

**NORTON BOARD OF EDUCATION – 24-29**  
**Regular Session Meeting of November 18, 2024**

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

Mrs. Webel 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

**TREASURER PRO TEMPORE**

**24-188 Mrs. Staats** moved that the Board of Education approve Mrs. Webel as Treasurer Pro Tempore for this Regular Meeting, November 18, 2024.

**Mr. DeDomenic** seconded the motion.

**ROLL CALL: AYES:** Mrs.Bennett,Mr.DeDomenic,Mr.Inks,Mrs.Staats  
**ABSTAIN:** Mrs.Webel  
**NAYS:** None – Motion Carries 4-0-1

**BOARD REPORT**

Primary - The primary staff would like to thank all of the Parent Volunteers for running a successful Fall Book Fair during the month of November. We would like to congratulate the Norton Developmental Preschool for receiving 100% on their annual unannounced licensing visit by the Department of Child and Youth. Holiday Shop is December 16<sup>th</sup> and 17<sup>th</sup>. Winter room parties for Preschool and Kindergarten classes will be on December 19<sup>th</sup>.

Elementary – NES students continue to learn about the attributes of the Panther Way. So far this year, we have focused on the attributes of responsible, communicate, and contribute. For each of these attributes, the school participates in a monthly activity which includes an assembly and classroom activities to follow. We will continue with the next three attributes in January, February, and March. NES will be collecting canned food donations to support Norton Aide through December 6<sup>th</sup>. The two classes that collect the most food will receive a hot cocoa party. NES students will participate in child sex abuse prevention lessons between November 19<sup>th</sup>-25<sup>th</sup>.

Middle – Norton Middle School students did a phenomenal job packing 115,776 meals for Feed My Starving Children! Extra thank you to Grace Church, Mrs. Friddle, and Dr. Russo for all of your work organizing this event. Eighth grade students had a wonderful and educational trip to Washington DC. Students represented our school well, demonstrating responsibility and respect. NMS is wrapping up an attendance contest. Classes with the highest percentage of students attending school in November will win a popcorn party. Students with the most improved attendance will be entered for an additional prize. The Turkey Trot was last Thursday. Students raced on a one mile track to win a frozen turkey for their families. Donations for the event are to benefit Norton Aide. Teachers are half way done with a book study and professional development activities surrounding, “Successful Middle School Teaming” by Jack Berkemeyer. Mr. Berkemeyer will be coming to Norton Middle School later this month to work with teachers and continue this important work.

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High School – On October 29<sup>th</sup> we held our 14<sup>th</sup> annual Spooktacular that was filled with food trucks, scary costumes, and of course trick-or-treating for our elementary students. Great weather helped a wonderful turnout as our littlest Panthers took home lots of candy and chocolate. Special thanks to Jackie Mohseninia and Hallie Ball as advisors of National Honor Society for coordinating this event. The Mysterious Murder at Manchester Manor was our fall play and the students were wonderful as always. The show took place November 7<sup>th</sup> – 9<sup>th</sup> and included over 100 students as actors, lights, sound, stage hands, ect. If you missed the fall play, make sure you come and see the spring musical in April! Special thanks to Mrs. Pletcher and Drama Club for putting on a tremendous show! Shout out to our girls' volleyball team who reached the regional semifinals before falling in 4 sets. This is the farthest our girls' volleyball team has advanced in over 25 years! Congratulations to Coach Leslie Flohr and all the girls.

**STUDENTS OF THE MONTH**

Primary – Elliot Knapp  
Norton Elementary – Saleh Sypherd  
Middle School – Aubrey Clark  
High School – Maddie Mullett  
HS Compact – Alaina Mullett

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

**PUBLIC PARTICIPATION/VISITORS/GUESTS**

**ADDITIONS/CORRECTIONS TO THE AGENDA**

**24-189 Mr. Inks** moved that the Board of Education approve the agenda as presented.

**Mr. DeDomenic** seconded the motion.

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

**BOARD BUSINESS**

First Reading of the following policies:

Political Commitments, (ACC)  
Administrator Ethics, (AETH)  
Minutes, (BDDG)  
Bidding Requirements, (DJC)  
Deposit of Public Funds (Cash Collection Points), (DM)  
First Aid, (EBBA)  
Protection for Reporting Safety and Fraud Violations (Whistleblowers), (EBCE)  
Protection for Reporting Safety and Fraud Violations (Whistleblowers), EBCE-R  
Acknowledgement of Receipt of Auditor of State Fraud-Reporting System Information, (EBCE-E)  
Computer/Online Service (Acceptable Use and Internet Safety), (EDE)  
Artificial Intelligence, (EDEC)  
Cybersecurity, (EHC)  
Professional Staff Hiring, (GCD)  
School Year/School Calendar, (IC/ICA)  
Health Education, (IGAE)

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Family Life Education/Sex Education, (IGAH/IGAI)  
Cocurricular and Extracurricular Activities, (IGD)  
Interscholastic Athletics, (IGDJ)  
Graduation Requirements, (IKF)  
Admission of Students from Non-Chartered or Home Education, (JECBC)  
Student Absences and Excuses, (JED)  
Truancy, (JEDA)  
Religious Expression Days, (JEDC)  
Use of Cellphones and Electronic Communication Devices by Students, (JFCK)  
Reporting Child Abuse and Mandatory Training, (JHG)  
Employment of Students, (JK)

**24-190 Mrs. Staats** that the Board of Education approve the following policies:

Support Staff Recruiting/Posting of Vacancies/Hiring, (GDC/GDCA, GDD)  
Drug Free Workplace Policy Level I, (GDC-R, GDCA-R, GDD-R)

**Mr. Inks** seconded the motion.

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

**24-191 Mrs. Staats** that the Board of Education rescind the following policies:

Protection for Reporting Safety and Fraud Violations (Whistleblowers), (EBCE-E-1)  
Protection for Reporting Safety and Fraud Violations (Whistleblowers), (EBCE-E-2)

**Mr. DeDomenic** seconded the motion.

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

**MINUTES**

**24-192 Mr. DeDomenic** that the Board of Education approve the following Board Meeting Minutes:

Work Session Meeting Minutes, October 7, 2024  
Regular Meeting Minutes, October 7, 2024  
Special Session Meeting Minutes, October 28, 2024  
Emergency Special Session Meeting Minutes, November 14, 2024

**Mr. Inks** 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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**TREASURER'S RECOMMENDATIONS**

**24-193 Mr. Inks** moved that the Board of Education approve the following:

- October 2024 Warrants
- October 2024 Financial Statement

The following items for payment in accordance with the Ohio Revised Code 5705.41 (D), (Then and Now Certificate):

Fedora Security, LLC, services provided Intertech Security, in the amount of \$4187.76.

**Mr. DeDomenic** seconded the motion.

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

**SUPERINTENDENT'S RECOMMENDATIONS**

**PERSONNEL**

**24-194 Mr. Inks** moved that the Board of Education upon recommendation of the Superintendent approve the following personnel, retirement/resignation/leave/termination:

Kailin Hose	Administration	Food Service Coordinator	Parental Leave, effective December 3, 2024
John Knowles	Transportation	Bus Driver	Resignation, effective November 1, 2024
Susan Barker	Primary School	Educational Assistant I	Resignation, effective November 3, 2024
Allegra Moore	High School	JV Cheer Coach	Resignation, effective November 1, 2024
Dave Harris	High School	Bowling, Volunteer	Resignation, effective November 4, 2024
Angela Cunningham	Transportation	Educational Assistant I	Resignation, effective November 12, 2024

**Mrs. Staats** seconded the motion.

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

**24-195 Mr. DeDomenic** seconded moved that the Board of Education upon recommendation of the Superintendent approve the following classified personnel (pending background check and permit)

Danielle Morrison	Educational Assistant I	Effective November 1-6, 2024
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**Mr. Inks** seconded the motion.

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

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**24-196 Mr. Inks** moved that the Board of Education upon recommendation of the Superintendent approve the following certified substitutes: (Pending background check and permit).

Logan Harris
Thomas Winslow
Elizabeth Dean
Laura Prentice

Approve the following classified substitutes: (Pending background check and permit).

Robert Homan
Michelle DeStefano
Denielle Yusten
Sandra Bittner

**Mr. DeDomenic** seconded the motion.

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

**24-197 Mr. Inks** moved that the Board of Education upon recommendation of the Superintendent approve the following Supplementals and Stipends:

The following supplemental positions for the 2024/2025 school year: (pending background check and permit check. All positions are subject to adequate participation):

Glen Kruger	Faculty Manager	Winter
Brian Miller	Faculty Manager	Fall
Chelsy Danicic	Middle School	Cheer Coach, Basketball (.83%)
Jourden Knotts	Middle School	Cheer Coach, Basketball (.83%)
Marly Taylor	Middle School	Cheer Coach, Basketball (.83%)
Jaret Skaggs	Middle School	Track, Coach
Megan Saurer	High School	Girls Track, Head Coach
Jack Pecnik	High School	Baseball, Head Coach
Rob Howerton	High School	Baseball, JV Coach
Phil Seenes	High School	Boys Tennis, Head Coach
Teresa Kozak	High School	Boys Tennis, JV Coach
Glen Kruger	High School	Spring, Weight Room

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The resolution for the non-certificated/non-licensed supplemental positions for the 2024/2025 school year: (pending background check and permit check. All positions are subject to adequate participation)

Rick Engelhart	High School	Boys Track, Head Coach
Brian Hallett	High School	Boys Track, Volunteer
Brian Forrester	High School	Girls Track, Volunteer
Jim Pecnik	High School	Baseball, Volunteer
Nolan Turpin	High School	Softball, Volunteer
Hannah Palmieri	High School	Cheer, JV Coach
George Antal	High School	Baseball, Volunteer
Riley Classon	High School	Bowling Assistant
Hannah Palmieri	High School	JV Cheer Coach, Basketball

The resolution for the non-athletic/non-certificated/non-licensed supplemental positions for the 2024/2025 school year: (pending background check and permit check. All positions are subject to adequate participation)

Stephen Hall	Color Guard
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Krista Dobbins for fall 2024 Athletic Services, effective October 4, 2024.

The following volunteers:

Monique Allen	Jennifer Grof	Hilary McKown	Crystal Stahl
Jenna Angeloff	Alicia Gross	Lindi McNertney	Taylor Starcher
Angela Armbrust	Sara Hadley	Brittany Menzel	Kayla Starr-Smith
Dale Baldwin	Julia Hairston	Amber Messenger	Joelle Stine
Daniel Bowman	Victoria Harris	Jeremy Miller	Jasmine Stump
Emily Bowman	Justina (Tina) Harvey	Tori Mitchell	Maggie Surber
Amy Briton	Rachel Haswell	Morgan Moody	Michael Sypherd
Melinda Bucey	Erin Heinline	Rachal Motich	Amada Tackett
Leslie Burgess	Nathan Helems	Katelyn Mueller	Brianne Taylor
Danielle Burris	Amy Henderson	Ashley Nickolich	Tanja Tintor
Allison Butrick	Erin Hendrickson	Jessica Nottingham	Andrew Toppin
Patricia Cantwell	Nicole Hess	Amanda Osborne	Brittany Turner
Lauren Carnes	Rebecca Hicks	Angela Peters	Keri Underation
Jared Chapman	Jason Hillyard	Sylvia Prokop	Peter Varga
Rebekah Chapman	Elizabeth Huchko	Brittany Prunty	Amber Veverko
Kristi Clark	Jessica Hunter	Tanya Rajak	Ildiko Watkins
Melanie Colliflower	Grace Huxtable	Marie Reinhart	Julie Weese
Jennifer Conner	Amanda Jakupca	Brandon Repp	Ashley Whaples
Rachel Cool	Marc Jarvis	Joseph Romanoff	Amanda Wilson
Aniko Csomer	Bridgett Johns	Michelle Ruozzo	William Wilson
Ashley Dearing	Kristen Johnson	Staci Sanderson	Jennifer Witzberger
Caitlin Desharnais	Jacalyn Kelly	Kristen Sayre	Allyson Yoder
Stephanie Dieter	Leya Kelly	Jennifer Scott	Rebecca Zemla
Molly Dills	Tiffany Koepnick	Sarah Scott	
Alyssa Doak	Taylor Kulcsar	Melanie Sexton	
Rachel Durbin	Sara Kunkel	Lindsay Sharratt	
Shelley Durfee	Judith Lahmann	Sabrije Shemo	
Danielle Dye	Susan Lees	Kathern Sigal Papp	

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Kyla Edmunds	Kelly Licata	Melissa Sine	
Heather Fling	Ashley Linger-Edwards	Katie Slifkin	
Emma Fox	Sarah Lombardi	Dezarae Smith	
Jenna Gersosky	Kathryn Marek	Keili Smith	
Michelle Gibson	Dana Martinak	Marilyn Smith	
Victoria Glaser	Nathan Matney	Sarah Smith	
Mary (Janie) Gomez	Emily McGhee	Johanna Speas	

Hosting Camp Invention at Norton Elementary School, at no cost to the district, to be held June 9-13, 2024.

The hiring of one Camp Invention Director position, to be paid by the National Inventors Hall of Fame, at no cost to the district.

The hiring of one to four positions for Camp Invention Instructors, at Norton Elementary School, to be paid by National Inventors Hall of Fame, at no cost to the district.

The non-renewal of all fall supplemental contracts for the extra-curricular supplemental positions at the end of the 2024/2025 school year.

The Resolution to eliminate the Educational Assistant I position at Norton Primary School.

**Mr. DeDomenic** seconded the motion.

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

**24-198 Mr. DeDomenic** moved that the Board of Education upon recommendation of the Superintendent approve the creation of a 6.5 hour Educational Assistant I position, at Norton Middle School.

**Mr. Inks** seconded the motion.

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

**CONSENT AGENDA**

**24-199 Mr. Inks** moved that the Board of Education upon recommendation of the Superintendent approve the following Consent Agenda:

**Curriculum**

The Norton City School District English Learner Handbook for the 2024/2025 school year.

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**Other**

The Compact Advisory List for the 2024/2025 school year.

The termination of the Athletic Trainer Services Agreement from Summa Health, effective October 3, 2024.

The agreement/contract between Norton City Schools and Elinor Schuster, Structured Literacy Therapist/Coach, for the 2024/2025 school year.

The agreement between Norton City Schools and Annette Davis, for transportation, for the 2024/2025 school year.

The agreement between Norton City Schools and EverDriven Technologies, LLC., for the 2024/2025 school year.

The agreement between Norton City Schools and Evolve Academy of Medina City School District, for the 2024/2025 school year.

WHEREAS, the student(s) identified below have been determined to be residents of this school district, and eligible for transportation services; and

WHEREAS, after careful evaluation of all available options, it has been determined that it is impractical to provide transportation for these student(s) to their selected school(s); and

WHEREAS, after a careful evaluation of all available options, it has been determined that it is impractical to provide transportation for these student(s) to their selected school(s); and O.R.C. §3327 have been considered:

1. The time and distance required to provide the transportation
2. The number of pupils to be transported
3. The cost of providing transportation in terms of equipment, maintenance, personnel, and administration
4. Whether similar or equivalent services is provided to other pupils eligible for transportation.
5. Whether and to what extent the additional service unavoidably disrupts current transportation schedules
6. Whether other reimbursable types of transportation are available; and

WHEREAS the option of offering payment in lieu of transportation is provided in Revised Code:

THEREFORE BE IT RESOLVED, that the Norton Board of Education hereby approves the declaration of impractical to transport for the identified students, and offering them payment in lieu of transportation.

**Student's Name**

Brayli Burch

Brantley Burch

**School Student Attends**

Northside Christian Academy

Northside Christian Academy

The following job description:

Secretary/Administrative Assistant for Director of Student Services

The following Resolution to declare transportation impractical for certain identified students presented pursuant to the requirements of O.R.C. §3327 and the procedures set forth by the Ohio Department of Education. The resolution follows careful evaluation of all other available options prior to consideration of impracticality.

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**Donations**

Monetary donation of \$300, to be used at Norton Middle School, for Builder’s Club, donated by Barberton Lodge No. 759 Loyal Order.

**Mr. DeDomenic** seconded the motion.

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

**EXECUTIVE SESSION**

**24-200 Mr. DeDomenic** moved that the Board of Education enter into Executive Session at 7:40 p.m. to consider the appointment, employments, and compensation of a public employee or official and preparation for conducting or reviewing negotiations or bargaining sessions with employees concerning their compensation or other terms and conditions of their employment.

**Mrs. Staats** seconded the motion.

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

Mr. Farson and were invited into the Executive Session.

Mrs. Bennett called the meeting back to public session at 8:44 p.m.

**ADJOURNMENT**

**24-201 Mr. Inks** moved that the Board of Education adjourn the Regular Session 8:44 p.m.

**Mrs. Staats** 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.”

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**Jennifer Bennett, President**

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**Cindy Webel, Treasurer Pro Tempore**