

**NORTON BOARD OF EDUCATION – 20-18**  
**Regular Meeting of August 10, 2020**

President Inks called the Regular Meeting to order at 7:05 p.m. in the Middle School Panther Room and via Facebook Live and led the Pledge of Allegiance.

Mrs. Hagenbush called the roll:

**ROLL CALL:** Mrs. Bennett – Present  
Mr. Inks – Present  
Mr. Santelli – Present  
Mr. Ule – Present  
Mrs. Webel – Present

**OTHERS PRESENT:** Mr. Dana Addis, Superintendent  
Mrs. Stephanie Hagenbush, Treasurer

**BOARD UPDATE**

Thank you to all the staff and administration for all your hard work through the summer.

**DISTRICT REPORT**

Thank you administration team. Thank you community engagement with the surveys. Make decisions to safely educate our students.

**PUBLIC PARTICIPATION/VISITORS/GUESTS**

None.

**ADDITIONS/CORRECTIONS TO THE AGENDA**

**20-124 Mrs. Bennett** moved that the Board of Education approve the agenda as presented.

**Mr. Santelli** seconded the motion.

**ROLL CALL: AYES:** Mrs.Bennett,Mr.Inks,Mr.Santelli,Mr.Ule,Mrs.Webel  
**NAYS:** None - Motion Carries 5-0

**BOARD BUSINESS**

**POLICIES**

**20-125 Mrs. Webel** moved that the Board of Education approve the following policies:

Evaluation of Professional Staff (Ohio Teacher Evaluation System), (AFC-1 (Also GCN-1)  
Use of Face Coverings, (EBEA)  
Family and Medical Leave Act Expansion (Families First Coronavirus Response Act), (GBRA)  
Emergency Paid Sick Leave (Families First Coronavirus Response Act), (GBRAA)  
Emergency Paid Sick Leave (Families First Coronavirus Response Act), (GBRAA-R)  
Family and Medical Leave Act Expansion (Families First Coronavirus Response Act), (GBRA-R)  
Evaluation of Professional Staff (Ohio Teacher Evaluation System), (GCN-1 (Also AFC-1)

**Mr. Ule** seconded the motion.

**ROLL CALL: AYES:** Mr.Inks,Mr.Santelli,Mr.Ule,Mrs.Webel,Mrs.Bennett  
**NAYS:** None - Motion Carries 5-0

**MINUTES**

**20-126 Mr. Ule** moved that the Board of Education approve the Regular Minutes of July 13, 2020.

**Mr. Santelli** seconded the motion.

**ROLL CALL: AYES:** Mr.Santelli,Mr.Ule,Mrs.Webel,Mrs.Bennett,Mr.Inks  
**NAYS:** None - Motion Carries 5-0

**TREASURER'S RECOMMENDATIONS**

**20-127 Mrs. Bennett** moved that the Board of Education upon recommendation of the Treasurer approve the following:

June 2020 and July 2020 Warrants.

June 2020 and July 2020 Financial Statement.

Resolution to transfer funds from (Fund 012) to General (Fund 001) in the amount of \$18,859.98 to be used for implementation of Final Forms.

Advance \$50,000 from General (Fund 001) to Health Benefits (Fund 024).

Advance \$5,000 from General (Fund 001) to Section 125 (Fund 023).

**Mrs. Webel** seconded the motion.

**ROLL CALL: AYES: Mr.Ule,Mrs.Webel,Mrs.Bennett,Mr.Inks,Mr.Santelli**  
**NAYS: None - Motion Carries 5-0**

**SUPERINTENDENT'S RECOMMENDATIONS**

**PERSONNEL**

**RETIREMENT/RESIGNATION/LEAVE/TERMINATION**

**20-128 Mr. Santelli** moved that the Board of Education upon recommendation of the Superintendent approve the following retirements/resignations:

Sondra "Nikki" Ventura, Primary School, Educational Assistant I, Resignation, effective July 20, 2020.

Lauren Emerson, High School, JV Coach, Volleyball, Resignation, effective July 16, 2020.

Jessica Mast, Primary, Educational Assistant I, Resignation, effective July 24, 2020.

Donna Vance, Primary, Physical Education Teacher, Retirement, effective June 1, 2020.

Gary Cockrell, Middle School, Custodian, Resignation, effective July 31, 2020.

Amanda James, Norton High School, Cook I, Resignation, effective August 3, 2020.

Russ Currington, Middle School, Assistant Coach, Football, Resignation, effective July 30, 2020.

Stephanie Hanshaw, Primary Elementary, Educational Assistant I, Resignation, effective August 5, 2020.

**Mr. Ule** seconded the motion.

**ROLL CALL: AYES: Mrs.Webel,Mrs.Bennett,Mr.Inks,Mr.Santelli,Mr.Ule**  
**NAYS: None - Motion Carries 5-0**

**20-129 Mrs. Webel** moved that the Board of Education upon recommendation of the Superintendent approve the reduction of Classified, Educational Aide Positions as follows:

Educational Aide I, High School, 5.5 hours, Open Position

Educational Aide I, Primary, 6.5 hours, currently held by Debra Young

Educational Aide I, Primary, 6.5 hours, currently held by Renee Mason

Educational Aide I, Primary, 3.5 hours, currently held by Patricia Miller

**Mrs. Bennett** seconded the motion.

**ROLL CALL: AYES: Mrs.Bennett,Mr.Inks,Mr.Santelli,Mr.Ule,Mrs.Webel**  
**NAYS: None - Motion Carries 5-0**

**CERTIFIED CONTRACTS (Pending background check and permit)**

**20-130 Mr. Santelli** moved that the Board of Education upon recommendation of the Superintendent approve:

1 Year Contract:

Rachel Smith, Primary School, Speech/Language Pathologist.

Rebecca Lada, High School, Intervention Specialist – Tutor

Carrie Wibel, ESL Tutor (110 days)

2 Year Contract:

Janis Merrick, High School, Intervention Specialist – Tutor

Caroll Aleshire, Primary Elementary, Intervention Specialist – Tutor

Annmarie Tunison, High School, Intervention Specialist – Tutor

Teri Moats, Elementary School, Intervention Specialist – Tutor

Erin Stephan, Elementary School, Intervention Specialist – Tutor

20-130 cont. **Mrs. Bennett** seconded the motion.

ROLL CALL: AYES: Mr.Inks,Mr.Santelli,Mr.Ule,Mrs.Webel,Mrs.Bennett  
NAYS: None - Motion Carries 5-0

**INTERVENTION TUTOR POSITIONS**

**20-131 Mrs. Bennett** moved that the Board of Education upon recommendation of the Superintendent approve the recall of four (4) Intervention Specialist Tutor (7 hour) positions at the Middle School.

**Mr. Ule** seconded the motion.

ROLL CALL: AYES: Mr.Santelli,Mr.Ule,Mrs.Webel,Mrs.Bennett,Mr.Inks  
NAYS: None - Motion Carries 5-0

**SUPPLEMENTALS AND STIPENDS** (Pending background check and permit check and Letter of Understanding. All positions are subject to adequate participation).

**20-132 Mr. Santelli** moved that the Board of Education upon recommendation of the Superintendent approve the following supplemental positions for the 2020-2021 school year:

Maria Stewart, Academic Challenge  
Lauren Butcher, Academic Challenge, Middle School  
Kara Kolesar, Ambassador Program  
JJ Thornberry, Art Club  
Jessica Williams, Homecoming  
Tracey Colecchi, Key Club  
Hallie Ball, National Honor Society (Split)  
Jackie Mohseninia, National Honor Society (Split)  
Kevin Leimeister, National Jr. Honor Society  
Leah Cascaldo, Nortonian  
Jessica Williams, PEP Club  
Jessica Williams, Prom  
Kristen Reihl, S.A.D.D Advisor  
Amy Horst, Spanish Club  
Stephen Reinhardt, High School, Student Council  
Alison Blake, Middle School, Student Council (Split)  
Melissa Berlin, Middle School, Student Council (Split)  
John Tanksley, CBI  
Angie Barnhart, FCCLA- Family Career & Comm.  
Don Begert, VICA – Bricks, Blocks, and MortarSkills USA  
Sue Ward, HOSA – Sports Medicine  
Jennifer Casper, Vocal  
Tom Chiera, Band Director, Marching  
Chuck Kaufman, Assistant, Marching  
Tricia Pletcher, Director of Speech/Drama  
Tricia Pletcher, Individual Events  
Tricia Pletcher, Fall Play  
Jennifer Casper, Musical (Split)  
Tricia Pletcher, Musical (Split)  
Matt Davis, Drama Middle School  
Denny Oswald, Performing Arts Center Manager (HS) (Split)  
Tom Chiera, Performing Arts Center Manager (HS) (Split)  
JoBeth Carpenter, High School Graduation  
Jackie Mohseninia, High School, Graduation  
Sue Ward, High School, Graduation  
Dan Gaugler, Middle School, Washington DC Trip (Split)  
Travis Dobbins, Middle School, Washington DC Trip (Split)  
Erin Fabish-Rupert, Ski Club  
Stacy Tassone, Ski Club  
Phil Seenes, High School, JV Coach, Girls Tennis

20-132 cont.

Resolution for the non-certificated/non-licensed non-athletic supplemental position for the 2020-2021 school year. (Pending background check and permit check and Letter of Understanding. All positions are subject to adequate participation).

WHEREAS this Board has posted the supplemental positions as being available to employees of the District who hold teaching licenses or certificates, and no such employee meeting the applicable qualifications has applied for, been offered, and accepted such positions; and

WHEREAS this Board then advertised the above position as being available to licensed or certified individuals not employed by this District, and no such person meeting all of the applicable qualifications has applied for, been offered, and accepted such position;

BE IT THEREFORE RESOLVED, that the following nonlicensed/noncertificated persons are employed as indicated, pending completion of all legal requirements:

- Anthony Paridon, High School, Debate
- Josh Mitchell, High School, Winter Percussion
- Jessica Guest, High School, Winter Guard

Resolution for the non-certificated/non-licensed coach supplemental positions for the 2020-2021 school year: (Pending background check and permit check and Letter of Understanding guidelines. All positions are subject to adequate participation)

WHEREAS this Board has posted the supplemental positions as being available to employees of the District who hold teaching licenses or certificates, and no such employee meeting the applicable qualifications has applied for, been offered, and accepted such positions; and

WHEREAS this Board then advertised the above position as being available to licensed or certified individuals not employed by this District, and no such person meeting all of the applicable qualifications has applied for, been offered, and accepted such position;

BE IT THEREFORE RESOLVED, that the following nonlicensed/noncertificated persons are employed as indicated, pending completion of all legal requirements:

- Allison Kirby, High School, JV Coach, Volleyball
- Nick Weaver, Middle School, Assistant Coach, Football

Curriculum Committee Chairpersons, for the 2020-2021 school year, compensation after completion of the school year:

Diana Slaughter	Preschool	\$200
Gennifer Yaggi	Kindergarten	\$200
Janine Dudones	1 <sup>st</sup> Grade	\$200
Brittany Haught	2 <sup>nd</sup> Grade	\$200
Karyn Kaser	3 <sup>rd</sup> Grade	\$200
Landry Bohnak	4 <sup>th</sup> Grade	\$200
Erin Campbell	Art	\$200
Amy Horst	Foreign Language	\$100
Stacy Carpenter	Language Arts 5-8	\$100
Erin Fabish-Rupert	Language Arts 5-8	\$100
Jackie Mohseninia	Language Arts 9-12	\$200
Amber Wheatley	Math 5-8	\$100
Melissa Underwood	Math 5-8	\$100
Kara Kolesar	Math 9-12	\$200
Charles Kaufman	Music K-12	\$200
Anita Gabel	Physical Ed./Health	\$200
Melissa Berlin	Science 5-8	\$200
Rich Collier	Science 9-12	\$200
Dan Gaugler	Social Studies 5-8	\$200
Glen Kruger	Social Studies 9-12	\$200

Regular Meeting of August 10, 2020

20-132 cont.	Peggy Dietz	Special Education (K-4)	\$200
	Rebecca Naumann	Special Education (5-8)	\$200
	Tammy Hackenberg	Special Education (9-12)	\$200
	Jackie McDonnell	Guidance	\$200
	Susan Ward	Career Tech. Education	\$200

Norton Evaluation Committee/SLO (Student Learning Objective) Committee, compensation after completion of the school year 2020-2021:

Cindy Addis	Amy Olivieri
Melissa Berlin	Denny Oswald
Peggy Dietz	Annie Reed
Kathy Kanis	Kristin Reihl
Chuck Kaufman	Rod Rowell
Jackie Mohseninia	Alice Weatherly

**Mrs. Webel** seconded the motion.

ROLL CALL: AYES: Mr.Ule,Mrs.Webel,Mrs.Bennett,Mr.Inks,Mr.Santelli  
NAYS: None - Motion Carries 5-0

**20-133 Mr. Ule** moved moved that the Board of Education upon recommendation of the Superintendent approve the NPDC Committee, for the 2020-2021 school year, compensation after completion of the school year:

Cindy Addis  
Eric Morris  
Renee Heston  
Jackie Mohseninia

**Mr. Santelli** seconded the motion.

ROLL CALL: AYES: Mrs.Bennett,Mr.Inks,Mr.Santelli,Mr.Ule  
NAYS: None  
ABSTAINED: Mrs.Webel - Motion Carries 4-0-1

**20-134 Mrs. Webel** moved that the Board of Education upon recommendation of the Superintendent approve the stipend for mentoring student teachers, paid from funds provided by the University of Akron:

Martin Davis  
Rod Swartz

Stipend for mentoring student teachers, paid from funds provided by Kent State University:

Erin Fulton  
Haley Myers

**Mrs. Bennett** seconded the motion.

ROLL CALL: AYES: Mrs.Bennett,Mr.Inks,Mr.Santelli,Mr.Ule,Mrs.Webel  
NAYS: None - Motion Carries 5-0

**LETTER OF UNDERSTANDING**

**20-135 Mr. Santelli** moved that the Board of Education upon recommendation of the Superintendent approve the Letter of Understanding between the Norton City School District Board of Education and the Norton Classroom Teachers Association.

**Mrs. Bennett** seconded the motion.

ROLL CALL: AYES: Mr.Inks,Mr.Santelli,Mr.Ule,Mrs.Bennett  
NAYS: None  
ABSTAINED: Mrs.Webel - Motion Carries 4-0-1

**RETURN AND LEARN PLAN**

**20-136 Mrs. Webel** moved that the Board of Education upon recommendation of the Superintendent approve the Norton City School District Return and Learn Plans for the 2020-2021 school year, including the revised school calendar.

20-136 cont. Mrs. Bennett seconded the motion.

ROLL CALL: AYES: Mr.Santelli,Mr.Ule,Mrs.Webel,Mrs.Bennett,Mr.Inks  
NAYS: None - Motion Carries 5-0

CONSENT AGENDA

20-137 Mr. Santelli moved that the Board of Education upon recommendation of the Superintendent approve the following Consent Agenda:

Curriculum

Heggerty Phonemic Awareness Curriculum at Norton Primary and Norton Elementary Schools, for students in grades Kindergarten and First Grade.

NextGen Personal Finance Program for the Foundations of Personal Finance class offered at Norton High School, at no cost to the district.

Other

Agreement between Norton City Schools and Education Alternatives (“EA”), for 2020-2021.

Cancellation of Windfall Industries contract for the 2020-2021 school year.

Bus routes for the 2020-2021 school year (Bus routes will be available for review in the Transportation Department).

Norton City Schools Athletic Code of Conduct.

Retain legal services of Brenna, Manna, and Diamond, LLC.

Resolution approving TSA Consulting Group as 403(b)/457(b) plan Administrator.

Resolution approving revisions to the OASBO section 457 plan.

School fees for Norton Primary, Norton Elementary, and Norton Middle School:

- 1. Norton Primary
  - a. Preschool \$25
  - b. Kindergarten \$25
- 2. Norton Elementary
  - a. 1<sup>st</sup> Grade \$35
  - b. 2<sup>nd</sup> Grade \$40
  - c. 3<sup>rd</sup> Grade \$50
  - d. 4<sup>th</sup> Grade \$55
- 3. Norton Middle School
  - a. Middle School (All Grades) \$40

Contract between Norton City Schools and Final Forms.

Mrs. Bennett seconded the motion.

ROLL CALL: AYES: Mr.Ule,Mrs.Webel,Mrs.Bennett,Mr.Inks,Mr.Santelli  
NAYS: None - Motion Carries 5-0

ADJOURNMENT

20-138 Mr. Santelli moved that the Board of Education adjourn the Regular Meeting at 7:20 p.m.

Mrs. Webel seconded the motion.

ROLL CALL: AYES: Mrs.Webel,Mrs.Bennett,Mr.Inks,Mr.Santelli,Mr.Ule  
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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Chris Inks, Board President

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Stephanie Hagenbush, Treasurer