also shared the commencement ceremony will be Sunday, May 30<sup>th</sup> at 9:30am at the Schottenstein Center and a car parade will be following from 11:45am to 3pm (same route as last year).

**COVID-19/SAFETY UPDATE**

Dr. Imhoff shared there are currently 27 students out of school related to COVID (1 in isolation, 2 in regular quarantine, 8 in modified quarantine, and 16 awaiting test results). He also shared no staff members are out related to COVID.

Dr. Imhoff also shared the Pfizer vaccine is now also approved for ages 12 and older and the district is working with Nationwide Children’s Hospital to provide vaccine clinics.

**TEACHING AND LEARNING UPDATE**

Mr. Keith Pomeroy shared data on students’ continued high achievement in Upper Arlington Schools. He focused on the following areas: graduation rate, elementary literacy, ACT scores, SAT scores, AP/IB enrollment, remedial coursework, PSAT, performance index and U.S. News and World Report.

Mr. Pomeroy reminded the board that when a parent opts their student out of state testing, the state treats it as a failing mark in the district’s calculation.

Mr. Pomeroy also shared 40% of the U.S. News and World Report is based on number of students involved in AP/IB. Some districts pay the testing fees for AP/IB courses while Upper Arlington does not.

Ms. Drees asked what the cost would be for the district to pay for AP/IB testing. Mr. Geistfeld shared the cost is estimated at \$200,000. Ms. Drees asked if students are not taking AP/IB classes due to the cost. Mr. Pomeroy could not answer for sure but he feels it is likely, if there were no cost, more students would take AP/IB classes. Ms. Drees believes the district should look into covering the cost of these courses in the future providing access to all.

Ms. Trent mentioned all these areas relate to testing. It is important to look at the whole student and not just their ability to take tests. Mr. Pomeroy agreed.

Ms. McKenna shared that whatever changes are made to make sure the changes don't negatively impact the areas the district is having success.

**PUBLIC PARTICIPATION**

Ms. Drees moved, Ms. Mohr seconded to suspend the 30-minute time limit on public participation. **21-56**  
AYES: Ms. Drees, Ms. McKenna, Ms. Mohr, Ms. Trent and Mr. McKenzie  
NAYS: None

Public participants names/topic

1. James H – School state rankings
2. Cathy P – Ohio Sunshine laws
3. Tara W – Outside masking
4. Beth B – Masking students
5. Maria P – Masking students and choice
6. Mickie L – Bathrooms at new buildings
7. Matthew M -- Bathrooms
8. Bishop L – Bathrooms and Diversity, Equity and Inclusion
9. Matt B -- Bathrooms
10. Desiree H. – Bathrooms and masking of students
11. Lisa M -- Bathrooms
12. Carrie C – District rankings

**ITEMS FOR INFORMATION**

**TREASURER REPORT**

Mr. Andrew Geistfeld reviewed the financial statements for financial activity through the month of April 2021. As of April 30, 2021 expenditures are tracking \$2.6 million or 2.5% better than the annual forecast and revenues are tracking \$1.9 million or 1.9% better than the forecast. Overall, the year-ending cash balance is estimated to exceed the forecasted balance by \$4.5million. Expenditures are tracking better than anticipated as substitutes, ESC costs, and utilities have all been indirectly impacted by changes related to COVID. Revenues are tracking better due to state funding reductions less than anticipated and property tax collection rate better than forecasted.

Mr. Geistfeld also reviewed the construction projects, sharing \$180 million has been expended to date, \$49.5 million is encumbered and \$3.1 million is available for future change orders.

Five-Year Forecast

Mr. Geistfeld reviewed the purpose of the five-year forecast and the revisions made in the May 2021 update.

The district increased revenue projections in 3 areas:

- Property taxes – increased due to lowering of delinquency rate, increase in tangible personal property tax valuations and timing of payments.
- State Aid – increased as district reduced the state funding cut originally anticipated.
- Other revenue – increased due to anticipated Tax Incremental Financing receipts related to Lane Avenue project.

The accumulated impact of these changes over the five years of the forecast was approximately \$5.1 million (or 4% of expenditures).

The district made a change to forecasted expenditures as the district anticipates little variance from the original forecast. The district decreased transfers out by \$200,000 in fiscal year 2020-21 due to the Nutritional Services Department operating better than expected.

Overall, the revisions increased the fund balance at June 30, 2025 by \$5.3 million; however, after reserves and encumbrances the unreserved fund balance is a \$8.3 million deficit balance. The district anticipates a new levy will be necessary in November 2022.

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**CONSTRUCTION UPDATE: CHRIS POTTS**

Mr. Chris Potts reviewed the following change orders

<u>Barrington Elementary</u>		
*	New change orders less than \$25,000 each (11)	\$ 42,479.17
	Total change orders to date	\$ 651,523.36
<u>Greensview Elementary</u>		
*	No new change orders	\$ -
	Total change orders to date	\$ 242,224.76
<u>Tremont Elementary</u>		
*	No new change orders	\$ -
	Total change orders to date	\$ 1,186,554.97
<u>Wickliffe Elementary</u>		
*	Total new change orders less than \$25,000 each (4)	\$ 12,939.13
	Total change orders to date	\$ 418,356.32
<u>Windermere Elementary</u>		
*	Total new change orders less than \$25,000 (7)	\$ 9,606.70
	Total change orders to date	\$ 113,000.70
<u>UAHS</u>		
*	CO-30- Plumbing revisions	\$ 45,652.00
*	CO-30- Architecture revisions (net)	\$ 35,574.00
*	CO-30- Theatre acoustics, fire dampers and RFI	\$ 71,535.00
*	CO-30- Flooring, casework, and acoustic panel removal	\$ (23,614.00)
*	CO-30 - Remaining items less than \$11,000 individually	\$ 16,310.00
	Total change orders to date	\$ (588,047.00)
*	Change orders since last report to the Board of Education	

Mr. Potts reviewed the status of the construction projects and shared pictures. All projects are currently on time and on budget.

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**CONSENT AGENDA**

Ms. Drees moved the Board to approve the following consent agenda action items as recommended by the Superintendent:

Investment Report April 2021 — Exhibit B-1

Financial Statement for the month ending April 30, 2021 — Exhibit B-2

Five-Year Forecast and related assumptions— Exhibit B-3

Purchases in Accordance with O.R.C. 5705.41(D)(1)

Vendor	Item Purchased	Fund	Amount
Universal Gymnasts, Inc.	UAHS athletic gym rental	Athletics	\$3,350.00
VAT	Contracted transportation	General	\$16,750.15

Transfers

Transfer From	Transfer To	Amount
General Fund (001)	Food Service (006)	\$200,000.00

Administrative Staff

Issuance of Contracts\*

Name	Position	Effective date
Logan Erwin	Middle School Athletic Director, 260 day contract, Level I	August 1, 2021 - July 31, 2023
Jacob Ramsey	Assistant Director of Student Life 260 day contract, Level I	August 1, 2021 - July 31, 2023 Up to 5 transitional days at per diem rate, may be increased by Superintendent if necessary

\* All appointments of personnel are specifically conditioned on and subject to successful background checks, receipt and final administrative review of all application records and receipt of all other necessary documentation.

Acceptance of Retirement/Resignation

Name	Position	Reason	Effective Date
James C. Buffer	Principal	Retirement	07/31/2021

Recommendation for Administrative Contracts

Name	Level	Type of Contract
Samuel Belk	Assistant Principal, Level IV	Two year ending (July 31, 2023)
Phil deRoche	Director of Operational Services, Level II	Two year ending (July 31, 2023)
Ethan "Andy" Hatton	Associate Superintendent, Level VII	Two year ending (July 31, 2023)
Patrick Hurley	Assistant Principal, Level III	Two year ending (July 31, 2023)
Kathy Jenney	Associate Superintendent, Level VII	Two year ending (July 31, 2023)
Megan Lippert	Assistant Principal, Level IV	Two year ending (July 31, 2023)
M. Denise Lutz	Chief Technology Officer Level VII	Two year ending (July 31, 2023)
Jennifer Mox	Assistant Principal, Level IV	Two year ending (July 31, 2023)
Julie Nolan	Principal, Level III	Two year ending (July 31, 2023)
Keith Pomeroy	Chief Academic Officer, Level VII	Two year ending (July 31, 2023)
Michael Robertson	Principal, Level V	Two year ending (July 31, 2023)
Karen Truett	Director of Communications, Level IV	Two year ending (July 31, 2023)
Aimee White	Assistant Principal, Level IV	Two year ending (July 31, 2023)
Tammy Yockey	Director of Data and Accountability, Level V	Two year ending (July 31, 2023)

Certified Staff

Issuance of Contracts\*

Name	Position	Training /Step	Amount of Contract	Contract
Courtney S. Oakley	Teacher	1.0	MA+10/5	Limited 1 contract year for the 2021-2022 school year
Alyssa L. Lively	Teacher	1.0	MA/4	Limited 1 contract year for the 2021-2022 school year
Katherine G. Mabry	Teacher	1.0	BA/1	Limited 1 contract year for the 2021-2022 school year
Austin Piper	Occupational Therapist	.20	OT/2	Limited 1 contract year for the 2021-2022 school year
Dorothy Sisson, Ph.D.	School Psychologist	1.0	MA+40/10	Limited 1 contract year for the 2021-2022 school year

*\*All appointments of personnel are specifically conditioned on and subject to successful background checks, receipt and final administrative review of all application records and receipt of all other necessary documentation.*

Acceptance of Retirement/Resignation

Name	Position	Reason	Effective Date
Meghan Neumeier	Speech Language Pathologist	Resignation	07/30/2021
Rebecca Smock	Teacher	Resignation	06/30/2021

Renewal of Contracts

<b>District</b>		
Name	Contract	Contract Category
Holly Fiala	.50	Renewal 1 year Limited contract for the 2021-2022 school year
Leah Johnson	.38	Renewal 1 year Limited contract for the 2021-2022 school year
Christina Mockabee	.6	Renewal 1 year Limited contract for the 2021-2022 school year
Marianne Pesler	.5	Renewal 1 year Limited contract for the 2021-2022 school year
Audrey Petit	.5	Renewal 1 year Limited contract for the 2021-2022 school year
Lisa Reed	1.0	Renewal 1 year Limited contract for the 2021-2022 school year
Karen Rygalski	.6	Renewal 1 year Limited contract for the 2021-2022 school year
Suellen Sharp	.3	Renewal 1 year Limited contract for the 2021-2022 school year

  

<b>Upper Arlington High School</b>		
Name	Contract	Contract Category
Joseph Bills	1.0	Continuing Contract

Revision of Retirement

Name	Position	Reason	Original approval date	Revised Date
Rachel Graver	School Psychologist	Retirement	05/28/2021	06/30/2021

Home Instruction Tutors

Name	Position	Rate of Pay
Kristin Liggitt	Home Instruction Tutor	\$34.23 p/hour

Change of Status

Name	Position	Current Contract	New Contract	Effective Date
Katherine Brownfield	Reading Specialist	.5	1.0FTE	08/16/2021
Kerry Jackson	Reading Specialist/Teacher	.5	1.0 FTE	08/16/2021
Emily A. Meadows	Reading Specialist	.9	1.0 FTE	08/16/2021
Sabrina Walters	Teacher	.8	1.0 FTE	08/16/2021

Salary/Contract Increment Adjustments

Name	From	To	Step
Abigail G. Dorsainvil	MA	MA+10	6
Jordan King	MA	MA+10	8
Anne Murphy*	MA+20	MA+10	25
Meridith M. Niekamp	MA+30	MA+40	22
* Revision from April 13, 2021 board approval			

Leave of Absence

Name	Position	Amount of Leave	Reason	Effective Date
Megan Bills	Teacher	1.0	Unpaid Childcare Leave	05/10/2021 – 05/28/2021
Megan Bills	Teacher	.2 FTE	Unpaid Childcare Leave	08/16/2021 – 06/02/2022
Carrie Stieg	Teacher	.6 FTE	Unpaid Personal Leave	08/16/2021 – 06/02/2022

Summer Reading Program

Name	Position	Rate of Pay	Effective Date
Jennifer Dodge	Teacher	\$24.51 p/hour	06/03/2021
Morgan Land	Teacher	\$24.51 p/hour	06/03/2021
Andrea Lusk	Lead Teacher	\$5,000.00	06/03/2021
Abigail Janes	Teacher	\$24.51 p/hour	06/03/2021
Gretchen Pearson	Teacher	\$22.83 p/hour	06/03/2021
Jodi Porterfield	Teacher	\$22.83 p/hour	06/03/2021
Kathryn Schoedinger	Teacher	\$23.83 p/hour	06/03/2021
Taylor Villa	Teacher	\$24.51 p/hour	06/03/2021
Allison Blackburn	Teacher	<i>Rescind appointment</i>	04/13/2021

Summer Academy

Name	Position	Rate of Pay	Maximum Hours
Amanda Fountain	Public Speaking	\$29.39 p/hour	80
James Fronk	MS Math Camp	\$27.76 p/hour	42
James Fronk	MS Math Remediation	\$27.76 p/hour	10
Christopher Hill	PE I	\$32.67 p/hour	50
Darrion House	Elementary Math Camp	\$27.76 p/hour	42
Kimberly Kerr	EOC Alg I Remediation	\$25.29 p/hour	14
Andrew Keyes	Online Health	\$32.67 p/hour	65
Andrew Keyes	Health	\$32.67 p/hour	65
Samantha Kruger	Improving Elem Math	\$25.89 p/hour	20
Samantha Kruger	Enriching Elem Math	\$25.89 p/hour	23
Samantha Kruger	Improving Elem Math	\$25.89 p/hour	23
Samantha Kruger	Enriching Elem Math	\$25.89 p/hour	23
Lauren Piunno	Online Alg I	\$31.02 p/hour	88
Kaitlin Pizzimenti	Improving Elem Reading	\$25.23 p/hour	20
Michael Rice	MS Study Skills	\$32.67 p/hour	15
Michael Rice	HS Study Skills	\$32.67 p/hour	15
Grant Riesen	Improving Elem Math	\$25.89 p/hour	20
Grant Riesen	Enriching Elem Math	\$25.89 p/hour	20
Grant Riesen	Enriching Elem Reading	\$25.89 p/hour	20

Summer Academy (continued)

Daniel Rohrs	Alg I Remediation	\$32.67 p/hour	48
Daniel Rohrs	Alg II Remediation	\$32.67 p/hour	48
Daniel Rohrs	Geometry Remediation	\$32.67 p/hour	48
Damion Wagner	HS LA Remediation	\$26.96 p/hour	20
Jordan Walker	EOC Biology Remediation	\$25.29 p/hour	10
Richard Wickiser	PE II	\$32.67 p/hour	50

Extended School Year/Duty

Name	Position	Rate of Pay	Effective Date
Beth Abramovitz	OG Reading Specialist	\$60.00 p/hour	06/01/2021
Anthony Cleveland	OG Reading Specialist	\$60.00 p/hour	06/01/2021
Caitlin Holland	Intervention Specialist	\$40.20 p/hour	06/01/2021
Robert Huffman	Intervention Specialist	\$40.20 p/hour	06/01/2021
Kelsey Knight	Intervention Specialist	\$40.20 p/hour	06/01/2021
Alyssa Lively	Intervention Specialist	\$40.20 p/hour	06/01/2021
Mary Rehor	Intervention Specialist	\$40.20 p/hour	06/01/2021
Kelsey Trausch	Intervention Specialist	\$40.20 p/hour	06/01/2021
Maredeth Washburn	Intervention Specialist	\$40.20 p/hour	06/01/2021

COVID Relief (ESSER Funding)

Name	Position	Rate of Pay	Effective Date
Beth Abramovitz	OG Reading Specialist	\$60.00 p/hour	06/01/2021
Debra Amling	Summer Bridge Co-Director	\$5,000.00	06/03/2021
Diane Bowling	OG Reading Specialist	\$60.00 p/hour	06/01/2021
Anthony Cleveland	OG Reading Specialist	\$60.00 p/hour	06/01/2021
Megan Eisman	Summer Bridge Co-Director	\$5,000.00	06/03/2021
Andrienne Ghidotti	Intervention Specialist	\$40.20 p/hour	06/01/2021
Darian Gleim	Speech Pathologist	\$60.00 p/hour	06/01/2021
Erica Hegedus	Intervention Specialist	\$40.20 p/hour	06/01/2021
Nicole Holder	Intervention Specialist	\$40.20 p/hour	06/01/2021
Caitlin Holland	Intervention Specialist	\$40.20 p/hour	06/01/2021
Robert Huffman	Intervention Specialist	\$40.20 p/hour	06/01/2021
Kari Huston	OG Reading Specialist	\$60.00 p/hour	06/01/2021
Leah Johnson	Physical Therapist	\$60.00 p/hour	06/01/2021
Reana Kalonji	Intervention Specialist	\$40.20 p/hour	06/01/2021
Christine Kamdar	OG Reading Specialist	\$60.00 p/hour	06/01/2021
Kelsey Knight	Intervention Specialist	\$40.20 p/hour	06/01/2021
Colleen Kovacs	Speech Pathologist	\$60.00 p/hour	06/01/2021
Kristen Liggett	Intervention Specialist	\$40.20 p/hour	06/01/2021
Alyssa Lively	Intervention Specialist	\$40.20 p/hour	06/01/2021
Meghan Neumeier	Speech Pathologist	\$60.00 p/hour	06/01/2021
Jennifer Ozbek	OG Reading Specialist	\$60.00 p/hour	06/01/2021
Carolyn Rau	OG Reading Specialist	\$60.00 p/hour	06/01/2021
Lisa Reed	Occupational Therapist	\$60.00 p/hour	06/01/2021
Mary Rehor	Intervention Specialist	\$40.20 p/hour	06/01/2021

COVID Relief (ESSER Funding), Continued

Grant Riesen	Intervention Specialist	\$40.20 p/hour	06/01/2021
Myrt Rule	Health Aide	\$20.41 p/hour	06/01/2021
Suellen Sharp	Occupational Therapist	\$60.00 p/hour	06/01/2021
Amelia Smith	OG Reading Specialist	\$60.00 p/hour	06/01/2021
Rebecca Smith	Intervention Specialist	\$40.20 p/hour	06/01/2021
Sharon Speth	OG Reading Specialist	\$60.00 p/hour	06/01/2021
Kelsey Trausch	Intervention Specialist	\$40.20 p/hour	06/01/2021
Maredeth Washburn	Intervention Specialist	\$40.20 p/hour	06/01/2021

Memorandum of Agreements with Upper Arlington Education Association – Exhibit C-1 and C-2

Classified Staff

Acceptance of Resignation/Retirement

Name	Position	Reason	Effective Date
Kiara Goss	Cashier	Resignation	04/19/2021
Alfred L. Weaver	Maintenance	Resignation	05/05/2021

Other Staff

Acceptance of Retirement/Resignation

Name	Position	Rate of Pay	Effective Date
Karla Hayes Croswell	Executive Assistant	Retirement	05/31/2021
Herbert W. Henderson	Credit Recovery Aide	Resignation	05/28/2021
Jennifer McCain	BECS Teacher Aide	Resignation	04/27/2021

Initial Appointment of Other Staff\*

Name	Position	Rate of Pay	Effective Date
Joshua W. Brown	Youth Employee for Summer (YES Program)	\$9.25 p/hour	06/08/2021
Amelia Clark	Cafeteria Aide	<i>Rescind Appointment</i>	03/23/2021
Kendra Jones	BECS Teachers Aide	\$11.67 p/hour	07/30/2021
Mary Drobný	SACC Program Aide	\$12.12 p/hour	04/12/2021
Tynan Matthews	SACC Program Aide	\$12.00 p/hour	04/23/2021
Athanasia Regulus	Summer Teachers Aide	\$12.77 p/hour	06/01/2021
Paige Witzel	Summer Teachers Aide	\$11.11 p/hour	06/01/2021

\* All appointments of personnel are specifically conditioned on and subject to successful background checks, receipt and final administrative review of all application records and receipt of all other necessary documentation.

Position descriptions

- Performing Arts Supervisor — *Exhibit C-3*
- Assistant Performing Arts Supervisor — *Exhibit C-4*
- Director of Human Resources — *Exhibit C-5*

Substitutes

Name	Position	Rate of Pay	Effective Date
Guy England	Substitute Custodian	\$17.81 p/hour	05/11/2021
*	<i>All appointments of personnel are specifically conditioned on and subject to successful background checks, receipt and final administrative review of all application records and receipt of all other necessary documentation.</i>		

Tournament Workers\*

Position	Employee	School	Amount
Tournament Worker	Mike Debear	Upper Arlington High School	\$35 p/hour**
Tournament Worker	Chauncey Hilson	Upper Arlington High School	\$25 p/event**
Tournament Worker	John Sands	Upper Arlington High School	\$35 p/hour**
*	<i>All appointments of personnel are specifically conditioned on and subject to successful background checks, receipt and final administrative review of all application records and receipt of all other necessary documentation.</i>		
**	<i>Effective 07/01/2020: Treasurer to approve rate based on events</i>		

Volunteers\*

Name	Position	Building	Supervisor
Zachary Wymer	Baseball Assistant Coach	Jones	Matt Dallas
*	<i>All appointments of personnel are specifically conditioned on and subject to successful background checks, receipt and final administrative review of all application records and receipt of all other necessary documentation.</i>		

Supplemental Contracts

Position	Employee	School	Amount	FTE
Canvas Course Development and Facilitation	Alice Aichele	District	5 full days/40 hours: Canvas development and facilitation: BA step 2	

Operations

Acceptance of Gifts and Donations

School /Activity	Donor	Item	Value
Tremont Elementary School			
Tremont Staff Development	Upper Arlington Education Foundation	Cash	\$1,500.00
Hastings Middle School			
Hastings Spring Fling	Upper Arlington Education Foundation	Cash	\$600.00
Upper Arlington High School			
Principal's Fund	Upper Arlington High School PTO	Cash	\$1,000.00
District			
Legacy Capital Campaign	Carsonies – C & D Ohio Inc.	Cash	\$5,000.00
Legacy Capital Campaign	Kathy Green	Cash	\$100.00
Legacy Capital Campaign	Erika Haupt	Cash	\$150.00
Legacy Capital Campaign	Dale and Gloria Heydlauff	Cash	\$29,333.48
Legacy Capital Campaign	Tracy Peters	Cash	\$25,000.00
Legacy Capital Campaign	UAHS PTO	Cash	\$15,000.00

Approval to sell/Dispose/Donate Equipment — Exhibit D-3

Personal Property Purchase Contract — Exhibit D-1

Resolution authorizing a contract with The Motz Group, LLC. — Exhibit D-2

Ms. Trent seconded to approve the consent agenda action items.

**21-56**

AYES: Ms. Drees, Ms. McKenna, Ms. Mohr, Ms. Trent and Mr. McKenzie

NAYS: None

**EXECUTIVE SESSION**

At 9:02pm, Ms. Drees moved and Ms. McKenna seconded to into Executive Session in accordance with ORC 121.22(G(4) preparing for, conducting, or reviewing negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment. **21-57**

The board returned to regular session 9:55pm

**ADJOURNMENT**

At 9:56 pm Ms. Trent moved, Ms. McKenna seconded to adjourn. **21-58**

AYES: Ms. Drees, Ms. McKenna, Ms. Mohr, Ms. Trent and Mr. McKenzie

NAYS: None

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Treasurer

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Board President