

***NORTON BOARD OF EDUCATION – 07-03***  
***Regular Meeting of January 29, 2007***

President Webel called the meeting to order at 7:30 p.m. in the Norton High School Library and led the Pledge of Allegiance.

Those present:

Mrs. Cindy Webel, President  
Mrs. Laura Leonti, Vice President  
Mr. Scott Collins, Member  
Mrs. Diane Farmer, Member  
Ms. Lisa Stemple, Member  
Mrs. Karen Wilson, Superintendent  
Mrs. Mary Renick, Asst. Treasurer  
ABSENT: Mrs. Stephanie Hagenbush, Treasurer

**PUBLIC PARTICIPATION**

**Jeff Data – Parent and volunteer coach.**

Mr. Data spoke in support of Mr. Weber. He thought he was a positive role model. He made the players work for their position in the football program. He feels that football is an aggressive game and Coach Weber treated it as such. He feels the Board made a snap decision listening to hearsay. He feels that the Board should have talked with the coaching staff before a decision was made. He feels this decision was unjust and unfair. He is concerned about the football future.

**Nancy Jeffries - Teacher**

We at the High School remain concerned about the Board's recent decision to nonrenew the contract for Dave Weber as head football coach. This was an important decision. Shouldn't Dick Castilow as the Athletic Director been a part of that decision? As we understand it, Mr. Weber was terminated because of the number of losses his team had in the last three years. We also understand that the Board has chosen to go in a different direction. Yet none of us as the High School has a clue as to what that direction is.

What the Board may not understand is that we were winning with the present football program in ways far more important than the final score.

The players were learning the fundamentals of the game. This was particularly in evidence in the last four games of the season when we faced difficult opponents. Two of the four we lost by a touchdown or less. The final game of the season vs. the undefeated Kent Roosevelt we were tied at the half.

Dave has always been an exemplar to his players:

1. He never so much as had a flag thrown on him from the sidelines.
2. None of his players have ever been involved in any major disciplinary incidents.
3. This past season Dave got a letter from an officiating crew congratulating him on how well mannered and sportsmanlike his players were on the field.

Coach Weber's dedication to the team is unparalleled:

1. During the off-season Monday through Friday he was at the weight room at 6:00 a.m. to work with athletes on agility drills. He did this to accommodate athletes in other programs. Who is going to man the weight room now?
2. He has also spent an inordinate amount of time at recruiting fairs, talking and writing to college, coaches. All in an effort to give our boys a chance to play at the collegiate level.

3. Dave was responsible for improving the Middle School football program by bringing in 3 coaches to work with the athletes at no cost to the Board. These coaches had a combined 40 yrs. experience and were instrumental in helping the team post a .500 record for the 1<sup>st</sup> time in many years. That is winning.  
Winning is going to take an enormous financial commitment

Let's look at facts:

1. Our facilities are horrendous. The field is used by virtually every program from the pee wees to the high schoolers. By the end of the season it is in deplorable condition. When it rains portions of it are under water.
2. The Bleachers? Well, they were painted but that doesn't keep them from falling apart.
3. The Locker Rooms? They are small, antiquated, and flood when it rains.
4. A huge problem is the practice field. It virtually does not exist any more. Because it has been drastically reduced, it is nearly impossible for the team to align in proper passing formation.
5. Compare our facilities to those schools that border us: Copley, Wadsworth, Barberton, Highland, and Northwest. Even Doylestown has better facilities than us.

Great facilities do not make a great team. But utterly bad facilities hinder even the best of programs.

When I first started here at Norton, we had approximately 1,500 students and were very competitive in the Suburban League. We now have less than 1/2 of that. We simply don't have the talent pool anymore.

1. This year's football team had only 6 seniors.
2. It was often observed that when we lined up vs. an opposing team that we looked like a freshman team vs. a varsity team.

With the constraints we have on our program. Jim Tressel might have difficulty posting a winning season at Norton.

You all have in your possession a petition signed by High School Teachers and support staff protesting the nonrenewal of Dave Weber. I personally took this petition around on the 15<sup>th</sup> of December. Two people were absent, one refused to sign, agreeing with you. Yet 69 signed, effectively stating that we were not only winning with Coach Weber but he was heading this team in exactly the right direction.

#### **Rob Howerton – Teacher/Football Coordinator**

I would like to thank members of the Board for the opportunity to share my thoughts and concerns over the decision to replace Dave Weber as our head football coach. I also would like to thank Jeff Data and Nancy Jeffries for being here tonight. I believe their words are reflective of the overwhelming, if not unanimous, support of the high school teaching staff and football coaching staff for Coach Weber. Nancy was gracious enough to seek the input of the coaches before preparing her comments, and I appreciate her willingness to do so. But as a colleague of Mr. Weber's, I, like Jeff Data, am inclined to share my own thoughts. Every day I work with my history students contemplating together the impact of significant leaders, their decisions and the consequences of those decisions. We discuss what lessons there are to learn from significant situations, and how those lessons apply to our lives. That same thought process I believe is also relevant to the issue regarding Coach Weber. I also believe this Board, the administration and staff of Norton Schools share as our top priority the best interests of all our students, and with this common purpose I will frame my remaining comments.

It is true that I am deeply disappointed, personally and professionally, by the decision to release Dave Weber. Dave is a well-organized, knowledgeable, dedicated, and passionate coach. These critical characteristics were clearly evident in his leadership of our team and development of our players. I'm not here to ask you to reconsider your decision, because I

know that course is neither viable nor practical at this point. But I do wish to share my concerns for the future of this program and for the next coach.

First, I would like to address consistency. If I am invited and if I choose to coach football next year, I would work under my fourth head coach in eight seasons at Norton High School. It is imperative for this Board to consider that consistency takes time. How can any program establish a winning tradition without the opportunity to develop? The next coach will need to be assured that he'll have a reasonable amount of time to institute his own offensive and defensive systems, establish program expectations, and generate cohesion between the high school and middle school programs. Without consistency, I believe any lasting movement toward success will be impossible.

Second, I believe the decisions to replace Coach Weber asserts that winning is now a top priority for this district, that winning is now the expectation. I also believe establishing such an expectation carries some responsibility. Any coaching candidate will want to know what your commitment will be to move this program forward. At the very least, I hope this commitment will include the improvement of game and practice surfaces. From my own observations, these surfaces have been neglected for some time and in certain areas are unsafe. I think it will be difficult to attract qualified candidates and expect any to come to Norton and choose to stay without a substantial commitment from this district. Also, should we anticipate that this new expectation of winning will be applied across all co-curricular and extra curricular programs? Is this decision intended to be precedent-setting? Do all coaches now need to feel pressure to win or lose their positions? The consequences of this action are unclear, and thus the impact on our students may be hard to predict.

To close, I think all would agree that Norton is fortunate to have so many dedicated people whose primary focus is the well-being and success of all of our students. History teaches us that great leaders have significant characteristics in common, one being the ability to see the big picture. Great leaders also understand their role in that big picture, and that part of leadership is to surround themselves with qualified support people whose expertise and knowledge will compliment and/or supplement their own. So as you move forward in the process to replace Dave Weber please consider the extent of your commitment to building a winning football program and how to best use your internal support people so that, in the end, the best decisions for all our students can be made. Thank you for your attention.

#### **Jeremy Perry- Senior Football Player**

His father had passed away his freshman year and Mr. Weber became a father figure in his life. This is his senior year and he wanted the Board to reconsider Mr. Weber's position as head football coach.

#### **Theodis Shepherd - Coach**

He has been a community member for thirty years. He feels the Coach is not the problem; there is no pride in Norton. He feels that Coach Weber taught dedication and loyalty.

#### **Adam Evans – Coach**

He feels that Coach Weber instilled discipline in the students. He feels the Board listened to people and not the team.

#### **Brian Hermann – Senior Football Player**

The football team became a family and Coach Weber is part of the family. He feels it is very unfair to take the coach away their senior year.

### **BOARD BUSINESS**

**07-17**

**Mrs. Farmer** moved that the Board of Education approve the Board Committee assignments for the upcoming year:

1. Athletic Committee

Scott Collins - Chairperson  
Diane Farmer

07-17 cont.

- |    |                          |   |
|----|--------------------------|---|
| 2. | Building & Grounds       | Cindy Webel - Chairperson<br>Laura Leonti   |
| 3. | Curriculum & Instruction | Diane Farmer - Chairperson<br>Lisa Stemple  |
| 4. | Finance                  | Laura Leonti – Chairperson<br>Cindy Webel   |
| 5. | Public Relations         | Scott Collins - Chairperson<br>Diane Farmer |
| 6. | Transportation           | Lisa Stemple - Chairperson<br>Cindy Webel   |
| 7. | Personnel                | Laura Leonti - Chairperson<br>Scott Collins |

**Mrs. Leonti** seconded the motion.

**ROLL CALL: AYES: Mr.Collins,Mrs.Farmer,Mrs.Leonti,Ms.Stemple,Mrs.Weber**  
**NAYS: None – Motion Carries – 5-0**

### MINUTES

**07-18** **Mr. Collins** moved that the Board of Education approve the minutes of the Committee of the Whole meeting on December 11, 2006.

**Mrs. Farmer** seconded the motion.

**ROLL CALL: AYES: Mrs.Farmer,Mrs.Leonti,Mrs.Weber,Mr.Collins**  
**NAYS: None – Motion Carries – 4-0-1**  
**ABSTAIN: Ms. Stemple**

**07-19** **Mrs. Leonti** moved that the Board of Education approve the minutes of the Special Board meeting on December 11, 2006.

**Mrs. Farmer** seconded the motion.

**ROLL CALL: AYES: Mrs.Leonti,Mrs.Weber,Mr.Collins,Mrs.Farmer**  
**NAYS: None – Motion Carries – 4-0-1**  
**ABSTAIN: Ms. Stemple**

**07-20** **Ms. Stemple** moved that the Board of Education approve the minutes of the Board Retreat on January 11, 2007.

**Mrs. Leonti** seconded the motion.

**ROLL CALL: AYES: Ms.Stemple,Mrs.Weber,Mr.Collins,Mrs.Farmer,Mrs.Leonti**  
**NAYS: None – Motion Carries – 5-0**

**07-21** *Mr. Collins* moved that the Board of Education approve the minutes of the Organizational meeting on January 17, 2007.

*Ms. Stemple* seconded the motion.

**ROLL CALL: AYES: Mrs. Webel, Mr. Collins, Mrs. Farmer, Mrs. Leonti, Ms. Stemple**  
**NAYS: None – Motion Carries – 5-0**

### **WARRANTS**

**07-22** *Mr. Collins* moved that the Board of Education approve the warrants for the month of December, 2006.

*Mrs. Farmer* seconded the motion.

**ROLL CALL: AYES: Mr. Collins, Mrs. Farmer, Mrs. Leonti, Ms. Stemple, Mrs. Webel**  
**NAYS: None – Motion Carries – 5-0**

### **FINANCIAL STATEMENT**

**07-23** *Mrs. Farmer* moved that the Board of Education approve the Financial Statement for the month of December, 2006.

*Mrs. Stemple* seconded the motion.

**ROLL CALL: AYES: Mrs. Farmer, Mrs. Leonti, Ms. Stemple, Mrs. Webel, Mr. Collins**  
**NAYS: None – Motion Carries – 5-0**

**07-24** *Mrs. Farmer* moved that the Board of Education approve the Forensics Student Activity Fund Budget.

*Mr. Collins* seconded the motion.

**ROLL CALL: AYES: Mrs. Leonti, Ms. Stemple, Mrs. Webel, Mr. Collins, Mrs. Farmer**  
**NAYS: None – Motion Carries – 5-0**

### **PERSONNEL**

**07-25** *Mrs. Leonti* moved that the Board of Education upon the recommendation of the Superintendent approve the following:

1. Candace Holland, High School Teacher, retirement effective March 1, 2007.
2. Harlon Scott, High School Custodian, retirement effective February 28, 2007.
3. Sherri Riley, Bus Driver, resignation effective January 23, 2007.
4. Jill Scott, High School Guidance Secretary, unpaid leave for three afternoons per week from January 17 – May 11, 2007.

*Mr. Collins* seconded the motion.

**ROLL CALL: AYES: Ms. Stemple, Mrs. Webel, Mr. Collins, Mrs. Farmer, Mrs. Leonti**  
**NAYS: None – Motion Carries – 5-0**

**SUBSTITUTE PERSONNEL –Certified (Pending background & certification check)**

**07-26** *Ms. Stemple* moved that the Board of Education upon the recommendation of the Superintendent approve the following:

- |                       |                        |
|-----------------------|------------------------|
| 1. Leah Cascaldo      | 8. Lisa Osbotne        |
| 2. Jason Genis        | 9. Scott Shank         |
| 3. Diana Overfield    | 10. Andrea Doak        |
| 4. Alisa Roberts      | 11. Andrew Smerekanich |
| 5. Douglas Gilbert    | 12. Angela Vetovitz    |
| 6. Christopher Lucius | 13. Rebecca Dickerson  |
| 7. James Beltz        | 14. Vincent Colotto    |

*Mrs. Farmer* seconded the motion.

**ROLL CALL: AYES: Mrs. Webel, Mr. Collins, Mrs. Farmer, Mrs. Leonti, Ms. Stemple**  
**NAYS: None – Motion Carries – 5-0**

**SUBSTITUTE PERSONNEL –Classified (Pending background check)**

**07-27** *Mrs. Farmer* moved that the Board of Education upon the recommendation of the Superintendent approve the following:

1. Kenneth Peterson, effective January 8, 2007.
2. Randy Schoenly
3. Amy Schimmel

*Mrs. Leonti* seconded the motion.

**ROLL CALL: AYES: Mr. Collins, Mrs. Farmer, Mrs. Leonti, Ms. Stemple, Mrs. Webel**  
**NAYS: None – Motion Carries – 5-0**

**SUPPLEMENTAL CONTRACTS (Pending background check & permit)**

**07-28** *Mrs. Farmer* moved that the Board of Education upon the recommendation of the Superintendent approve the following:

1. Tony Wise – Forensic Assistant to be paid \$400 from Forensics funds.
2. Becky Staadecker – Forensic Chaperone to be paid \$150 from Forensics funds.
3. Morgan Churchill – Vocal High School

*Mr. Collins* seconded the motion.

**ROLL CALL: AYES: Mrs. Farmer, Mrs. Leonti, Ms. Stemple, Mrs. Webel, Mr. Collins**  
**NAYS: None – Motion Carries – 5-0**

**ELMINATION OF POSITION**

**07-29** *Mrs. Farmer* moved that the Board of Education approve the elimination of the 6.25 Interpreter position at the Norton Primary, effective February 28, 2007.

*Ms. Stemple* seconded the motion.

**ROLL CALL: AYES: Mrs.Leonti,Ms.Stemple,Mrs.Weibel,Mr.Collins,Mrs.Farmer**  
**NAYS: None – Motion Carries – 5-0**

**BUS DRIVERS**

**07-30** *Mrs. Leonti* moved that the Board of Education upon the recommendation of the Superintendent approve the following Classified bus drivers effective January 25, 2007:

1. Fred Rager
2. Elizabeth Skowronski

*Mrs. Farmer* seconded the motion.

**ROLL CALL: AYES: Ms.Stemple,Mrs.Weibel,Mr.Collins,Mrs.Farmer,Mrs.Leonti**  
**NAYS: None – Motion Carries – 5-0**

**CONSENT AGENDA**

**07-31** *Mr. Collins* moved that the Board of Education upon the recommendation of the Superintendent approve the following:

**Camps**

Approve the following Camps:

1. Softball Camp, Grades 3-8, at Norton High School at a cost of \$30.

**Non-renewal of fall sports positions**

<b><u>FOOTBALL</u></b>	
Coordinator	Gordon White
Coordinator	Rob Howerton
Assistant	Terry Sample
Assistant	Travis Dobbins
Assistant	Jeff Data
9 <sup>th</sup> Grade	Don Begert
9 <sup>th</sup> Grade Assistant	Theotis Shepard
9 <sup>th</sup> Grade Assistant Volunteer	Dale Allen
8 <sup>th</sup> Grade	Rich Collier
8 <sup>th</sup> Grade Assistant	Mike Ross/Jerry Baughman/Paul Westfield
8 <sup>th</sup> Grade Assistant Volunteer	Joe Maxon
8 <sup>th</sup> Grade Assistant Volunteer	Ed Bailey
<b><u>CROSS COUNTRY</u></b>	
Head Coach	Austin Petit
Middle School	Austin Petit

07-31 cont.

<b><u>GOLF – BOYS</u></b>	
Head Coach	Rod Swartz
Junior Varsity	Kirt Virgin
<b><u>GOLF – GIRLS</u></b>	
Head Coach	Jobeth Carpenter
<b><u>SOCCER – BOYS</u></b>	
Head Coach	Keith Norris
Junior Varsity	Jason Genis
<b><u>SOCCER – GIRLS</u></b>	
Head Coach	Nate Vaill
Junior Varsity	Seth Vaill
<b><u>VOLLEYBALL</u></b>	
Varsity	Adam Evans
Varsity Asst.	Ron Wyzynski-Volunteer
Junior Varsity	Rebecca Staadecker
9 <sup>th</sup> Grade	Jason Bryan
Middle School – 7 <sup>th</sup> Grade	Jen Padgett
Middle School – 8 <sup>th</sup> Grade	Jeff McNab
<b><u>TENNIS - GIRLS</u></b>	
Head coach	Sherri Druckenbrod
Assistant Volunteer	Jen Shaffer

**Band Trip**

Approve the Band Trip to Orlando, Florida, April 17-22, 2007.

**Curriculum**

Approve the following textbooks:

1. **Life Science PE 06**, McDougal Littell, copyright 2006, for the Norton Middle/Intermediate School 7<sup>th</sup> Grade.
2. **Waves, Sound and Light**, McDougal Littell, copyright 2006, for the Norton Middle/Intermediate School 7<sup>th</sup> Grade.
3. **Bien dit!**, Holt, Rinehart & Winston, copyright 2008, for the Norton High School French class.

**Stipend**

Approve a stipend of \$100/day to the following teachers for their work on professional development in mathematics to be paid from Title II funds:

1. Brady Sackett
2. Stacey Tassone
3. Scott Trivisonno
4. Melissa Underwood

**Main Street Tours Contract**

Approve the contract with Main Street Tours, Inc. and also the newly revised trip Information and Expectations packet for the 8<sup>th</sup> grade trip to Washington, D.C. for October 17-19, 2007.

**Addendum**

Approve the addendum to the School Bus Maintenance Mechanical Service Agreement between Norton City Schools and Barberton City Schools.

SCHOOL BUS MAINTENANCE MECHANICAL SERVICES AGREEMENT

Between the Barberton City School District and the Norton City School District



07-31 cont.

ADDENDUM #1  
JANUARY, 2007

This addendum will modify the original agreement entered into September 20, 2004.

The only section of the original agreement that is being modified by this addendum begins on Page 4 and is titled "Costs."

The Barberton City School District will continue to pay the costs for one mechanic. The cost is estimated to be approximately \$60,000 per year. (This includes all compensation, wages, benefits, SERS, Medicare, etc.)

The Barberton City School District will pay 33% of the cost of one Norton City School District Secretary. This is an increase from 25% because of the increase in the size of the Barberton bus fleet. This is estimated to be \$17,000 per year. (This includes all compensation, wages, benefits, SERS, Medicare, etc.)

The Barberton City School District will pay a monthly fee to the Norton City School District of \$950 per month. This amount is for "Overhead and Tools". This is an increase of \$150 per month over the prior amount of \$800. The reason for the increase is that the prorated utility cost of 44% will remain the same but the monthly utility dollar amount is now approximately \$375 per month and is anticipated to increase in the future. The cost of replacement tools has also increased.

This addendum will begin retroactively for the 2006-2007 school year.

All other terms and conditions of the original Agreement will remain the same. After approval "Addendum #1" will become part of the "original Agreement."

**Demo Team**

Approve the Norton American Heart Association Demo Team and Anita Gabel be excused from school on January 25, 30 and February 1, 2007 to represent Norton City Schools at area schools.

**Bids**

Grant permission to advertise for bid to replace Middle School's boiler.

**Calendar**

Approve the District calendar for 2007-2008 school year.

***Ms. Stemple*** seconded the motion.

***ROLL CALL: AYES: Mrs. Webel, Mr. Collins, Mrs. Farmer, Mrs. Leonti, Ms. Stemple***  
***NAYS: None – Motion Carries – 5-0***

**ADJOURNMENT**

07-32

***Mrs. Leonti*** moved that the Board of Education adjourn the Regular Meeting at 8:08 p.m.

***Ms. Stemple*** seconded the motion.

07-32 cont.

***ROLL CALL: AYES: Mr. Collins, Mrs. Farmer, Mrs. Leonti, Ms. Stemple, Mrs. Webel***  
***NAYS: None – Motion Carries – 5-0***

Notice of this meeting was given in accordance with the provisions of Policy and Regulations of the Board of Education which was adopted in accordance with §121.11 of the Ohio Revised Code and the Ohio Administrative Procedures Act.”

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***Cindy Webel, President***

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***Mary Renick, Asst. Treasurer***