

Minutes of the Regular Meeting of the Aurora City Schools Board of Education of January 31, 2022

Call to Order:

The meeting was called to order at 7:00 p.m.

Pledge Allegiance

All Board Members were present.

Mrs. Mehallis asked for a moment of silence for Mr. Jerry Kohanski. Mr. Kohanski passed away on January 24, 2022. Mr. Kohanski served on the Aurora Board of Education for 24 years and was Board President for 22 years and was key contributor in making the Aurora City School District one of the top school districts in Ohio.

Out of respect for Mr. Kohanski and his family, the Regular Board Meeting was moved from January 24 to January 31.

22-029

Recognize Excellence

RESOLVED THAT

the Aurora Board of Education is proud to recognize and congratulate the following students for being selected by Rotary International of Aurora as **Students of the Month**:

Brandon Witmer	Aurora High School
Maria Parks	Aurora High School

Moved by: Mr. Sabulsky

Seconded by: Mrs. Conner

Roll Call Vote:

Yes: Mrs. Conner, Mr. Sabulsky, Mrs. Mehallis,
Mrs. Dolzine

No: None: motion carried

Mr. Roberto announced that January is School Board Appreciation Month and took a moment to recognize the Board for their leadership and service to the kids and community of Aurora. Each Board Member received a certification of appreciation from the Ohio School Board Association and thank you cards created by Miss McArthur's and Mrs. Hefferman's first grade class. A short video message from the young people at Craddock was shared with the Board. Thanks go out to Craddock principal Kim Menta for putting this together.

Acknowledgement of Visitors and Hearing of Public

Dave Edmonds – 376 Ravine Drive, Aurora addressed the Board regarding Critical Race Theory and the 1619 Project.

The following individuals addressed the Board regarding the COVID-19 pandemic and mask wearing for the 2021 – 2022 school year:

Martin Moleski – 681-26 Creekside Drive, Aurora
Melissa Fontanella – 680 Morgan Trail, Aurora
Angi Frankmann – 230 Ironwood Circle, Aurora
Charlotte Sorma – 252 Hurd Rd., Aurora
Alex Tschudy – 820 Rock Creek Drive, Aurora
Eric Moyer – 805 S. Sussex Ct., Aurora
Tony Zayas – 131 Eldridge Rd., Aurora
Giulia Zayas – 131 Eldridge Rd., Aurora
Tracy Kanouff – PO Box 136, Aurora

Board Items

The Board revisited the Optional Mask Plan that was approved at the December 20, 2021 Board Meeting.

Mrs. Dolzine stated that she would be in favor of rescinding the Optional Mask Plan and returning to the previous masking plan where masks were either optional or mandated depending upon a number of data trigger points. Mrs. Dolzine said that masks are the most effective when they are worn properly and by everyone and that the previous mask plan allowed the administration to adapt to changing COVID numbers.

Mrs. Mehallis stated that the present COVID mentality has hurt children especially the youngest ones. She feels that it is time to prioritize normalcy. Mrs. Mehallis said that studies have shown that cloth masks really do not work and that to expect young children to properly wear N95 type masks would be a hardship. Mrs. Mehallis feels that it is best to stay the current course with masks being optional and if another COVID surge occurs the Board could meet and revisit the issue once again.

Mrs. Conner stated that with COVID numbers falling throughout the area and State that more school districts are moving to mask optional plans. She said that cloth masks do not work and that she doesn't see the end game by going to a mask mandated plan. Students can wear masks if they want to and it is the parent's choice if they want their child to mask. She also stated that parents should keep their children home if they are sick.

Mr. Sabulsky stated that there is no absolute solution to COVID at the present time. He feels that masks and social distancing provide additional barriers against COVID and are good in that regard.

22-030

Approval of Minutes

The minutes of the Regular Meeting of December 20, 2021 were approved.

Moved by: Mrs. Conner

Seconded by: Mrs. Mehallis

Roll Call Vote:

Yes: Mrs. Conner, Mr. Sabulsky, Mrs. Mehallis,
Mrs. Dolzine

No: None: motion carried

Superintendent/Assistant Superintendent Reports

Mr. Roberto provided the Board a first semester update on two district goals relating to school culture. The Aurora City School District (ACSD) uses the metaphor of a greenhouse when describing the schools. This metaphor fits because nurturing and growth take place in both a greenhouse and a school. The success of the ACSD will ultimately be measured by how healthy, how strong, and how deeply "rooted" the individuals are that leave our schools. In order to nurture these roots, a district strategic vision that functions as a guiding light was established. It includes six competencies, which serve as the students' "roots." These competencies which are: Balanced, Resilient, Innovative, Collaborative, Empathetic, and being a Critical Thinker are the foundation for our district goals as well.

The first goal update falls under the competency of Balance which alludes to not only social emotional awareness, but also a school culture of considering the whole child. In order to best empower all learners, it is important to eliminate any barriers to learning they might

face. So, that is why we are in the process of auditing our educational environments in order to identify areas of refinement and reinforcement. The audit basically helps us to find blind spots as we review five areas including Physical Integration, Social Emotional Engagement, Opportunities to Learn, Instructional Excellence, and Engaged & Inspired Learners. Once this audit is completed the next steps will be to review the data by building and as a district in order to develop next steps and therefore potential goals and professional development to empower all learners. These goals would be developed over the summer and put in place for the 2022-2023 school year.

The second area of school culture comes from a goal which falls under Empathy. It is the goal which discusses designing learning environments. If we believe “Kids Come First” and we do, then learning environments which are designed to go beyond a curriculum delivery model to one that prepares young people for life need to be developed. As a result, we have developed five specifications that all ACSD staff should consider when designing lessons, activities, or even meeting agendas. The competencies within the strategic vision explain what areas in which we want young people to grow, but the design specifications are how we, as a staff, are able to get there. There are five design specifications:

1. Honoring Identity Through Relationships
2. Learning is Social
3. Nurturing Innovation
4. Process vs. Product
5. Beyond Points and Grades

Not every lesson necessarily contains all five of the specifications, but as one designs lessons, all five should be considered. These Design Specs lead to classroom environments and experiences that help young people develop the competencies within our strategic vision. We have helped staff begin to make the connection between the Design Specs and the new OTEs 2.0 evaluation process during both staff and PLC meetings. The Design Specs also tie into the Ohio Department of Education’s Each Child Our Future vision. By considering these five specifications when designing lessons and activities, young people are being exposed to better pedagogy in a nurturing classroom environment that is more student centered and will lead to more growth as a learner. This will ultimately lead to Aurora Learners Being Future Ready.

Dr. Milcetic updated the Board on the progress of the District goals, which align directly with the curriculum goals. In the area of Gap Closure, we are taking a variety of actions to meet student needs in a proactive manner, so that instruction and intervention are responsive to students. As a refresher, the State provides us with Annual Measurable Objective (AMO) Data on all student sub groups each year in the district report card. However, reviewing that data is more like an autopsy than a regular check-up with the doctor. The aim is to have ongoing and regular information about how our learners are progressing in order to target instruction and intervention in a way that is “just on time” to maximize student progress. Therefore, we use benchmark assessments, along with internal formative and summative assessments to understand our learners at all levels, while reflecting collaboratively during PLC’s and also building/district MTSS (MultiTiered Systems of Support, which includes RTI) to make adjustments as needed in different classrooms, subjects, and grade levels. This team approach includes not only the building principals, teachers, and RTI Coordinators, but also K- 8 Reading and Math Coaches, as well as the Math and Reading Specialists.

At the PK-5 grade bands, we have typically utilized benchmark assessments in the Fall, Winter, and Spring, which included Aimsweb and Fountas and Pinnell assessments for Math and Reading. We have also utilized Cognitive Based Assessments more recently to delve deeper into diagnosing math difficulties for certain students. This year, we have added Heggerty’s Phonemic Awareness Assessments for students at Craddock (and new students at Leighton), which provide teachers and interventionists with more detailed information on student development in crucial skills that could include isolating words in sounds or blending phonemes in words or segmenting words into phonemes. In math, the Craddock team has created its own Math Benchmark Assessments to measure student skills in certain key areas,

such as number structuring, addition/subtraction strategies, or counting forwards/backwards. The point is that the assessments are more in depth, providing educators with the information to be more diagnostic and responsive to the individual and group needs we see present in our students. Currently, our MTSS Teams are holding mid-year meetings to review student growth data (which is very encouraging) and adjust practice as needed with smaller numbers of students needing varied and/or more intensive interventions.

In transitioning to Curriculum and Pedagogy, we continue to evolve in ways which provide our students with a rich, curricular environment where teachers operate in a student-centered manner to cultivate authentic meaning making experiences. In math and reading, we have created and continue to refine our K-5 frameworks, which provide structure and resources to our teachers in the classroom designing learning environments for students. These frameworks are designed to support teachers in creating student centered learning opportunities vs. utilizing didactic methodologies. Our coaches collaborate closely with our PLC teams to continually add consistency in terms of resources and approaches. This year, we have added some new resources at the 1-4 levels in math and reading, which promote authentic learning through voice and choice and developing conceptual understanding, which have strengthened the classroom learning environments. These same themes run constant in the Harmon experience, as teachers have evolved in the reading/writing workshop, as well as mathematical practices in the classroom. PLC's, curriculum release days, and book studies have supported this work highlighted by a yearlong book study on Building Thinking Classrooms in Mathematics led by the Harmon Math Team. In all of these endeavors, the teachers and specialists have been supported by our Reading and Math Coaches (Jen Miller and Cara Morelos) who have been invaluable in helping us continue to shift and strengthen our practices over time.

Treasurer's Report/Recommendations

For the month of December, expenditures exceeded revenues by \$3,909,658. This decreases the general fund cash balance to \$10,340,226 after the sixth month of the fiscal year. For the month of December, revenues were 7.63% less than projected while expenditures were 0.64% less than projected.

On the revenue side, all of the categories continue to be within the anticipated projected amounts and within normal variances.

On the expenditure side, Employees' Retirement/Insurance Benefits expenditures include \$70,376 in workers' compensation premium payments. Last year, workers' compensation premium payments totaled \$71,574. Also, December was a three pay month increasing the Personnel Services costs. Purchased Services includes the second half payment of the District's property insurance in the amount of \$54,020. Other Objects includes the second half payment of the District's liability insurance in the amount of \$22,485.

Thus far for the fiscal year, revenues are \$41,512 less than projected and expenditures are \$192,955 less than projected. Overall, this results in a favorable variance of \$151,443 after the sixth month of the fiscal year.

The total cash balance for all funds is \$12,313,952.33 with the general fund having a cash balance of \$10,340,226.05. This overall cash balance is \$3,810,230.14 less than that at the end of November which can be accounted for by: • The \$3,909,658 excess of expenditures over revenues in the general fund

22-031

Approve Financial Statements and Reports

WHEREAS the financial statements and reports (including revenues, disbursements, and balances) for the funds herein specified have been presented to the members of the Board at least two days prior to the meeting:

General Fund	Dated: 12/31/21
Student Activity Fund	Dated: 12/31/21
Categorical Funds	Dated: 12/31/21
Investments	Dated: 12/31/21
Debts	Dated: 12/31/21

WHEREAS the members of the Board have had an opportunity to inquire about any revenue, disbursement, balance, or report;

WHEREAS the public may review such documents in the treasurer's office and the annual financial statements and reports are part of the permanent records of this school district; and

WHEREAS disbursements are prohibited by statute from exceeding the amount appropriated by the Board;

NOW, THEREFORE, BE IT RESOLVED under the provisions of ORC 3313.18 and ORC 3313.47, the financial statements and reports are approved as presented insofar

Moved by: Mr. Sabulsky

Seconded by: Mrs. Conner

Roll Call Vote:

Yes: Mrs. Mehallis, Mrs. Dolzine, Mrs. Conner, Mr. Sabulsky

No: None: motion carried

22-032

Accept Gift and Contributions

RESOLVED THAT

the Aurora Board of Education accept the following donations and in so doing hereby acknowledges the positive and supportive activities of those listed:

Anonymous Donation	\$22,000.00
--------------------	-------------

Moved by: Mrs. Conner

Seconded by: Mrs. Mehallis

Roll Call Vote:

Yes: Mrs. Conner, Mrs. Dolzine, Mrs. Mehallis, Mr. Sabulsky

No: None: motion carried

22-033

Employ Long-Term Substitute Teacher

RESOLVED THAT

the Aurora Board of Education will employ **the following** long-term substitute teachers for **2021-22** school year contingent upon proper certification and full and complete compliance with all State of Ohio and Aurora Board of Education employment eligibility criteria. In the event that this assignment continues longer than sixty (60) days in duration, the Board chooses to exercise its discretion and continue the daily rate of remuneration at \$115.00 per day for the first 60 days, increasing to BA, Step 0 daily rate on the 61st day with the applicability of perquisites governed by state statute effective the 61st day.

Justin Moore

Effective: January 14, 2022- March 1, 2022

CES/HMS Music/Choir Teacher

Moved by Mr. Sabulsky

Seconded by Mrs. Conner

Roll Call Vote:

Yes: Mrs. Dolzine, Mrs. Conner, Mr. Sabulsky,
Mrs. Mehallis
No: None: motion carried

22-034

Employ Long-Term Substitute Teacher

RESOLVED THAT

the Aurora Board of Education approves the employment of licensed **substitute teachers** for the **2021-22** school year as follows, pending proper licensing and contingent upon full and complete compliance with all State of Ohio and Aurora Board of Education employment eligibility criteria:

Substitute Contract for 2021-22:

Taccone, Krysten
Moore, Justin
Cantelmi, Karen
Stover, Abbey

Moved by Mr. Sabulsky

Seconded by Mrs. Conner

Roll Call Vote:

Yes: Mrs. Dolzine, Mrs. Conner, Mr. Sabulsky,
Mrs. Mehallis

No: None: motion carried

22-035

Employ Support Staff

RESOLVED THAT

the Aurora Board of Education employs as indicated the following support staff members having successfully completed a 100 work day introductory period, contingent upon full and complete compliance with all State of Ohio and Aurora Board of Education employment eligibility criteria:

Andrew Mitroff
HMS Paraeducator

Effective: January 24, 2022
Amount: Paraeducator, EL0
Fund: General

Julie Driscoll
MES Paraeducator

Effective: January 24, 2022
Amount: Paraeducator, EL0
Fund: General

Kristine Vidzunas
MES Paraeducator

Effective: January 24, 2022
Amount: Paraeducator, EL3
Fund: General

Sandra England
CES Paraeducator

Effective: January 24, 2022
Amount: Paraeducator, EL0
Fund: General

Gina Haberman
CES Paraeducator

Effective: January 24, 2022
Amount: Paraeducator, EL0
Fund: General

Paula Tice
CES Paraeducator

Effective: January 24, 2022
Amount: Paraeducator, EL1
Fund: General

Dennis Schaeffer
HMS Custodian

Effective: January 12, 2022
Amount: Custodian 1, EL9

Fund: General

Moved by Mr. Sabulsky

Seconded by Mrs. Conner

Roll Call Vote:

Yes: Mrs. Dolzine, Mrs. Conner, Mr. Sabulsky,
Mrs. Mehallis

No: None: motion carried

22-036

Employ Support Staff Substitutes

RESOLVED THAT

the Aurora Board of Education approves the employment of the following in Board approved **support staff substitute positions** (bus driver, custodian/maintenance, secretary, paraprofessional, cafeteria/courier, media clerk, health/instructional assistant) for the **2021-22** school year on an as needed as assigned basis contingent upon full and complete compliance with all State of Ohio and Aurora Board of Education employment eligibility criteria.

Post, Russell

Nichols, Jennifer

Felice, Danielle

Moved by Mr. Sabulsky

Seconded by Mrs. Conner

Roll Call Vote:

Yes: Mrs. Dolzine, Mrs. Conner, Mr. Sabulsky,
Mrs. Mehallis

No: None: motion carried

22-037

Approve Changes to the Employee Manual

RESOLVED THAT

the Aurora Board of Education approves the following changes to the Aurora City Schools Employee Manual effective July 1, 2022:

Longevity

"Non-exempt" employees will receive longevity pay (paid annually) as follows:

5 years completed - \$250.00; 10 years completed \$350.00; 15 years completed \$450.00; 20 years completed \$600.00

Compensatory Time

*The Aurora City Schools gives employees the option of receiving compensatory time off ('comp time') instead of overtime pay for overtime hours worked. If the employee elects to take compensatory time off for work done during a week in which he/she has worked more than forty (40) hours, all compensatory time off must be at a rate not less than one and one-half (1-1/2) hours for each overtime hour worked. **Employees will be permitted to accumulate this compensatory time to a limit of a total of 40 hours. Additional overtime worked past the 40-hour cap will be paid. The compensatory time option is only applicable to the employee's primary job.** Compensatory time shall be taken at times which are mutually agreeable and do not interrupt the operations of the district. Compensatory time must be taken within a six (6) month period (July 1 - December 31 or January 1 – June 30) in which it is earned. Any work assigned on Sunday shall be paid at the work rate of double (2x) time.*

Recognized Holidays

The following holidays are recognized by the Aurora City Schools as paid holidays:

Eleven- (11) month [240 days] and twelve- (12) month [260 days] "non-exempt" employees:

New Year's Day

Martin Luther King Day
 President's Day
 Good Friday
 Memorial Day
 Independence Day
 Labor Day
Day Before Thanksgiving
 Thanksgiving Day
 Day After Thanksgiving
 Christmas Eve
 Christmas Day
 New Year's Eve
 One Floating Holiday (pre-approved by immediate supervisor)

Amount of Vacation

Years of Total Accrual

Employment	Per Year (In Days)
1 but less than 7	10 days
7 but less than 12	15 days
12 but less than 20	20 days
20 or over	25 days

Vacation Accumulation Rights

Employees are encouraged to use their vacation to take regular time off each year. "Non-exempt" employees may elect to accumulate and carry over vacation not to exceed one year's accumulation. Unused earned vacation days after the following year may be paid to the employee for a total number of days **not to exceed two-thirds** of that employee's annual accrual amount when pre-approved by the employee's immediate supervisor. (Exempt employee vacation benefits are per individual contract.)

Step Exhaustion

"Non-exempt" employees who will not receive a step increase will receive a stipend amount corresponding to the "Step Exhaustion" row listed in their salary column.

Moved by Mr. Sabulsky

Seconded by Mrs. Conner

Roll Call Vote:

Yes: Mrs. Dolzine, Mrs. Conner, Mr. Sabulsky, Mrs. Mehallis

No: None: motion carried

22-038

Approve Leave of Absence Requests of Certified Staff Member

RESOLVED THAT

the Aurora Board of Education approve the requests for **unpaid medical leave of absence** for:

Justin Montello
 HMS ELA Teacher

January 10, 2022 thru May 31, 2022

Moved by Mr. Sabulsky

Seconded by Mrs. Conner

Roll Call Vote:

Yes: Mrs. Dolzine, Mrs. Conner, Mr. Sabulsky, Mrs. Mehallis

No: None: motion carried

22-039

Approve Introductory Appointment of Support Staff

RESOLVED THAT

the Aurora Board of Education appoints the following **support staff members** as indicated for an introductory period of 100 work days contingent upon full and complete compliance with all State of Ohio and Aurora Board of Education employment eligibility criteria:

Stephen Hochstedler
HMS Custodian

Effective: January 18, 2022
Amount: Custodian 1, EL10
Fund: General

Lindsay Verdova
LES Building Secretary

Effective: January 31, 2022
Amount: Secretarial B, EL 2
Fund: General

James Sanate
MES Head Custodian

Effective: February 1, 2022
Amount: Head Custodial, EL 5
Fund: General

Nicole L. Latine
AHS Cafeteria Shrt Hr

Effective: January 31, 2022
Amount: Cafeteria Shrt Hr, EL 4
Fund: General

Moved by Mr. Sabulsky

Seconded by Mrs. Conner
Roll Call Vote:
Yes: Mrs. Dolzine, Mrs. Conner, Mr. Sabulsky,
Mrs. Mehallis
No: None: motion carried

22-040

Accept Resignations

RESOLVED THAT

the Aurora Board of Education accepts the **resignations** of the following staff member and/or positions.

Brendan Gallagher
AHS Interventionist

Resignation of Asst. Track Coach Supplemental

Dawn Contes
CES Paraeducator

Resignation effective January 1, 2022
Eleven years of service to the district

Moved by Mr. Sabulsky

Seconded by Mrs. Conner
Roll Call Vote:
Yes: Mrs. Dolzine, Mrs. Conner, Mr. Sabulsky,
Mrs. Mehallis
No: None: motion carried

22-041

Establish Student Fees

RESOLVED THAT

RESOLVED THAT

the Aurora Board of Education adopt student fees for the 2022-23 school year as follows:

AURORA HIGH SCHOOL

Supply Fee for all high school students

\$10.00

Course

Fee

Accounting I & II

\$25.00

American Sign Language

\$36.00

All Sciences	\$15.00	
AP Art	\$70.00	
AP Economics	\$20.00	
AP French	\$20.00	
AP Human Geography	\$20.00	
AP Psychology	\$20.00	
AP Spanish	\$48.00	
AP US Govt., AP Comp Govt. & AP US History	\$20.00	
Art I	\$30.00	
Art II	\$40.00	
Art II	\$45.00	
Art IV	\$50.00	
Computer Art, Design/ Digital Art 1 & Digital Art II	\$15.00	\$20.00
Computer Graphics	\$30.00	
French & Spanish I, II & III & Honors Spanish IV	\$10.00	\$46.00
GRIT	\$ 5.00	
Innovative Design & Progressive Manufacturing	\$20.00	
PE Uniform	\$15.00	
Photography I & II	\$30.00	
Pottery & Sculpture I & II/ 3D Art I & II	\$35.00	\$40.00
Sr. Caps & Gowns	\$29.00	
Chromebooks grades 6-12	\$28.00	

*Student Parking Pass \$35.00

** The Aurora School Board of Education will pay 1/3 of the cost of the AP Tests.

*** Harmon Sports participation fee:

7th & 8th grade \$50.00 (fee covers all sports that student participates in)

****High School Sports/Marching Band participation fee:

\$100.00 (fee covers all sports/marching band that student participates in)

KINDERGARTEN FEE \$2500.00

PRE-SCHOOL \$2000.00

GRADES 1 - 8 \$35.00

Fees can be paid on line through the website or by credit card on the phone or in person at the Board Office

Moved by Mrs. Dolzine

Seconded by Mrs. Conner

Roll Call Vote:

Yes: Mrs. Mehallis, Mrs. Conner, Mr. Sabulsky, Mrs. Dolzine

No: None: motion carried

22-042

Approve AHS Program of Studies

Resolution to Approve Aurora High School's 2022-23 Program of Studies as discussed at the November Board Meeting.

Moved by Mr. Kohanski

Seconded by Mrs. Conner

Roll Call Vote:

Yes: Mrs. Mehallis, Mr. Sabulsky, Mrs. Conner, Mrs. Dolzine

No: None: motion carried

Discussion Items

There were no discussion items.

22-043

The meeting was adjourned at 8:23 pm.

Moved by: Mrs. Conner

Seconded by: Mr. Sabulsky

Yes: Mrs. Conner, Mrs. Mehallis, Mr. Sabulsky

Mrs. Dolzine

No: None: motion carried

Board President

Treasurer