

NORTON BOARD OF EDUCATION – 24-13
Regular Session of April 15, 2024

President Bennett called the meeting to order at 7:00 p.m. in the Middle School Panther Room and Primary Students led the Pledge of Allegiance.

Mrs. Hagenbush called the roll:

ROLL CALL:

Mrs. Bennett – Present
Mr. DeDomenic – Present
Mr. Inks - Present
Mrs. Staats – Present
Mrs. Webel – Present

OTHERS PRESENT: Mr. Bryan Farson, Superintendent
Mrs. Stephanie Hagenbush, Treasurer

BOARD REPORT

Norton Primary – The Department of Child and Youth conducted the three year on-site review for the Norton Development Preschool on April 9th. We are very proud of the work of our Preschool Staff and Teaching Assistants in obtaining a 5 Star Rating! Peer Preschool Screening for 24-24 school year is 4/19. PAC Spring Festival at Columbia Park is 4/28. The Scholastic Book Fair is the week of 4/29.

Norton Elementary – Norton Classroom Teachers Association has been awarded funding for an innovative grant entitled “Panther Pause” valued at over \$3500. The grant monies will be used to support NES Cross Categorical Classrooms as well as other general education students who may need a “Panther Pause” to address emotional well-being. Materials will be purchased for designated spaces in a “calming room” to help feel secure and connected. This grant was written by Annie Reed. Join NES and Primary on 4/28 at Columbia Woods Park starting at 1:00pm for the spring basket fundraiser. Funds raised will help pay for students’ field trips this spring. Grades 2, 3, and 4 will be attending the Norton High School musical on 4/26. First graders will be attending the Barberton Magical Theater on 5/2. Third graders will be attending McKinley Museum on 5/8.

Norton Middle – Students enjoyed an end-of-quarter volleyball tournament to reward students with positive behavior. Ohio State Tests in ELA have been completed. Math and Science OSTs are this week. Farming Club students work with Mr. Rowell to build a market cart that is now being used to distribute fresh herbs and vegetables to staff and the community. Builders Club members did a fabulous job serving our community by assisting with the Easter Egg Hunt at Columbia Woods. Special thanks to Builders Club parents, Cheryl Vlach and Cristine Blasco for their help chaperoning our student leaders.

Norton High – Congratulations to Samantha Woodard, a senior in the Diversified Medical Technologies career tech program, for winning the gold medal in the Phlebotomy category at the Ohio Skills USA competition. Thank you Samantha for representing the Four Cities Compact. Congratulations to senior, Clair Bennett for being awarded the Franklin B. Walter All-Scholastic Award winner for Summit County. Our 3rd annual Senior Signing Day will be on 4/25 at 8:00am in the auditorium. The drama department presents Cinderella as our spring musical. Show times will be 4/25-4/27 at 7:00pm in the auditorium.

TREASURER REPORT

Repair/replacement of roof at NES from Permanent Improvement funds.

SUPERINTENDENT REPORT

Step Up To Quality Award - Preschool

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STUDENTS OF THE MONTH

Primary – Huntley Sweazy
Norton Elementary – Amaya Kelly
Middle School – CJ Houk
High School – Luke Dobbins
HS Compact – Emma Warner

The Board called a short recess to congratulate the students of the month.

PUBLIC PARTICIPATION/VISITORS/GUESTS

None.

ADDITIONS/CORRECTIONS TO THE AGENDA

- 24-68 Mrs. Staats** moved that the Board of Education approve the agenda as presented.
Mr. DeDomenic seconded the motion.

ROLL CALL: AYES: Mrs.Bennett, Mr.DeDomenic,Mr.Inks,Mrs.Staats,Mrs.Weber
NAYS: None – Motion Carries 5-0

BOARD BUSINESS

- 24-69 Mrs. Weber** moved that the Board of Education approve the following policies:

Board Member Conflict of Interest, (BBFA)
Petty Cash Accounts, (DJB)
Deposits of Public Funds (Cash Collection Points), (DM)
Emergency Closings, (EBCD)
Emergency Closings, (EBCD-R)
Food Services Management/Free and Reduced-Price Food Services, (EF/EFB)
Professional Staff Contracts and Compensation Plans (Teachers), (GCB-1)
Staff Dress and Grooming, (GBCC)
Staff Participation in Political Activities, (GBG)
Staff Gifts and Solicitations, (GBI)
Part-time and Substitute Professional Staff Employment, (GCE)
Professional Staff Development Opportunities, (GCL)
Suspension and Termination of Professional Staff Members, (GCPD)
Interscholastic Athletics, (IGDJ)
Reading Skills Assessments and Intervention (Third Grade Reading Guarantee), (IGBEA)
Reading Skills Assessments and Intervention (Third Grade Reading Guarantee), (IGBEA-R)
Home Education, (IGCF)
Cocurricular and Extracurricular Activities, (IGD)
Interscholastic Extracurricular Eligibility, (IGDK)
Instructional Materials, (IIA)
Promotion and Retention of Students, (IKE)
Testing Programs, (IL)
Compulsory Attendance Ages, (JEA)
School Admission, (JEC)
Admission of Students from Non-Chartered or Home Education, (JECBC)
Intradistrict Open Enrollment (Version 2), (JECBD)
Student Withdrawal from School, (Loss of Driving Privileges), (JECE)
Truancy, (JEDA)
Student Absences and Excuses, (JED-R)

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Exclusions and Exemptions from School Attendance, (JEG)
Administering Medicines to Students, (Version 1), (JHCD)
Employment of Students, (JK)
Student Fees, Fines, and Charges, (JN)
Public Conduct on District Property, (KGB)
Public Solicitations in the Schools, (KI)
Distribution of Materials in the Schools, (Version 1), (KJA)

Mrs. Staats seconded the motion.

ROLL CALL: AYES: Mr.DeDomenic,Mr.Inks,Mrs.Staats,Mrs.Webel,Mrs.Bennett
NAYS: None – Motion Carries 5-0

24-70 Mr. Inks moved that the Board of Education rescind the following policies:

Home Instruction, (IGCF-R)
Reduction in Professional Staff Workforce (Administrators Both Professional and Support, (GCPA-2-R),
(this policy is being rescinded due a conflicting policy, Reduction in Professional Staff Workforce, (GCPA)

Mrs. Staats seconded the motion.

ROLL CALL: AYES: Mr.Inks,Mrs.Staats,Mrs.Webel,Mrs.Bennett,Mr.DeDomenic
NAYS: None – Motion Carries 5-0

MINUTES

24-71 Mr. DeDomenic moved that the Board of Education approve the following Board Meeting Minutes:

Committee of The Whole Meeting Minutes, March 11, 2024
Regular Meeting Minutes, March 11, 2024
Special Session Meeting Minutes, March 13, 2024

Mrs. Webel seconded the motion.

ROLL CALL: AYES: Mrs.Staats,Mrs.Webel,Mrs.Bennett,Mr.DeDomenic,Mr.Inks
NAYS: None – Motion Carries 5-0

TREASURER'S RECOMMENDATIONS

24-72 Mr. Inks moved that the Board of Education approve the following:

March 2024 Warrants
March 2024 Financial Statement
The transfer of \$13,300 from General Fund (001) to Student Fee Fund (009)
The transfer of \$60,000 from General Fund (001) to Athletics (300)

Mrs. Staats seconded the motion.

ROLL CALL: AYES: Mrs.Webel,Mrs.Bennett,Mr.DeDomenic,Mr.Inks,Mrs.Staats
NAYS: None – Motion Carries 5-0

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SUPERINTENDENT'S RECOMMENDATIONS

PERSONNEL

- 24-73 Mrs. Webel** moved that the Board of Education upon recommendation of the Superintendent approve the following personnel, retirement/resignation/leave/termination:

Tracey Colecchi	High School	Guidance Counselor	Retirement, effective January 6, 2025
Janelle Lorkowski	High School	Cook	Unpaid Leave, effective March 13, 2024
Annmarie Tunison	District	504 Coordinator	Resignation, effective May 31, 2024
Anton Lehner	Transportation	Bus Driver	Retirement, effective May 31, 2024
Timothy Cole	Middle School	Assistant Principal	Resignation, effective July 31, 2024

Mrs. Staats seconded the motion.

ROLL CALL: AYES: Mrs.Bennett, Mr.DeDomenic,Mr.Inks,Mrs.Staats,Mrs.Webel
NAYS: None – Motion Carries 5-0

- 24-74 Mr. Inks** moved that the Board of Education upon recommendation of the Superintendent approve the following continuing contract:

Beth Brown

Mr. DeDomenic seconded the motion.

ROLL CALL: AYES: Mr.DeDomenic,Mr.Inks,Mrs.Staats,Mrs.Webel,Mrs.Bennett
NAYS: None – Motion Carries 5-0

- 24-75 Mr. DeDomenic** moved that the Board of Education upon recommendation of the Superintendent approve the following limited contracts:

ELEMENTARY SCHOOL	LENGTH
Melissa Anicas	3 Year
Landry Bohnak	3 Year
Chelsy Danicic	3 Year
Leslie Flohr	3 Year
Lezly Fritz	1 Year
Jason Genis	3 Year
Jourden Knotts	1 Year
Katie Lowe	3 Year
Heather Oswald	3 Year
Katlyn Pearson	2 Year
Erin Stephan	2 Year
Marly Taylor	2 Year
Brooke Warner	2 Year
Kate Weaver	1 Year
Lilly Wooley	3 Year

MIDDLE SCHOOL	LENGTH
Julie Book	1 Year
Brittany Bruce	3 Year
Seth Daniels	1 Year
Martin Davis	3 Year
Kari Evans	1 Year
Jennifer Gray	1 Year

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Rebecca Meers	3 Year
Tricia Meyer	1 Year
Anthony Oatman	3 Year
Cara Ramsey	1 Year
Jessica Russo	3 Year
Michael Yokum	1 Year

HIGH SCHOOL	LENGTH
Jamey Boezi	1 Year
Jacquelyn Braman	1 Year
James Cercek	3 Year
Tracey Colecchi	3 Year
Ryan Cully	3 Year
Cole Edgell	2 Year
Seth Gaines	2 Year
Madison Juersivich	1 Year
Michaela Lee	1 Year
Emily Miller	1 Year
Allegra Moore	3 Year
Jack Pecnik	1 Year
Megan Saurer	3 Year
Corey Tanksley	2 Year

PRIMARY ELEMENTARY	LENGTH
Ashley Raybuck	3 Year
Kacie Stallman	3 Year
Katelin Hales	1 Year
Kaylee Huth	1 Year
Jordan Koch	2 Year
Ashley Peters	2 Year
Katharine Richter	2 Year

Mr. Inks seconded the motion.

ROLL CALL: AYES: Mr.Inks,Mrs.Staats,Mrs.Webel,Mrs.Bennett,Mr.DeDomenic
NAYS: None – Motion Carries 5-0

- 24-76 Mrs. Webel** moved that the Board of Education upon recommendation of the Superintendent approve the following personnel: (Pending background check and permit).

Classified:

Judy King	Elementary School	Educational Assistant II	Effective April 9, 2024
Tonya Delagrance	Elementary School	Educational Assistant II	Effective, April 9, 2024

Mr. Inks seconded the motion.

ROLL CALL: AYES: Mrs.Staats,Mrs.Webel,Mrs.Bennett,Mr.DeDomenic,Mr.Inks
NAYS: None – Motion Carries 5-0

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- 24-77 Mr. Inks** moved that the Board of Education upon recommendation of the Superintendent approve the following personnel: (Pending background check and permit).

Classified Substitute:

Reanna Lovsey
Carly Whetsel
Sondra “Nikki” Venture
Patrick Hellems

Mrs. Webel seconded the motion.

ROLL CALL: AYES: Mrs.Webel,Mrs.Bennett,Mr.DeDomenic,Mr.Inks,Mrs.Staats
NAYS: None – Motion Carries 5-0

- 24-78 Mr. DeDomenic** moved that the Board of Education upon recommendation of the Superintendent approve the following:

Christina Pistone for grades 5-8 online summer remediation, compensation after completion of the program, to be paid \$23 per hour.

Seth Gaines to complete Special Education Evaluations (to cover Mariah Tessmer's cases during her maternity leave) at a rate of \$100 per evaluation (up to 12 evaluations).

The following teachers for the Summer Reading Intervention Program, grades 1-5, based on student enrollment, to be held each Wednesday, June through August 2024, to be paid at the hourly rate of \$23.00/hour:

Brittany Haught
Peggy Dietz

Mrs. Webel seconded the motion.

ROLL CALL: AYES: Mrs.Bennett, Mr.DeDomenic,Mr.Inks,Mrs.Staats,Mrs.Webel
NAYS: None – Motion Carries 5-0

- 24-79 Mr. Inks** moved that the Board of Education upon recommendation of the Superintendent approve the current Norton High School senior student who meets the requirements to complete their senior year at Norton High School 2023/2024 (Senior Privilege):

James Young

Mr. DeDomenic seconded the motion.

ROLL CALL: AYES: Mr.DeDomenic,Mr.Inks,Mrs.Staats,Mrs.Webel,Mrs.Bennett
NAYS: None – Motion Carries 5-0

- 24-80 Mrs. Webel** moved that the Board of Education upon recommendation of the Superintendent approve the following:

Non-renewal of supplemental contracts for extended time at the end of the 2023/2024 school year.

Non-renewal of supplemental contracts for the extra-curricular supplemental positions at the end of the 2023/2024 school year.

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Non-renewal of all certified substitutes listed at the end of the 2023/2024 school year.

Barbara Ankrim	Kristina Nemes
Mark Axford	Jennifer Noah
Whitney Blair	Kristen Perry
Tabitha Bulgrin	Christine Pistone
Jada Cline	Thomas Preston
Jyll Cooper	Rachel Putnam
Lauren Currie	Nathan Reising
Juanita Cushing	John Richmond
Alaina Davis	Terry Sample
Megan DeLorme	Daniel Sheets
Christina Dobbins	Holden Shumate
Joy Edwards	Lisa Sido
Jeannie Epperly	Jaret Skaggs
Kathryn Hanson	Megan Stults
Brenda Holskey	Jeannette Swain
Nancy Jeffries	Jeffrey Thompson
Barb Juhasz	Harry Timms
Tracy Kane	Daniel Turner
Morgan Kasulones	Susan Vaill
Hilary Kernan	William Vaill
Doug Kincaid	Samantha Wagner
Sarah Kopczak	Jessica Walchli
Mark Kovick	Laura Walker
Laura Kupper	Jordan Weaver
Kristina Legky	Gordon White
Reanna Lovsey	Alyssa Macko
Ryan McAdams	

Non-renewal of all classified substitutes listed at the end of the 2023/2024 school year.

Deborah Baldwin-Elavsky	Nicole McKeown
David Barbitta	Bernadette McMullen
Annette Barbuto	Joy Manda
Tori Benak	Tiffany Matta
Norita Blue	Kaitlyn Miller
Tabitha Bulgrin	Meredith Mills
Kylie Bussey	Paige Mills
Ashley Carmichael	Sara Morrison
Mollie Carneal	Brad Norris
Bettie Chapman	Dana North
Jyll Cooper	Evan Osborne
Robert Davis,	Kelly Osborne
Tonya Delagrang	Theresa Otremsky
Heather Djuric	Maria Pixler
Christina Dobbins	Rachel Putnam
Sara Dockery	Shawn Rabatin
Michael Doering	Rodney Rowell

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Thomas Downs	Shannon Ruff
Kathy Duffield	Noah Runninger
Ethan Erksa	Connor Sams
Stevie Ezell	Amanda Sayre
Brandon Fetzter	Catherine (Emily) Schu
Mary Fuller	Breanna Sigman
Neva Gibson	David Smith
Tiffany Goodwin	Paul Stoneking
Mick Gosen	Braden Sullivan
Rebecca Greene	Kari Sullivan
Breanna Hardesty	Taylor Thompson
James Harkness	Krista Ule
Jennifer Hayward,	Cheryl Vlach
Deb Helems	Denise Volk
Shelly Hershberger	Vicky Wallace
Brenda Hlas	Ruthanne Wells
Jessica Hooser	Branson Widder
Kevin Jordan	Amanda Witzberger
Kelsey Joyce	Matthew Wyatt
Charles Kaufman	
Doug Kincaid	
Judy King	
Tina Lavoie	
Theresa Lyons	
Carla McKee	

Mr. Inks seconded the motion.

ROLL CALL: AYES: Mr.Inks,Mrs.Staats,Mrs.Weibel,Mrs.Bennett,Mr.DeDomenic
NAYS: None – Motion Carries 5-0

24-81 Mr. Inks moved that the Board of Education upon recommendation of the Superintendent approve the Following:

Certified substitutes for the 2024/2025 school year.

Whitney Blair	Thomas Preston
Tabitha Bulgrin	Rachel Putnam
Jyll Cooper	Nathan Reising
Lauren Currie	John Richmond
Juanita Cushing	Holden Shumate
Alaina Davis	Lisa Sidol
Christina Dobbins	Jaret Skaggs
Joy Edwards	Megan Stults
Jeannie Epperly	Jeannette Swain
Kathryn Hanson	Harry Timms
Barb Juhasz	Susan Vaill
Tracy Kane	William Vaill
Doug Kincaid	Samantha Wagner

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Mark Kovick	Laura Walker
Laura Kupper	Jordan Weaver
Reanna Lovsey	Gordon White
Ryan McAdams	
Christine Pistone	

Classified substitutes for the 2024/2025 school year.

Norita Blue	Reanna Lovsey
Tabitha Bulgrin	Bernadette McMullen
Ashley Carmichael	Meredith Mills
Jyll Cooper	Brad Norris
Heather Djuric	Dana North
Christina Dobbins	Kelly Osborne
Sarah Dockery	Theresa Otremsky
Michael Doering	Rachel Putnam
Kathy Duffield	Shawn Rabatin
Ethan Erksa	Rodney Rowell
Brandon Fetzer	Shannon Ruff
Neva Gibson	Connor Sams
Rebecca Greene	Catherine (Emily) Schulte
James Harkness	Paul Stoneking
Jennifer Hayward	Tayler Thompson
Deb Helems	Krista Ule
Patrick Hellems	Sondra “Nikki” Ventura
Shelly Hershberger	Cheryl Vlach
Brenda Hlas	Vicky Wallace
Kevin Jordan	Carl Whetsel
Charles Kauffman	Branson Widder
Doug Kincaid	Jodi Widder
Judy King	

Mrs. Webel seconded the motion.

ROLL CALL: AYES: Mrs.Staats,Mrs.Webel,Mrs.Bennett,Mr.DeDomenic,Mr.Inks
NAYS: None – Motion Carries 5-0

24-82 Mr. Inks moved that the Board of Education upon recommendation of the Superintendent approve the non-renewal of employees supported by Title I and Title VI-B grant funding that have not been approved for next year.

Mrs. Webel seconded the motion.

ROLL CALL: AYES: Mrs.Webel,Mrs.Bennett,Mr.DeDomenic,Mr.Inks,Mrs.Staats
NAYS: None – Motion Carries 5-0

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24-83 Mr. DeDomenic moved that the Board of Education upon recommendation of the Superintendent approve the the Resolution to Eliminate the following certified positions due to changes in curriculum, course offerings, and decline in student enrollment in the district.

RESOLUTION WHEREAS, the Superintendent has recommended that the Board of Education eliminate: • four (4) Intervention Specialist - Tutors, • one (1) Elementary Teaching Position, • one (1) English Language Tutor, due to changes in curriculum, course offerings, and decline in student enrollment in the District pursuant to Article 8 of the Negotiated Agreement between the Board of Education and Norton Classroom Teachers Association (the “Association”) and R.C. 3319.17; and WHEREAS, on March 25, 2024, the Superintendent had discussions with the President of the Association regarding the reductions in force identified above, and by March 28, 2024, provided written notice to the President of the Association and the employees affected by the proposed reduction in force, regarding his intention to recommend the Board act on the proposed reductions in force for implementation on August 1, 2024. NOW, THEREFORE, BE IT RESOLVED: Section 1. The Board of Education hereby authorizes the elimination: • four (4) Tutors • one (1) Elementary Teaching Position, • one (1) English Language Tutor, due to changes in curriculum, course offerings, and decline in student enrollment in the District pursuant to Article 8 of the Negotiated Agreement between the Board of Education and the Association and R.C. 3319.17. Section 2. Based upon the elimination of the positions identified in Section 1 of the Resolution, the Board hereby gives notice of the implementation of a reduction in force effective August 1, 2024 to: 1. Christina Bosco, Tutor, High School 2. Virginia Doty, Tutor, High School 3. Jasmine Holt-Gibson, Tutor, Primary School 4. Shiloh Juhasz, Tutor, Elementary School 5. Natalie Cook, Elementary Teaching Position, Elementary School 6. Kristina Nemes, English Language Tutor, District Section 3. The Superintendent and Treasurer are hereby authorized and directed to take all necessary steps to implement the reductions in force on August 1, 2024. The Treasurer is further directed to provide written notice to the Association President, and all effected employees, of this action. Section 4. It is found and determined that this resolution is being adopted in compliance with all applicable laws, including R.C. 121.22 and Section 12 of H.B. 197.

Tutor – Elementary School
Tutor – Primary School
Tutor – High School
Tutor – High School
English Language Tutor –
Elementary Teaching Position – Elementary School

Mrs. Staats seconded the motion.

ROLL CALL: AYES: Mrs.Bennett, Mr.DeDomenic,Mr.Inks,Mrs.Staats,Mrs.Weibel
NAYS: None – Motion Carries 5-0

CONSENT AGENDA

24-84 Mrs. Weibel moved that the Board of Education upon recommendation of the Superintendent approve the following Consent Agenda:

Other

Approve the High School Curriculum Guide for the 2024/2025 school year.

Approve the Middle School Handbook for the 2024/2025 school year.

Approve the Primary School Kindergarten Handbook for the 2024/2025 school year.

Approve the Primary School Preschool Handbook for the 2024/2025 school year.

Approve the Elementary School Handbook for the 2024/2025 school year.

Approve the High School Handbook for the 2024/2025 school year.

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Approve the agreement with the Summit Educational Service Center – Summit County for employment services.

Approve the agreement between Norton City Schools and Total Education Solutions (“TES”) for the 2024/2025.

Approve the agreement between Norton City Schools and LLA Therapy for the 2024 Extended School Year, (ESY).

Approve the agreement between Norton City Schools and Suburban School Transportation for the 2024/2025 school year.

Accept proposal for copiers and printers from Visual Edge for 60 months- including paper cut.

Approve the addendum to the existing contract executed on May 9, 2022, between Norton City Schools and LLA Therapy, for Board Certified Behavior Analyst and Registered Behavior Technician, for the 2023/2024 school year.

Approve to advertise for bids for summer roof replacement/repair, Norton Elementary School.

Approve the following job descriptions:

Transportation Secretary
Network Administrator
Technology Coordinator
English Learner Teacher/504 Specialist

Mrs. Staats seconded the motion.

ROLL CALL: AYES: Mr.DeDomenic,Mr.Inks,Mrs.Staats,Mrs.Webel,Mrs.Bennett
NAYS: None – Motion Carries 5-0

ADJOURNMENT

24-85 Mrs. Staats moved that the Board of Education adjourn the Regular Session at 7:42 p.m.

Mr. Inks seconded the motion.

ROLL CALL: AYES: Mr.Inks,Mrs.Staats,Mrs.Webel,Mrs.Bennett,Mr.DeDomenic
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.”

Jennifer Bennett, President

Stephanie Hagenbush, Treasurer