

Auburn Vocational School District BOARD OF EDUCATION

Minutes of December 3rd, 2024

The December 3rd, 2024 regular meeting of the Auburn Vocational School District was called to order by Mr. Miller at 6:30 p.m.

The following members were present:

Mr. Albright	Mrs. Gaskins	Mrs. Rayburn
Mr. Cahill	Mr. Hach	Mrs. Wheeler
Dr. Culotta	Mr. Miller	

Absent: Mrs. Brush, Mr. Kent, and Miss Maruschak

Administrators: Brian Bontempo, Sherry Williamson, and Jeff Slavkovsky

187-24 Approve Agenda and Addendum

A motion was made by Mrs. Gaskins and seconded by Mr. Hach to approve the December 3, 2024 agenda and addendum.

Roll Call: **Ayes:** Mr. Albright, Mr. Cahill, Dr. Culotta, Mrs. Gaskins, Mr. Hach, Mr. Miller, Mrs. Rayburn and Mrs. Wheeler

Nays: None
Mr. Miller declared the motion passed

188-24 Board Member Resignation

A motion was made by Mrs. Wheeler and seconded by Mrs. Rayburn to approve the resignation of Jean Brush. The Auburn Vocational School District Board of Education hereby accepts the resignation of Jean Brush effective December 31, 2024, and requests that the ESC of the Western Reserve fill the vacancy for the unexpired term.

Roll Call: **Ayes:** Mr. Albright, Mr. Cahill, Dr. Culotta, Mrs. Gaskins, Mr. Hach, Mr. Miller, Mrs. Rayburn and Mrs. Wheeler

Nays: None
Mr. Miller declared the motion passed



189-24 Approve Minutes of the November 7, 2024 Regular Meeting

A motion was made by Mr. Hach and seconded by Mrs. Gaskins to approve the minutes of the November 7, 2024 regular Board.

Roll Call: **Ayes:** Mr. Albright, Mr. Cahill, Dr. Culotta, Mrs. Gaskins, Mr. Hach, Mr. Miller, Mrs. Rayburn and Mrs. Wheeler

Nays: None
Mr. Miller declared the motion passed

190-24 Executive Session

A motion was made by Mr. Kent and seconded by Mr. Albright to recess into executive session at 5:34 p.m. for the purpose of; (1) the dismissal and compensation of a public employee(s) or official(s). Upon conclusion of this executive session, the Board President shall gavel the Board back into open session at this location. All matters discussed in these executive sessions are designated to the public officials and employees as confidential pursuant to R.C. 102.03(B) because of the status of the proceedings and/or the circumstances under which the information will be received, and preserving its confidentiality is necessary to the proper conduct of government business.

Roll Call: **Ayes:** Mr. Albright, Mr. Cahill, Dr. Culotta, Mrs. Gaskins, Mr. Hach, Mr. Miller, Mrs. Rayburn and Mrs. Wheeler

Nays: None
Mr. Miller declared the motion passed

Return to public session at 5:48 p.m.

Administrative Report

- Certificate of Service – Neysa Gaskins
- Certificate of Service – Jean Brush

Facilities Update

- Jeff Slavkovsky gave an update to the Board

Public Participation – None

191-24 Render Financial Reports

ORC 3313.29-The treasurer shall render a statement to the board and to the superintendent of the school district, monthly, or more often if required, showing the revenues and receipts from whatever sources derived, the various appropriations made by the board, the expenditures and disbursements therefrom, the purposes thereof, the balances remaining in each appropriation, and the assets and liabilities of the school district. A motion was made by Mr. Cahill and seconded by Mrs. Rayburn to approve the financial statements for the period ending October 31, 2024 are hereby rendered and include: Financial Summary, Appropriations Report, Monthly Comparison Report, Check Register, and Bank Reconciliation Report. (Attachment Item #10)

Roll Call: **Ayes:** Mr. Albright, Mr. Cahill, Dr. Culotta, Mrs. Gaskins, Mr. Hach, Mr. Miller, Mrs. Rayburn and Mrs. Wheeler

Nays: None
Mr. Miller declared the motion passed

192-24 Approve Board Policies

A motion was made by Mrs. Gaskins and seconded by Mrs. Wheeler to approve resolution pursuant to Bylaw 0131, the Auburn Vocational School District Board of Education hereby adopts the revised policies as presented to the Board by the Superintendent and Treasurer at this regular meeting. The Superintendent and Treasurer are directed to advise NEOLA to immediately update the policies pursuant to the instant resolution. (Attachment #11)

Roll Call: **Ayes:** Mr. Albright, Mr. Cahill, Dr. Culotta, Mrs. Gaskins, Mr. Hach, Mr. Miller, Mrs. Rayburn and Mrs. Wheeler

Nays: None
Mr. Miller declared the motion passed

193-24 Approve Donation

A motion was made by Mrs. Gaskins and seconded by Dr. Culotta to approve the following donation:

Donation of \$3,000.00 from The Swagelok Foundation to support 2024-2025 Robot Sponsor.

Roll Call: **Ayes:** Mr. Albright, Mr. Cahill, Dr. Culotta, Mrs. Gaskins, Mr. Hach, Mr. Miller, Mrs. Rayburn and Mrs. Wheeler

Nays: None
Mr. Miller declared the motion passed

194-24 Resolution to Approve Memorandum of Understanding with the Career & Technical Association

A motion was made by Mr. Miller and seconded by Mrs. Rayburn to approve the following memorandum of understanding with the Career & Technical Association:

This Memorandum of Understanding ("MOU") is entered into this 25th day of November, 2024, by and between Nanci Kasten ("Ms. Kasten"), the Auburn Vocational School District Board of Education ("Board") and the Career and Technical Association ("CATA" or "Association") (collectively the "Parties").

WHEREAS, the Board and the Association are parties to a collective bargaining agreement for the period from July 1, 2024 through June 30, 2027 (the "CBA" or "Negotiated Agreement");

WHEREAS, Ms. Kasten is currently an Educator Career Pathways Instructor for the Board and a member of the Association;

WHEREAS, the Board has a need for a part-time English instructor, which Ms. Kasten is qualified to fulfill;

WHEREAS, Ms. Kasten has indicated an ability and willingness to perform the part-time English instruction work if she is able to work remotely; and

WHEREAS, the Board, the Association and Ms. Kasten have discussed their options and now wish to enter into this MOU to memorialize the terms and conditions of their agreement with respect to Ms. Kasten working remotely.

NOW THEREFORE, in consideration of the mutual agreements and promises made herein, the Parties agree as follows:

1. The Board shall allow Ms. Kasten to work remotely as a part-time English instructor for the remainder of the 2024-2025 school year.
2. The Parties acknowledge and agree that there may be times when Ms. Kasten may need to be at work in-person to address the needs of a student as determined by the Board's High School Director. If such circumstances arise, the Parties agree to work cooperatively to accommodate in-person instruction or assistance for particular students while also respecting the purpose behind this MOU and Ms. Kasten's need to work remotely.
3. This MOU shall set no precedent in any other matter between the Parties and shall not be referred to by any party in any other matter unrelated to this MOU or in regard to any other employee issues.

4. This MOU shall prevail over any contrary provision in the Negotiated Agreement. However, all other provisions in the Negotiated Agreement or successor agreement shall remain in full force and effect as written and the Parties acknowledge that any subsequent changes to the Negotiated Agreement or successor agreement must be accomplished through bargaining in accordance with Ohio law.
5. This MOU constitutes the entire agreement between the Parties regarding the issues outlined herein. There are no other written or verbal agreements, understandings or arrangements between the Parties regarding the issues outlined herein. Any amendment to this MOU must be in writing and signed by the Parties.
6. The representatives of the Board and the Association affirm that they have full authority to execute this MOU for their respective parties. (Attachment #13)

Roll Call: **Ayes:** Mr. Albright, Mr. Cahill, Dr. Culotta, Mrs. Gaskins, Mr. Hach, Mr. Miller, Mrs. Rayburn and Mrs. Wheeler

Nays: None

Mr. Miller declared the motion passed

195-24 Resolution to Approve Memorandum of Understanding with the Career & Technical Association

A motion was made by Mrs. Gaskins and seconded by Mrs. Rayburn to approve the following memorandum of understanding with the Career & Technical Association:

WHEREAS, the Board and the Association are parties to a collective bargaining agreement, which is effective for the period of July 1, 2024 through June 30, 2027 ("Negotiated Agreement");

WHEREAS, the Parties wish to enter into a Memorandum of Understanding that impacts certain provisions of the Negotiated Agreement; and

WHEREAS, Ohio Revised Code Section 3313.17 permits the Board to enter into contracts and agreements; and

WHEREAS, the Board wishes to authorize and approve the Memorandum of Understanding attached hereto.

NOW THEREFORE BE IT RESOLVED by the Board that:

Section 1. The Board hereby acts to approve the MOU, attached hereto and incorporated herein by reference as Exhibit A, which contains terms and conditions relative to teaching assistants' compensation.

Section 2. The Treasurer hereby is authorized and directed to execute, on behalf of the Board, the.

Section 3. The Board authorizes and directs Board President, Superintendent, and Treasurer to carry out any functions or steps necessary to effectuate this Memorandum of Understanding.

Section 4. It is hereby found and determined that all formal actions of the Board concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Board, and that all deliberations of this Board and any of its committees that resulted in such formal action were in meetings open to the public or in executive sessions permitted by Ohio law.

Section 5. This Resolution shall be in full force and effect from and immediately upon its adoption. (*Attachment #14*)

Roll Call: **Ayes:** Mr. Albright, Mr. Cahill, Dr. Culotta, Mrs. Gaskins, Mr. Hach, Mr. Miller, Mrs. Rayburn and Mrs. Wheeler

Nays: None
Mr. Miller declared the motion passed

196-24 Resolution to Abolish .5 FTE Online English Instructor Position – Reduction in Staff

A motion was made by Mr. Hach and seconded by Dr. Culotta to approve the following resolution to abolish .5 FTE Online English Instructor Position – Reduction in Staff:

WHEREAS, the Auburn Vocational School District Board of Education (“Board”) adopted Board Policy 3131 (“Reduction in Staff”) pursuant to R.C. 3319.17 (“Reduction in Number of Teachers”).

WHEREAS, Board Policy 3131, R.C. 3319.17, Article XIV of the Master Agreement between the Board and the Career and Technical Association (“Master Agreement”), and applicable laws permit the Board to proceed in achieving a reduction in staff by abolishing positions — in part — in accordance with the recommendation of the Superintendent due to good and just cause including, but not limited to, financial reasons and declining enrollment.

WHEREAS, Board Policy 3131, R.C. 3319.17, Article XIV of the Master Agreement, and applicable laws permit the Board to proceed in achieving a reduction in staff by suspending employment position(s) — in part — in accordance with the recommendation of the Superintendent due to good and just cause including, but not limited to, financial reasons and declining enrollment, after giving preference first, within each applicable teaching field affected, to employees on continuing contracts.

WHEREAS, pursuant to Board Policy 3131, R.C. 3319.17, Article XIV of the Master Agreement, and applicable laws, the Superintendent recommends that the Board proceed in achieving a reduction in staff by abolishing .5 FTE Online English Instructor position by fifty percent (50%) effective December 3, 2024.

WHEREAS, all formal action of the Board concerning and relating to the adoption of the instant resolution were taken in an open meeting of the Board and all deliberations of the Board that resulted in such formal action were in meetings open to the public in compliance with the law.

NOW THEREFORE BE IT FURTHER RESOLVED THAT, this resolution shall be in full force and effect from and immediately upon its adoption by the Board.

Roll Call: **Ayes:** Mr. Albright, Mr. Cahill, Dr. Culotta, Mrs. Gaskins, Mr. Hach, Mr. Miller, Mrs. Rayburn and Mrs. Wheeler

Nays: None
Mr. Miller declared the motion passed

197-24 Resolution to Abolish/Suspend One (1) As Needed ASPIRE instructor – Reduction in Staff

A motion was made by Mr. Cahill and seconded by Mrs. Rayburn to approve the following resolution to Abolish/Suspend One (1) as needed ASPIRE Instructor – Reduction in Staff:

WHEREAS, the Auburn Vocational School District Board of Education (“Board”) adopted Board Policy 3131 (“Reduction in Staff”) pursuant to R.C. 3319.17 (“Reduction in Number of Teachers”).

WHEREAS, Board Policy 3131, R.C. 3319.17, and applicable laws permit the Board to proceed in achieving a reduction in staff by abolishing positions in accordance with the recommendation of the Superintendent due to good and just cause including, but not limited to, financial reasons.

WHEREAS, Board Policy 3131, R.C. 3319.17, and applicable laws permit the Board to proceed in achieving a reduction in staff by suspending employment position(s) in accordance with the recommendation of the Superintendent due to good and just cause including, but not limited to, financial reason.

WHEREAS, pursuant to Board Policy 3131, R.C. 3319.17, and applicable laws, the Superintendent recommends that the Board proceed in achieving a reduction in staff by abolishing one (1) as needed ASPIRE Instructor position and suspend Laura Barwidi's ASPIRE Instructor contact by one hundred percent (100%) effective immediately.

WHEREAS, all formal action of the Board concerning and relating to the adoption of the instant resolution were taken in an open meeting of the Board and all deliberations of the Board that resulted in such formal action were in meetings open to the public in compliance with the law.

NOW THEREFORE BE IT FURTHER RESOLVED THAT, this resolution shall be in full force and effect from and immediately upon its adoption by the Board.

Roll Call: **Ayes:** Mr. Albright, Mr. Cahill, Dr. Culotta, Mrs. Gaskins, Mr. Hach, Mr. Miller, Mrs. Rayburn and Mrs. Wheeler

Nays: None
Mr. Miller declared the motion passed

198-24 Human Resources

A motion was made by Mrs. Gaskins and seconded by Mrs. Rayburn to approve the following Resolution to approve employment of the following Personnel items: Amendments, New Employees, Renewals, Supplemental, Substitutes, Separations and Student Intern positions. (Attachment Item #17)

Roll Call: **Ayes:** Mr. Albright, Mr. Cahill, Dr. Culotta, Mrs. Gaskins, Mr. Hach, Mr. Miller, Mrs. Rayburn and Mrs. Wheeler

Nays: None
Mr. Miller declared the motion passed

199-24 Approve Updated Part-Time Salary Schedule

A motion was made by Mrs. Gaskins and seconded by Mr. Hach to approve the updated part-time salary schedule for the 2024-2025 school year. (Attachment Item #18)

Roll Call: **Ayes:** Mr. Albright, Mr. Cahill, Dr. Culotta, Mrs. Gaskins, Mr. Hach, Mr. Miller, Mrs. Rayburn and Mrs. Wheeler

Nays: None

Mr. Miller declared the motion passed

200-24 Approval of Consent Agenda

A motion was made by Mr. Miller and seconded by Mr. Albright to approve that Item #20 A-D to be approved as a consent motion

Roll Call: **Ayes:** Mr. Albright, Mr. Cahill, Dr. Culotta, Mrs. Gaskins, Mr. Hach, Mr. Miller, Mrs. Rayburn and Mrs. Wheeler

Nays: None

Mr. Miller declared the motion passed

201-24 Contract/Affiliation Agreement

A motion was made by Mrs. Gaskins and seconded by Mrs. Rayburn to approve the following contract and/or affiliation agreement(s):

- A. *Practical Nursing Program Clinical Site and Preceptor Experience Agreement between Auburn Career Center and Generations Behavioral Health-Geneva (Attachment #20A)*
- B. *Educator Career Pathways Affiliation Agreement (s) 24-25 SY (Attachment #20B)*
 - a. *Hershey Montessori*
 - b. *The Learning Cafe*
- C. *Updated Public Safety Affiliation Agreements (Attachment #20C)*
- D. *Updated High School Affiliation Agreements (Attachment #20D)*

Roll Call: **Ayes:** Mr. Albright, Mr. Cahill, Dr. Culotta, Mrs. Gaskins, Mr. Hach, Mr. Miller, Mrs. Rayburn and Mrs. Wheeler

Nays: None

Mr. Miller declared the motion passed

202-24 Organizational Meeting 2025

A motion was made by Mr. Miller and seconded by Mrs. Wheeler to establish the date, time, location and president pro-temp for the Organizational Board meeting. The Board President pro-temp is elected to call to order the 2025 Organizational Board meeting and the election of officers.

Proposed Date: **Tuesday, January 14, 2025**

Time: **6:30 pm**

Location: **Technology Learning Center, 8221 Auburn Road, Concord, OH**

Roll Call: **Ayes:** Mr. Albright, Mr. Cahill, Dr. Culotta, Mrs. Gaskins, Mr. Hach, Mr. Miller, Mrs. Rayburn and Mrs. Wheeler

Nays: None
Mr. Miller declared the motion passed

203-24 Approve Board President Pro-Temp

A motion was made by Mr. Cahill and seconded by Mrs. Wheeler to approve Mr. Roger Miller as President Pro-Temp to call to order the 2025 Organizational Board meeting and the election of officers.

Roll Call: **Ayes:** Mr. Albright, Mr. Cahill, Dr. Culotta, Mrs. Gaskins, Mr. Hach, Mr. Miller, Mrs. Rayburn and Mrs. Wheeler

Nays: None
Mr. Miller declared the motion passed

204-24 Approve Settlement Agreement and Release

A motion was made by Mrs. Gaskins and seconded by Mrs. Rayburn to approve the following Settlement Agreement and Release between Auburn Vocational School District Board of Education and Brian Ames. (Attachment Item #23)

Roll Call: **Ayes:** Mr. Albright, Mr. Cahill, Dr. Culotta, Mrs. Gaskins, Mr. Hach, Mr. Miller, Mrs. Rayburn and Mrs. Wheeler

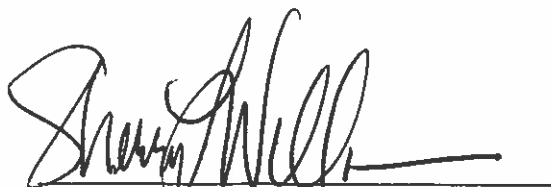
Nays: None
Mr. Miller declared the motion passed

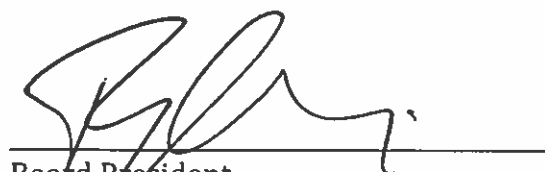
205-24 Adjourn

A motion was made by Mrs. Gaskins and seconded by Mrs. Rayburn to adjourn the meeting at 6:15 p.m.

Roll Call: **Ayes:** Mr. Albright, Mr. Cahill, Dr. Culotta, Mrs. Gaskins, Mr. Hach, Mr. Miller, Mrs. Rayburn and Mrs. Wheeler

Nays: None
Mr. Miller declared the motion passed


Treasurer


Board President