

**NORTON BOARD OF EDUCATION – 20-20**  
**Regular Meeting of September 14, 2020**

President Inks called the Regular Meeting to order at 7:02 p.m. in the Middle School Panther Room and via the NCS Board YouTube channel and led the Pledge of Allegiance.

Mrs. Hagenbush called the roll:

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

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

**BOARD UPDATE**

President Inks – Remote learning going well and sports are active.

**DISTRICT REPORT**

Mr. Addis: Coaches and athletes are doing what they need to do to remain active.  
197 meals to families today, food services and transportation working together.  
Immunizations for 7<sup>th</sup> and 12<sup>th</sup> grades free here on Friday.  
Administration visiting buildings and working with staff on returning, communicating with families.  
Teachers are doing amazingly well.

Mr. Shanor: Going exceptionally well. Excited to have students back at some time.  
Staff is learning and growing with this process.  
Play tryouts.

Mr. Dobbins: 2:30 to 5:30 p.m. immunizations (Friday).  
Staff has done very well, handled all issues very well.  
Physical Education doing really well.  
Attendance is great, stress levels are dropping.  
First home volleyball game and football game this week.

Mr. Sackett: Teachers are working hard, stress level is reducing.  
Technology is improving, teachers are productive and it is going well.  
Some small groups are coming in.  
Working with families to get as many students in as possible for MAP testing next week.  
Parent support is great.

Mr. Morris: Building parent relationships, getting to know kindergarten students.  
Jennie Lester and Tammy Maffei thank you for the support for remote learning.  
Preschool is in person, classes are smaller.

Mr. Inks: Community can be proud of the Administration. Working so hard and teachers doing so great.  
Many challenges this year but we will keep communicating.

**PUBLIC PARTICIPATION/VISITORS/GUESTS**

None.

**ADDITIONS/CORRECTIONS TO THE AGENDA**

**20-142 Mrs. Bennett** moved that the Board of Education approve the agenda as presented.

**Mr. Ule** seconded the motion.

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

**BOARD BUSINESS**

- 20-143 Mrs. Bennett** moved that the Board of Education approve the negotiated agreement between Norton Classroom Teachers Association (NCTA) and the Norton City School District Board of Education which was ratified by the NCTA on August 10, 2020. This agreement will be in effect from July 1, 2020, through June 30, 2021.

**Mr. Ule** seconded the motion.

ROLL CALL: AYES: Mr.Inks,Mr.Ule,Mrs.Bennett  
NAYS: None  
ABSENT: Mr.Santelli  
ABSTAINED: Mrs.Weibel - Motion Carries 3-0-1-1

- 20-144 Mrs. Weibel** moved that the Board of Education approve the Extension Agreement between OAPSE and the Norton City School District Board of Education. This agreement will be in effect from July 1, 2020, through June 30, 2021, (effective for one year).

**Mrs. Bennett** seconded the motion.

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

**MINUTES**

- 20-145 Mr. Ule** moved that the Board of Education approve the following minutes:

Committee of The Whole Meeting of August 10, 2020  
Regular Meeting of August 10, 2020

**Mrs. Weibel** seconded the motion.

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

**TREASURER'S RECOMMENDATIONS**

- 20-146 Mrs. Weibel** moved that the Board of Education upon recommendation of the Treasurer approve following:

August 2020 Warrants  
August 2020 Financial Statement  
Final Appropriation Resolution for FY21

**Mrs. Bennett** seconded the motion.

ROLL CALL: AYES: Mrs.Weibel,Mrs.Bennett,Mr.Inks,Mr.Ule  
NAYS: None - Motion Carries 5-0  
ABSENT: Mr.Santelli - Motion Carries 4-0-1

**SUPERINTENDENT'S RECOMMENDATIONS**

**PERSONNEL**

**RETIREMENT/RESIGNATION/LEAVE/TERMINATION**

- 20-147 Mrs. Bennett** moved that the Board of Education upon recommendation of the Superintendent approve the following retirements/resignations:

Abbey Constantine, Elementary School, Teacher, FMLA (paid/unpaid), effective August 17, 2020.  
Michael (Mick) Gosen, High School, Custodian, FMLA (paid/unpaid), effective August 24, 2020.  
Sara Hadley, Elementary School, Teacher, FMLA, effective August 17, 2020.  
Ashley Raybuck, Primary School, Teacher, FMLA (paid/unpaid), effective September 8, 2020.  
Jamie Adams, High School, Cook I, (unpaid) Leave of Absence, effective August 17, 2020.  
Tom Downs, Transportation, Bus Driver, (unpaid) Leave of Absence, effective August 17, 2020.  
Jennifer Graham, Elementary School, Educational Assistant II, Leave of Absence, effective August 17, 2020.  
Doug Kincaid, Elementary School, Educational Assistant II, Leave of Absence, effective August 17, 2020.

- 20-147 CONT. Ann Lynch, Elementary School, Educational Assistant I, Intermittent Leave of Absence, effective August 17, 2020.  
Elizabeth Metheney, High School, Educational Assistant I, Leave of Absence, effective September 7, 2020.  
Bettie Chapman, Primary School, Educational Assistant I, Resignation, effective August 17, 2020.  
Christopher Harris, Middle School, 7th Grade, Girls Basketball coach, Resignation, effective September 3, 2020.  
Jeff Hughes, Middle School, Educational Assistant II, Resignation, effective August 21, 2020.  
Diana Janeczek, Middle School, Cook I, Resignation, effective August 10, 2020.  
Renee Mason, Primary School, Educational Assistant I, Resignation, effective August 27, 2020.  
Jody McDougal, Elementary School, Educational Assistant I, Resignation, effective August 23, 2020.  
Brittany Palmer, Primary School, Educational Assistant II, Resignation, effective August 24, 2020.

**Mr. Ule** seconded the motion.

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

**CLASSIFIED STAFF**

- 20-148 **Mrs. Bennett** moved that the Board of Education upon recommendation of the Superintendent approve the reduction of classified, educational aide positions as follows:

Educational Aide II, High School, 5.5 hours, open position.  
Educational Aide I, Primary, 6.25 hours, open position.  
Educational Aide I, Primary, 6.25 hours, open position.  
Educational Aide II, Elementary, 5 hours, currently held by Jennifer Graham.

**Mr. Ule** seconded the motion.

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

- 20-149 **Mrs. Weibel** moved that the Board of Education upon recommendation of the Superintendent approve the reduction in hours in the following positions:

Educational Aide II, Elementary School, 6.5 hours changed to 5 hours, currently held by Taylor Goch (Blair), effective August 17, 2020.  
Educational Aide II, Elementary School, 6.5 hours changed to 5 hours, currently held by Doug Kincaid, effective August 17, 2020.

**Mrs. Bennett** seconded the motion.

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

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

- 20-150 **Mrs. Bennett** moved that the Board of Education upon recommendation of the Superintendent approve the following Certified Contracts:

1 Year Contract:

Kimberly Clelland (Medykowski), Middle School, Intervention Specialist - Tutor, effective August 24, 2020.  
Hannah Evan, Middle School, Intervention Specialist – Tutor, effective August 17, 2020.  
Beth Brown, Middle School, Intervention Specialist – Tutor, effective August 17, 2020.  
Katelyn Brady, Middle School, Intervention Specialist – Tutor, effective August 17, 2020.

**Mr. Ule** seconded the motion.

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

**20-151 Mrs. Webel** moved that the Board of Education upon recommendation of the Superintendent approve Elizabeth Hoffman, Home Instructor for the 2020/2021 school year.

**Mrs. Bennett** seconded the motion.

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

**SUBSTITUTE PERSONNEL**

**20-152 Mrs. Bennett** moved that the Board of Education upon recommendation of the Superintendent approve the following substitute personnel:

Certified Substitutes:

Dian Horvatic effective August 27, 2020  
Riley Seeman, effective September 8, 2020

Classified Substitutes:

Sonra "Nikki" Ventura  
Tori Benak

**Mrs. Webel** seconded the motion.

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

**SUPPLEMENTALS AND STIPENDS**

**20-153 Mr. Ule** moved that the Board of Education upon recommendation of the Superintendent approve the following supplemental positions for the 2020-2021 school year:

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)

Bob Harris, High School, Golf, Volunteer  
Dick Castilow, Middle School, 7<sup>th</sup> Grade, Boys Basketball, Coach  
Allie Farina, Middle School, 7<sup>th</sup> Grade, Girls Basketball. Coach

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:

Lauren Emerson, High School, Volleyball, Volunteer  
Laura Koncz, High School, Girls Basketball, Volunteer

Eric Morris as the iCare (Creating Authentic Relational Energy) Coordinator, to be paid from the state-provided Health and Wellness Fund, in the amount of \$8,000, for the 2020/2021 school year.

Tricia Ebner as the Gifted Coach/Coordinator, to be paid from Title II, in the amount of \$10,000, for the 2020/2021 school year.

- 20-153 CONT. The stipend for mentoring Speech/Language Pathologist, school externship, fall 2020, funds provided by the University of Akron to Katie Lowe (Hutton).

Katie Lowe (Hutton) as a Speech and Language Pathologist Professional Experience Supervisor for the 2020/2021 school year, to be paid on the same scale as a First Year Mentor under the Resident Educator Program.

**Mrs. Bennett** seconded the motion.

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

- 20-154 **Mrs. Bennett** moved that the Board of Education upon recommendation of the Superintendent approve the Norton City Schools Return to School Criteria for health guidelines regarding attending students who are experiencing illness. This criteria will be used to inform parents and staff members of established procedures involving students experiencing symptoms of illness.

**Mrs. Weibel** seconded the motion.

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

- 20-155 **Mrs. Weibel** moved that the Board of Education upon recommendation of the Superintendent approve the Ohio Department of Health's Director's Order, dated September 3, 2020, as it pertains to Reporting and Notification Regarding COVID-19 cases in Kindergarten through Twelfth Grade Schools. The Order contains Letter Templates and School Reporting Resources by which the district will abide and utilize as needed.

**Mr. Ule** seconded the motion.

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

#### CONSENT AGENDA

- 20-156 **Mrs. Bennett** moved that the Board of Education upon recommendation of the Superintendent approve the following Consent Agenda:

#### Curriculum

The Memorandum of Understanding for College Credit Plus between Norton City Schools and Stark State College for the 2020/2021 school year

#### Other

The agreement between Norton City Schools and psi Associates, Inc./psi Affiliates, Inc. (LPN Services), for the 2020/2021 school year.

Correction to the agenda dated August 10, 2020, Superintendent Recommendations, Resolution Number 20-134, Mentoring Student Teachers from the University of Akron, change from Martin Davis to Kevin Leimeister.

The recommendation that due to COVID-19 and new Title IX requirements, certain sections of the Primary School, Elementary School, Middle School, and High School handbook may become obsolete and changes in language may be required. We will continue to supplement the handbooks as these changes become necessary.

The Administrator's Schedule of Salary and Benefits, effective August 1, 2020.

The Norton City Schools Marching Band overnight trip that was initially approved for November 2020, the date was changed to April 2021, as a result of COVID-19, to participate in the Disney World, Disney Parade, Orlando, Florida, at no cost to the district.

20-156 CONT. **DONATIONS**

Monetary donation of \$1,000, for the Norton City School District, to be used for technology to assist with remote and/or hybrid learning, donated by Patrick and Sharlene Santelli.

Air conditioner, for the Norton Middle School, approximate value of \$1074, donated by Daniel Waugh.

Miscellaneous items, approximate value \$300, for the Norton City School District, to be used throughout the district, donated by Five Below.

**Mr. Ule** seconded the motion.

ROLL CALL: AYES: Mr.Inks,Mr.Ule,Mrs.Webel,Mrs.Bennett

NAYS: None

ABSENT: Mr.Santelli - Motion Carries 4-0-1

**SUPERINTENDENT'S REPORT**

Mr. Inks – Thank you to the Administration for all your work. Staff is great, great enthusiasm, and its paying off. Extra-curricular – coaches, athletes, signs going well. Thank you so kids can participate.

Mr. Ule – Ditto to what Mr. Inks said. Mr. Genis, wall sits, congratulations to all of them for hitting a home run.

Mrs. Webel – Appreciate everything and everyone.

**ADJOURNMENT**

**20-157 Mrs. Bennett** moved that the Board of Education adjourn the Regular Meeting at 7:33 p.m.

**Mr. Ule** seconded the motion.

ROLL CALL: AYES: Mr.Ule,Mrs.Webel,Mrs.Bennett,Mr.Inks

NAYS: None

ABSENT: Mr.Santelli - Motion Carries 4-0-1

“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**