

**NORTON CITY SCHOOLS  
REGULAR BOARD MEETING - 7:00 p.m.  
EXECUTIVE SESSION**

**Norton Middle School Panther Room  
Tuesday, April 22, 2025**

**REVISED**

**I. CALL TO ORDER**

- A. Pledge of Allegiance
- B. Roll Call

**II. BOARD REPORT**

**III. TREASURER REPORT**

**IV. SUPERINTENDENT REPORTS**

- Bus Driver Appreciation Day – April 22, 2025
- Administrative Assistant Day – April 23, 2025
- Staff Appreciation Day – May 5<sup>th</sup>-9<sup>th</sup>
- High School Play

**V. STUDENT RECOGNITION**

- A. Students of the Month

**VI. PUBLIC PARTICIPATION/VISITORS/GUESTS**

Community comments are one way for citizens to communicate with the Board of Education. When you are called upon, please stand and state your name, address, and topic. Each person is allotted three minutes until the total time of 30 minutes is used. Persons desiring more should follow the procedure of the Board to be placed on the regular agenda and are limited to five minutes to speak, as time permits.

Remember, this is a formal and official meeting of the Board of Education and what you say becomes part of the official meeting report. If your comment involves a problem with a student, employee, or board member, please do not address them by name. Keep in mind we are meeting in a schoolhouse and possibly in the presence of students. At this time, the primary role of the Board of Education is to listen and reflect on your comments. The Board will not respond with action but will take comments under advisement and direct the comments to the appropriate staff member to address outside of this board meeting. Please do not use the individual employee names in this forum.

**VII. AGENDA**

- A. Additions/Corrections
- B. Approve

**VIII. BOARD BUSINESS**

- A. First reading of the following policy:
  - 1. Promoting Parental Involvement, (IGBLA), **Attachment A.**
  - 2. First Aid, (EBBA), **Attachment B.**
  - 3. Health Education, (IGAE), **Attachment C.**

**Regular Board Meeting April 22, 2025**

4. Programs for Students with Disabilities, (IGBA), **Attachment D.**
5. Parent and Family Involvement in Education, (Version 1), (IGBL), **Attachment E.**
6. School Board Meetings, (BD), **Attachment F.**
7. Administration of Federal Grant Funds, (DECA), **Attachment G.**
8. Inventories (Fixed Assets), (DID), **Attachment H.**
9. Purchasing Procedures, (DJF), **Attachment I.**
10. Staff-Student Relations, (GBH (also JM), **Attachment J.**
11. Interdistrict Open Enrollment (Statewide), (JECBB), **Attachment K.**
12. Student Health Services and Requirements, (JHC), **Attachment L.**
13. Physical Examinations of Student, (JHCA), **Attachment M.**
14. Administering Medicines to Students, (JHCD), **Attachment N.**
15. Administering Prescription Drugs to Students (General Regulation), (JHCD-R-1), **Attachment O.**
16. Student Safety, (JHF), **Attachment P.**
17. Reporting Child Abuse and Mandatory Training, (JHG), **Attachment Q.**
18. Guidance Program, (IJ), **Attachment R.**
19. Staff-Student Relations, (JM (also GBH), **Attachment S.**
20. Public's Right to Know, (KBA), **Attachment T.**
21. College Credit Plus, (LEC-R (also IGCH-R), **Attachment U.**
22. Board Committees, (BCE), **Attachment V.**
23. Purchasing Procedures, (DJF-R), **Attachment W.**
24. Released Time for Religious Instructions, (JEFB), **Attachment X.**
25. Student Expulsion, (JGE), **Attachment Y.**
26. Administering Medicines to Students, (Version 1), (JHCD), **Attachment Z.**
27. Acceptable Use and Internet Safety, **Attachment AA.**

Rescind the following Policy:

1. Drug-Free Workplace Policy Level I, (GDC-R, GDCA-R, GDD-R)
2. Technology Acceptable Use Policy, Elementary Grades
3. Technology Acceptable Use Policy, Staff
4. Technology Acceptable Use Policy, Middle/High School

**IX. APPROVAL OF MINUTES**

- A. Work Session Meeting Minutes, March 17, 2025, **Attachment BB.**
- B. Regular Meeting Minutes, March 17, 2025, **Attachment CC.**

**X. TREASURER'S RECOMMENDATIONS**

- A. Approve February 2025 Warrants, **Attachment DD.**  
Approve February 2025 Financial Statement, **Attachment EE.**
- B. Approve the following items from All Hours Mechanical for payment in accordance with the Ohio Revised Code 5705.41 (D), (Then and Now Certificate):

Invoice #i1314	Date: 1/22/2025	Amount: \$2314.48
Invoice #i1185	Date: 1/22/2025	Amount: \$3995.00
Invoice #i1205	Date: 1/22/2025	Amount: \$4762.26
Invoice #i1043	Date: 8/25/2024	Amount: \$3740.00
Invoice #i1130	Date: 12/10/2024	Amount: \$5766.45
Invoice #i1197	Date: 12/30/2024	Amount: \$3888.00
Invoice #i1186	Date: 12/4/2024	Amount: \$1382.99

## **XI. SUPERINTENDENT'S RECOMMENDATIONS**

### **Personnel**

#### **A. Approve Personnel Retirement/Resignation/Leave/Termination:**

1. Mariah Tessmer, Middle School, School Psychologist, Resignation, effective March 23, 2025.
2. Emily Boyer, High School, Teacher, paid/unpaid FMLA, effective May 9, 2025.
3. Margaret Blanks, Primary, Educational Assistant I, paid/unpaid Leave of Absence, effective April 7, 2025.
4. Justin Steiner, Elementary School, Custodian, Resignation, effective March 26, 2025.
5. Kathryn Richter, Primary School, School Psychologist, Resignation, effective July 31, 2025.
6. Juanita Cushing, Substitute Teacher, Resignation, effective April 9, 2025
7. Ryan Harmon, Middle School, Custodian, Resignation, effective April 14, 2025
8. Tyler Pacifico, High School, Math Teacher, Resignation, effective August 17, 2025.
9. Alison Bernel, Elementary School, Educational Aide I, Resignation, effective April 30, 2025.

#### **B. Approve Personnel (Pending Background Check and Permit):**

Classified Substitute, (Pending Background Check and Permit):

1. Dawn Bilinovich
2. James Pecnik
3. Slavica Dmitrovic

Certified Substitute, (Pending Background Check and Permit):

1. Isabelle Strang
2. Holly Davis
3. Ashley Richardson

#### **C. Approve Contract Recommendations:**

Approve the continuing contract for attached list of certified staff member, **Attachment FF**.

Approve the limited contract recommendations for the attached list of certified staff members, **Attachment GG**.

Approve the non-renewal of supplemental contracts for extended time at the end of the 2024/2025 school year.

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

***Regular Board Meeting April 22, 2025***

Approve the non-renewal of all certified substitute listed at the end of the 2024/2025 school year, **Attachment HH.**

Approve the non-renewal of all classified substitutes listed at the end of the 2024/2025 school year, **Attachment II.**

Approve the attached certified substitute list for the 2025/2026 school year, **Attachment JJ.**

Approve the attached classified substitute list for the 2025/2026 school year, **Attachment KK.**

Approve the non-renewal of employees supported by Title I and Title VI-B grant funding that have not been approved for next year.

Approve the following school volunteer:

Krystle Wagner

Approve Alison Blake for grades 5-8 online summer remediation, compensation after completion of the program, to be paid \$31.14 per hour

Approve the following teachers for the Summer Reading Intervention Program, grades 1-5, based on student enrollment, to be held each Wednesday, June through August, 2025, to be paid at the work of the district rate of \$31.14 per hour:

1. Brittany Haught
2. Natalie Cameron

Approve Extended School Year program for the summer of 2025.

Approve the creation of the following Preschool Summer Evaluation Team positions, one (1) Speech/Language Pathologist, one (1) Psychologist, one (1) Intervention Specialist), based on number of cases for evaluation, to be paid \$200 per day.

Approve the following teachers for Extended School Year summer 2025, one (1) Literacy Specialist, two (2) Intervention Specialists, to be paid at the work of the district rate, \$31.14.

1. Jourden Knotts, Intervention Specialist
2. Brittany Johnston, Intervention Specialist
3. Holly McLaughlin, Literacy Specialist

Approve the following teachers for the Preschool Summer Evaluation Team, one (1) Speech/Language Pathologist, one(1) Psychologist, one (1) Intervention Specialist), to be paid \$200 per day:

1. Carly Jones, Intervention Specialist
2. Maryanne Arnold, Speech/Language Pathologist
3. Katie Richter, School Psychologist

***Regular Board Meeting April 22, 2025***

Approve Get Ready for School for kindergarten students, to be held August 6, 7, 8, 11, 12, 13, 2025, to be held at Norton Primary, (paid by Student Education Initiative, SEI)

Approve the following teachers for Get Ready for School for kindergarten students, to be held August 6, 7, 8, 11, 12, 13, 2025, to be held at Norton Primary, (paid by Student Education Initiative, SEI):

1. Lilly Wooley \$599
2. Kathy Stephens \$599

Approve the following Camp Invention Instructors, at Norton Elementary School, to be paid by National Inventors Hall of Fame, at no cost to the district, (number of teachers depending on student enrollment).

1. Kathy Kanis

Approve the creation of the position for Structured Literacy Specialist.

**\*CONSENT AGENDA ITEMS**

**Athletics**

- \*A. Approve the *Overnight* trip, Eastern Ohio Camp, Sherrodsville, Ohio, Norton Middle School Basketball Team, Grades 6-7, to be held June 21 through June 23, 2025, at a cost of \$250/each camper, **Attachment LL.**
- \*B. Approve the *Overnight* trip, Eastern Ohio Camp, Sherrodsville, Ohio, Norton High School Basketball Team, Grades 9-12, to be held June 18 through June 20, 2025, at a cost of \$250/each camper, **Attachment MM.**
- \*C. Approve the Norton Women's Soccer Camp, to be held June 23 through June 27, 2025, to be held at Norton High School Stadium, at a cost of \$85/each camper, **Attachment NN.**
- \*D. Approve the Norton Youth Soccer Camp, to be held July 7 through July 10, 2025, to be held at Norton High School Stadium, at a cost of \$40/per player, **Attachment OO.**

**Other**

- \*E. Approve the Norton City Schools, Primary School 2025/2026 Student Handbook, **Attachment PP.**
- \*F. Approve the Norton City Schools, Elementary School 2025/2026 Student Handbook, **Attachment QQ.**
- \*G. Approve the Norton City Schools, Middle School 2025/2026 Student Handbook, **Attachment RR.**

**Regular Board Meeting April 22, 2025**

- \*H. Approve the Norton City Schools, High School 2025/2026 Student Handbook, **Attachment SS.**
- \*I. Approve to advertise bids for summer roof replacement/repair, Norton Elementary School through Equalis Group.
- \*J. Approve the NEOnet Internal Connections Equipment Service Order for the Norton High School Core Upgrade, **Attachment TT.**
- \*K. Approve the NEOnet Managed Internal Broadband Services (MIBS) Service Order for district wireless service, **Attachment UU.**
- \*L. Approve the VOIP agreement between Norton City Schools and NEOnet, for VOIP services from 2025-2030, **Attachment VV.**
- \*M. Approve the eRate form 471 CAT 2 (#2) NEOnet quote 3354 for the replacement, configuration, and installation of 2 high school core switches, **Attachment WW.**
- \*N. Approve the NEOnet Internal Connections Equipment Service Order for the replacement, configuration, and installation of wireless access points, cabling, and fiber from NMS to Masonry building, **Attachment XX.**
- \*O. Approve the NEOnet Internet Access Service Order for fiber from NMS to NPS and NPS to Admin, **Attachment YY.**
- \*P. Approve the agreement between Norton City Schools and Connection Education Services, Inc. – Leap Program, for the 2025-2026 school year, **Attachment ZZ.**
- \*Q. Approve the Norton City Schools Chromebook Agreement form, for the **1 2 1** Chromebook initiative, **Attachment AAA.**
- \*R. Approve the following job description
  1. Structured Literacy Specialist, **Attachment BBB.**

**XII. EXECUTIVE SESSION**

- A.  To consider the  appointment,  employment,  dismissal,  discipline,  promotion,  demotion or  compensation of a public employee or official.
- To consider the investigation of charges or complaints against a public employee, official, licensee or regulated individual.
- To consider the purchase of property for public purposes, or the sale of property at competitive bidding, if premature disclosure of information would give an unfair competitive or bargaining advantage to a person whose personal, private interest is adverse to the general public interest
- Discussion, with the Board's legal counsel, of disputes involving the Board that are the subject of pending or imminent court action

***Regular Board Meeting April 22, 2025***

- \_\_\_\_\_ Preparation for, conducting, or reviewing negotiations or bargaining sessions with employees concerning their compensation or other terms and conditions of their employment.
- \_\_\_\_\_ Matters required to be confidential by Federal law or regulations or State statutes.
- \_\_\_\_\_ Details of security arrangements and emergency response protocols where disclosure might reveal information that could jeopardize the District's security.

**XIII. ADJOURNMENT**