I. CALL TO ORDER

II. ROLL CALL OF MEMBERS

III. PLEDGE OF ALLEGIANCE

IV. READING, APPROVAL, AND SIGNING OF MINUTES
   A. Regular Meeting Minutes from October 21, 2019, Special Meeting November 4, 2019

V. CELEBRATIONS
   A. Welcome: Mr. Kurt
   B. Board of Education
   C. Superintendent
   D. The Findlay-Hancock County Community Foundation Grant:
      - The Findlay-Hancock County Community Foundation approved a grant for $250.00 (Grant #2019523) to Findlay City Schools to Support Findlay First Edition. The grant was suggested by Mr. Charles J. Younger and is being funded from the Charles J. Younger Fund.

VI. PUBLIC PARTICIPATION
   A. Employee representative (FEA/OAPSE)
   B. Students
   C. Parents and/or Public

VII. CORRESPONDENCE
   A. Board – Members and Treasurer
   B. District
   C. Superintendent - Ohio Mental Health & Addiction Services letter: Mr. Kurt

VIII. CONSENT ITEMS (A-P)

CERTIFICATED PERSONNEL
   A. Leave of Absence (will use paid sick, personal, and/or vacation time, if available)
      Heather Coy (Findlay Learning Center)
      Effective: 10/9/19 - 10/16/19
      Reason: FMLA

      Erin Clegg (Jacobs)
      Effective: 12/19/19 - 1/4/20
      Reason: FMLA

      Angela Dittman (Donnell)
      Effective: 8/24/19 - 8/24/20 Intermittent
      Reason: FMLA

      Kelli Kiesler (FHS)
      Effective: 11/27/19 - 12/27/19
      Reason: FMLA

      Emily Ludwig (FHS)
      Effective: 11/15/19 -11/24/19
      Reason: FMLA

      Brittany Neuhofs (Whittier)
      Effective: 11/5/19 - 12/3/19 Intermittent
      Reason: FMLA

      Jodi Phillips (Bigelow Hill)
      Effective: 9/19/19 - 12/11/19
      Reason: FMLA
Jodi Phillips (Bigelow Hill)  
Effective: 12/12/19 - 5/31/20  
Reason: Personal

Craig Rennels (Millstream)  
Effective: 10/4/19 - 10/18/19  
Reason: FMLA

B. Appointments

1. **Musical Production Stipend for Bigelow Hill @ up to $1000** (Acct. Title IV Instructional Salary)  
   Denise Bowsher  
   Katie Kin

2. **Musical Production Stipend for Bigelow Hill @ up to $500** (Acct. Title IV Instructional Salary)  
   Daniel Basinger

3. **STEAM Lego Team Stipend for Bigelow Hill @ up to $1000** (Acct. Title IV Instructional Salary)  
   Tonya Thorbahn

4. **STEAM Lego Team Stipend for Bigelow Hill @ up to $800** (Acct. Title IV Instructional Salary)  
   Macie Wenner

5. **Gifted ID Testing for 2019-20 @ $22.59 up to 40 hrs/week**  
   Connie Barron

6. **2019-20 Clinical Training for Nursing Students @ $22.01/hr (Acct#001-1316-111-0055-072150-302)**  
   Carol Treece

7. **Week Night Middle School Monitors @ $22.01/hr (2019-2020 School Year)**  
   Kim Murphy – Glenwood

8. **Home Instructor - Step 0 @ $22.01 per hour for 2019-2020 School Year**  
   Elsa Shrader

   Aaron Roth - Volunteer Boys’ Basketball Coach

10. **Supplemental Positions**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position Description</th>
<th>Location</th>
<th>Pay Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stefan Adams</td>
<td>7th Grade Girls’ Basketball Coach – Glenwood</td>
<td>@ $3079.97</td>
<td></td>
</tr>
<tr>
<td>Thomas Brown</td>
<td>Head 8th Grade Girls’ Basketball Coach – Glenwood</td>
<td>@ $3621.30</td>
<td></td>
</tr>
<tr>
<td>Jason Chomic</td>
<td>Assistant Swimming Coach - FHS</td>
<td>@ $4537.82</td>
<td></td>
</tr>
<tr>
<td>Blake Delaney</td>
<td>7th Grade Boys’ Basketball Coach - Glenwood</td>
<td>@ $3826.63</td>
<td></td>
</tr>
<tr>
<td>Patrick Massara</td>
<td>Head 8th Grade Boys’ Basketball Coach – Glenwood</td>
<td>@ $3621.30</td>
<td></td>
</tr>
<tr>
<td>Dan Pack</td>
<td>Head Middle School Wrestling Coach – Donnell</td>
<td>@ $4367.96</td>
<td></td>
</tr>
<tr>
<td>Kyle Watts</td>
<td>Head Middle School Wrestling Coach – Glenwood</td>
<td>@ $3621.30</td>
<td></td>
</tr>
<tr>
<td>Mike Wilson</td>
<td>Head 8th Grade Girls’ Basketball Coach – Donnell</td>
<td>@ $4367.96</td>
<td></td>
</tr>
</tbody>
</table>

**CLASSIFIED PERSONNEL**

C. Leave of Absence (will use paid sick, personal, and/or vacation time, if available)

Jordan Castle (Bigelow Hill)  
Effective: 10/8/19 - 10/8/20 Intermittent  
Reason: FMLA

James Hildebrand (Jefferson)  
Effective: 10/25/19 - 1/25/20 Intermittent  
Reason: FMLA

L. Sue Mason (Jefferson)  
Effective: 10/3/19 - 1/1/20  
Reason: FMLA
D. Leave of Absence (unpaid)

Amber Garey (Jefferson)
Effective: 11/22/19 – 1/1/20
Reason: Personal

E. Resignation

Juana Newberry (Food Service, St. Michaels) (3 years)
Reason: Personal
Effective: 11/27/2019

F. Reclassification

Amanda Deitrick
From: Food Service Worker, High School @ $13.57/hour
To: Second Shift Custodian, Building TBD @ $16.60/hour
Effective: December 2, 2019

Larry Shurtleff, Transportation
From: Substitute Bus Driver @ $15.00/hour
To: Bus Driver, Step 1 @ $17.89/hour
Effective: October 21, 2019

G. Appointments

1. Special Education Aide

Brittanne Burnside (Special Ed Aide, Chamberlin Hill)
Salary: Step 1, Year 1 @ $13.71/hour
Effective: November 1, 2019

2. Office Aide

Lameice Kenny (Office Aide, Gifted Department)
Salary: Step 5 (5 yrs experience) not working calamity days/delays @ $15.50/hour
Effective: December 2, 2019

3. FABSS Aide

Madison Essinger (Aide, FABSS)
Salary: Step 2, Year 1 @ $8.80/hour
Effective: November 25, 2019

Faith Piddock (Aide, FABSS)
Salary: Step 2, Year 1 @ $8.80/hour
Effective: November 13, 2019

4. Utility Driver

Matt Neuman (Utility Truck Driver, Food Service)
Salary: $13.05/hour for 4.25 hrs per day
Effective: November 12, 2019

5. Interim Testing Coordinator Stipend @ $2,000 for the 2019-20 School Year (to be paid from code 001-2141-143)

Bev Snyder

6. Noon Hour Monitors @ $10.18/hour

Jan Gower - Jacobs (effective 8/28/19)
Lyndsey Howell - Washington (effective 8/28/19)
Carol Meyer - Wilson Vance and Whittier (effective 11/11/19)
Glenda Waaland - Bigelow Hill (effective 8/28/19)

7. Substitute and/or Per Diem Employees

Allen Dejulio - Substitute Bus Driver @ $15.00/hour
Ian Edinger – Substitute Security @ $18.10/hour
Alex Geiser - Substitute Custodian @ $11.36/hour
Mark Stratton - Substitute Bus Driver @ $15.15/hour
WHEREAS, in accordance with the provision of the Ohio Revised Code 3313.53, the duly appointed representatives of the Findlay Board of Education have offered the following extra-duty positions, listed below, to the certificated employees of the district and have advertised the positions to certificated personnel not employed by the district, and

WHEREAS, no qualified certificated individuals have been found for these positions,

NOW BE IT THEREFORE RESOLVED, that the Findlay Board of Education hereby deems it appropriate to employ non-certificated personnel for the specified positions for a period not to exceed one (1) year and that the compensation shall be according to the adopted salary schedule for said position(s):

Maddie (Madeline) Bell  Assistant Swimming Coach - FHS @ $4537.82
Zach Brunner  Assistant Middle School Wrestling Coach - Glenwood @ $2071.98
Talisma Buckman  7th Grade Girls’ Basketball Coach – Donnell @ $3079.97
Traci Dunn  Head Gymnastics Coach – FHS @ $5058.62
Oliver Hardman  Head 8th Grade Boys’ Basketball Coach – Donnell @ $4367.96
Tim Lauth  Assistant Swimming Coach – FHS @ $3025.22
Nicholas Schenkel  7th Grade Boys’ Basketball Coach - Donnell @ $2079.97
Jeff Wobser  Head Boys/Girls’ Swimming Coach – FHS @ $3025.22
Robert Woolley  Assistant Hockey Coach - FHS (50%) @ $2099.98

I.  Volunteer – 2019-2020 Classified Club Advisors/Helpers

Shawn Collins - Indoor Drumline Volunteer
Chelsea Cozart - Indoor Drumline Volunteer
Joe Dunn – Volunteer Gymnastics Coach
Song-Chong Lee – Ethics Bowl Volunteer
Loran Miracle – Loving Lincoln Volunteer
Cori Noon – Wrestlerette Volunteer Advisor
Aubrey Raines – Findlay Younglife Volunteer
Tyler Rosendale - Volunteer Assistant Girls’ Basketball Coach
Hunter Saunders - Indoor Drumline Volunteer
Darryl Somerville - Volunteer Hockey Coach
Jim Smarkel - Loving Lincoln Volunteer
Lee Ann Smarkel - Loving Lincoln Volunteer
Kaylee Wheat – Findlay Younglife Volunteer
Danielle Wilkin - Key Club Volunteer

J.  New Student Activities Club Constitution

The superintendent recommends approval of the new Findlay High School Badminton Club Constitution as shown in EXHIBIT A.

K.  Approve Attached Agreements

The superintendent recommends approval of the attached agreements as presented in EXHIBIT B.

L.  Records Retention Modification

The treasurer recommends that the Records Retention Procedure 3.07a item 9999 Transient Records be modified to include "texts" among items that have no retention period as long as they do not set policy, establish guidelines or procedures, certify a transaction, nor become a receipt.

M.  Special Areas Compensation Plan Amendment

The treasurer recommends the salaries section of the FY20 Special Areas Compensation Plan be amended to include the position of Facilities Director (260 Days) at a 2019-20 Base of $45,488.

N.  Monthly Treasurer’s Report

The treasurer recommends approval of the October Treasurer’s Report as shown in EXHIBIT C.

O.  403(b) Plan Restatement

The treasurer recommends restatement of the 403(b) Plan Document, as presented in EXHIBIT D. This action is required to ensure our tax deferred plan is in compliance with IRS requirements that go into effect in March of 2020.

P.  Acceptance of Gifts

GIFT:  Leveled Books and Scholastic News for students to use at home
FROM:  Donors Choose
TO:  Tina Gephart’s Bucks for Books
IX. DISCUSSION ITEMS

X. ACTION ITEMS

A. Out-of-State Travel

The superintendent recommends approval of the following out-of-state travel:

- Ryan Imke to travel to Nashville, TN March 26, 2020 - March 29, 2020 to supervise and support FFE at the Show Choir Nationals.

B. Five Year Forecast

The treasurer recommends approval of the Five Year Forecast as shown in EXHIBIT E.

C. Resolution of Necessity for 5.9 Mill Operating Levy

The treasurer recommends approval of the Resolution of Necessity as shown in EXHIBIT F.

XI. REPORTS TO THE BOARD

XII. REPORTS FROM THE BOARD

XIII. SUPERINTENDENTS COMMENTS

XIV. BOARD’S COMMENTS

XV. EXECUTIVE SESSION

XVI. ADJOURNMENT

NOTE: The next Regular Board meeting will be held Monday, December 9, 2019 at Millstream Career Center at 5:30 pm.