

Minutes of Regular Meeting
October 19, 2020

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Exhibit C

The Rootstown Local Board of Education met in regular session at 5:03 p.m. in the High School Cafeteria on October 19, 2020. Present were Tom Siciliano, Amanda Waesch, and Eric Kline. Also present were Andrew Hawkins, Superintendent, and Connie Baldwin, Treasurer, Jason Fogleman, Terri Hrina-Treharn, Robert Campbell, Brett Housley, Caren Karp, Dan Carp, Paul McEwuen, Nick Schneckenburger, Dan McCloskey, Jim Conley, Craig Mullaly, Jeff Turner, Katie Brown, Tonya Thomas, Matt Brown, Heather Baker, Gary Slater, Pidge Kaut, Dan Caruso, Ralph Iarussi, Deanna Orr, Lisa Scott, Stacie Mamula, Kaily McMullen, Janet Coon, Renee Ruchotzke, Geraldine Nelson, Mogan Dillon, Deanna Day, Toccara Ball. The meeting was called to order at 5:03 p.m. and the Pledge of Allegiance was recited.

Roll Call: E. Kline, T. Siciliano, A. Waesch

RESOLUTION 2020-10-211
ADOPT THE AGENDA

It was moved by T. Siciliano seconded by E. Kline to adopt the agenda.

Yeas: T. Siciliano, E. Kline, A. Waesch
Nays: None
Motion Carried: 3 to 0

RESOLUTION 2020-10-212
EXECUTIVE SESSION

It was moved by T. Siciliano seconded by E. Kline to enter into Executive Session to review negotiations or bargaining sessions with public employees concerning their compensation or other items and conditions of their employment. Invited in: A. Hawkins, C. Baldwin, R. Campbell, and T. Hrina-Treharn.

Yeas: T. Siciliano, E. Kline, A. Waesch
Nays: None
Motion Carried: 3 to 0

The president called the meeting back into regular session at 6:02 p.m.

Lions' Club Good Award: Brett Housley presented the Lions' Club Good Award to the following students: Jocelyn Slezak, Kelsey Parrish, and Carter Datko (in absentia). The students and parents were recognized for the achievement.

Community Comments:

Tonya Thomas 4302 Stoneridge – Concerned with remote learning plan. Experience in spring was subpar. Parents must fill in void when not in session. Wants to know why there is no teacher when learning from home. District received CARES act fund so why was no teacher hired? Why was the plan so last minute? Didn't know color group until last minutes. Families in different color groups.

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Hawkins – Remote learning is a challenge. Tried to keep families together in color groups. Made some mistakes. If occurred, should have been corrected. If not please contact the school. Hybrid means one day on and one day off. Does create struggles. When not in session is a homework day and hands on activities, which are not new material. Less students so more instruction on in-person days. No dedicated teacher for the off days. Teacher is teaching the other students on those days. Has been a struggle. Staff and students have done great job adapting. Prefer to be here every day in person. End of July the plan was adopted. If a student is struggling, please contact the teacher. The CARES act funds were used for ppe, sanitizing, for safety and cleaning. There are some other ideas to address safety. Will not cover additional teachers' salaries.

Lisa Scott – 4887 Kelly Ave – concerns with hybrid at high school. Feels students are suffering from the hybrid model. Not a hot spot here so why not be in person. Days off have busy work are not learning. Missing out. Hard to prep for college and testing for graduation. Knows Kent is hot spot but Rootstown is not. 2. Agenda item supplement for assistant band director. Why hire when there was no band. Schools came here and was embarrassing we had no band when others did.

A. Hawkins – address at that point on the agenda

Toccaro Ball 3795 Marsh Creek –Regarding remote learning, wants more info. Hope for another survey on where we go from here. Many on special programs need to get back on track. Soliciting feedback from parents needed. Volunteers her time.

A. Hawkins – Remote option was for one semester. Plans to get more feedback before winter break and have it solidified. Second semester in January. Will have another commitment form.

Treasurer's Reports/Recommendations:

RESOLUTION 2020-10-213
APPROVE FINANCIALS

It was moved by T. Siciliano seconded by E. Kline to waive the reading and approve the minutes of the following meetings:

September 21, 2020 - Board Meeting
September 22, 2020 - Special Board Meeting
September 29, 2020 - Special Board Meeting
October 2, 2020 - Special Board Meeting
October 8, 2020 - Special Board Meeting
October 13, 2020 - Special Board Meeting

Also, approved the monthly financial reports as submitted, with the authorization for the payment of bills and appropriation modifications as necessary.

Yeas: T. Siciliano, E. Kline, A. Waesch

Nays: None

Motion Carried: 3 to 0

RESOLUTION 2020-10-214
RESCIND DONATION

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It was moved by T. Siciliano seconded by E. Kline to rescind the donation on September 21, 2020 from Charles Auto Family.

Yeas: T. Siciliano, E. Kline, A. Waesch
Nays: None
Motion Carried: 3 to 0

RESOLUTION 2020-10-215
APPROVE DONATIONS

It was moved by E. Kline seconded by T. Siciliano to approve the following donations:

\$4,000.00	from Charles Auto Family
\$100.00	from Michael Evanovich

Yeas: E. Kline, T. Siciliano, A. Waesch
Nays: None
Motion Carried: 3 to 0

RESOLUTION 2020-10-216
BANK DEPOSITORY AGREEMENTS

It was moved by E. Kline seconded by T. Siciliano to approve a depository agreement with Portage Community Bank for active, interim, and/or inactive public funds from November 1, 2020 until October 31, 2025, with an option to renew for another five years at the end of the agreement.

Yeas: E. Kline, A. Waesch
Abstains: T. Siciliano
Nays: None
Motion Carried: 2 to 0

RESOLUTION 2020-10-217
POLICY & PURPOSE STATEMENT

It was moved by T. Siciliano seconded by E. Kline to approve the following Policy & Purpose Statement:

Athletic Budget

Yeas: T. Siciliano, E. Kline, A. Waesch
Nays: None
Motion Carried: 3 to 0

RESOLUTION 2020-10-218
APPROVE POWER4SCHOOLS

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It was moved by E. Kline seconded by T. Siciliano to authorize the execution and delivery of a renewal agreement to the master electric energy sales agreement between the District and Power4Schools' endorsed electric supplier, Engie Resources LLC.

WHEREAS, the Board of Education (the "Board") of this School District (the "District"), as a member of one of the Associations, pursuant to this resolution desires to authorize the execution and delivery by the District of Renewal Agreement to the Master Electric Energy Sales Agreement between the District and ENGIE (the "Power Sales Agreement"), pursuant to which the District, will purchase electricity generation for its school facilities; and

WHEREAS, the Ohio Schools Council, Ohio School Boards Association, Ohio Association of School Business Officials, and the Buckeye Association of School Administrators (the "Associations") each carries out cooperative purchase programs and promotes cooperative arrangements and agreements among its member school districts and government agencies or private persons; and

WHEREAS, the Associations collectively do business under the trade name "Power4Schools" ("P4S") for the purpose of endorsing competitive retail electric service ("CRES") providers to supply retail electric energy services to the Associations' members; and

WHEREAS, the members of, and other participating public schools associated with, the Associations desire to purchase retail electric energy services from the CRES provider that has received the endorsement of P4S, ENGIE Resources LLC ("ENGIE"); and

WHEREAS, the Board of Education (the "Board") of this School District (the "District"), as a member of one of the Associations, pursuant to this resolution desires to authorize the execution and delivery by the District of a Master Electric Energy Sales Agreement between the District and ENGIE (the "Power Sales Agreement"), pursuant to which the District, will purchase electricity generation for its school facilities; and

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF THE ROOTSTOWN SCHOOL DISTRICT, COUNTY OF PORTAGE, STATE OF OHIO, as follows:

Section 1. The Board authorizes and directs the Treasurer to execute and deliver, in the name of the District and on its behalf, the Power Sales Agreement, substantially in the form now on file with this Board, with any changes that are not inconsistent with this resolution and that may be acceptable to the Treasurer whose acceptance shall be conclusively evidenced by the execution of such document by the Treasurer.

Section 2. Monies adequate to pay amounts due under the Power Sales Agreement for the current fiscal year are hereby appropriated for that purpose.

Section 3. It is hereby found and determined that all formal actions of the Board concerning and relating to the adoption of this resolution were adopted in an open meeting of the Board, and that all deliberations of the Board and of any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

Yeas: T. Siciliano, E. Kline, A. Waesch

Nays: None

Motion Carried: 3 to 0

RESOLUTION 2020-10-219
PURDUE PHARMA AGREEMENT

It was moved by T. Siciliano seconded by E. Kline to approve pursuit of a potential claim:

WHEREAS, on September 15, 2019, Purdue Pharma L.P., a privately held pharmaceutical company, filed for bankruptcy in the U.S. Bankruptcy Court for the Southern District of New York as part of a plan to settle litigation with dozens of states and other plaintiffs who assert/allege the company fueled the opioid crisis through improper marketing and inappropriate distribution of prescription opiate medications around the country (said case is captioned *In Re: Purdue Pharma L.P., et al, Chapter 11, Case No. 19-23649-rrd*); and

WHEREAS, the Board of Education recently learned that school districts in Ohio may have potential claims against the Purdue Pharma bankruptcy fund, and therefore the Board is eligible to file a Governmental Opioid Claimant Proof of Claim Form (hereinafter, "Proof

of Claim”) in the pending bankruptcy case; and

WHEREAS, the Board maintains it has been harmed by the opioid epidemic that Purdue Pharma is alleged to have fueled, including but not limited to incurring damages for direct and indirect costs resulting from the opioid crisis, such as special education services, supports, and therapies, non-special education academic supports, and health insurance costs; and

WHEREAS, the deadline for filing a Proof of Claim was Thursday, July 30, 2020, at 5 p.m. (EST); and

WHEREAS, the Superintendent, in order to protect the Board’s ability to assert a claim to funds that will be distributed to claimants pursuant to the bankruptcy proceedings, requested that the law firm of Peters Kalail & Markakis Co., LPA, file on behalf of the Board a Proof of Claim and a Proof of Claim was filed;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education hereby ratifies and affirms and makes retroactively effective the Superintendent’s action in requesting that Peters Kalail & Markakis Co., LPA file the attached Proof of Claim (see Attachment A - Governmental Opioid Claimant Proof of Claim), and hereby endorses and certifies the content of the Proof of Claim.

BE IT FURTHER RESOLVED, the Board directs the Superintendent and/or Treasurer to take any further action necessary to process Board’s claim, including but not limited to generating and submitting any documentation necessary to delineate the harm the Board has experienced as a result of the opioid epidemic and establish the Board’s entitlement to damages and receipt of funds through the bankruptcy proceeding.

BE IT FURTHER RESOLVED, the Board authorizes the Superintendent and/or Treasurer to use Peters Kalail & Markakis Co., LPA and Gertz & Rosen, Ltd., to file and prosecute its claim in the bankruptcy proceeding, and authorize the Superintendent to enter into the attached Engagement Letter on behalf of the District (see Attachment B - Engagement Letter). The Board acknowledges and affirms that it has been informed in clear, concise and understandable terms that Peters Kalail & Markakis Co., LPA and Gertz & Rosen, Ltd. will be representing the District as part of a joint representation that includes other Ohio public schools who have filed Governmental Opioid Claimant Proof of Claim

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Forms in the bankruptcy proceeding, with the expectation of reducing and sharing common expenses associated with pursuing this matter. The Board expressly agrees to waive any potential conflict of interest in accordance with the terms of the Engagement Letter.

BE IT FURTHER RESOLVED, that it is hereby found and determined that all formal action of this Board concerning and/or relating to the adoption of this Resolution was taken in an open meeting of this Board and that all deliberations of this Board and any of its committees that resulted in such formal action were in meetings open to the public and in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Yeas: T. Siciliano, E. Kline, A. Waesch

Nays: None

Motion Carried: 3 to 0

Superintendent's Reports/Recommendations:

RESOLUTION 2020-10-220
1st POLICY READING

It was moved by T. Siciliano seconded by E. Kline to approve the 1st reading of the following policies:

1520	Employment of Administrators	Revised
1530	Evaluation of Principals and Other Administrators	Revised
2270	Religion in the Curriculum	Revised
2431	Interscholastic Athletics	Revised
3124	Employment Contract	Revised
5200	Attendance	Revised
5517.02	Sexual Violence	Delete
5610	Removal, Suspension, Expulsion, and Permanent Exclusion of Students	Revised
5611	Due Process Rights	Revised
6144	Investments	Revised
6152	Student Fees, Fines, and Charges	Revised
6152.01	Waiver of School Fees for Instructional Materials	Revised
6325	Procurement- Federal Grants/Funds	Revised
6424	Procurement Cards	Replacement
8450.01	Protective Facial Coverings During Pandemic/Epidemic	New
8800	Religious/Patriotic Ceremonies and Observances	Revised

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Yeas: T. Siciliano, E. Kline, A. Waesch
Nays: None
Motion Carried: 3 to 0

RESOLUTION 2020-10-221
REA NEGOTIATED AGREEMENT

It was moved by T. Siciliano seconded by E. Kline to approve the following:

1-Year contract with REA, effective August 1, 2020 through July 31, 2021.

MOU for the reopening of schools for the 2020/21 school year during the COVID-19 pandemic.

It was moved by T. Siciliano seconded by E. Kline to amend the motion to include the 1-Year contract with REA, effective August 1, 2020 through July 31, 2021 and to strike the MOU for reopening of schools from the motion.

Yeas: T. Siciliano, E. Kline, A. Waesch
Nays: None
Motion Carried: 3 to 0

RESOLUTION 2020-10-222
BUILDING TEST COORDINATORS

It was moved by E. Kline seconded by T. Siciliano to hire approve the following counselors to be compensated for serving as Building Test Coordinators during the 2020-2021 school year:

Danielle Ray	\$500.00
Amy Mohan	\$500.00
Kathy Sandburg	\$500.00

Yeas: E. Kline, T. Siciliano, A. Waesch
Nays: None
Motion Carried: 3 to 0

RESOLUTION 2020-10-223
HIRE SUPPLEMENTALS

It was moved by T. Siciliano seconded by E. Kline to hire the following supplementals:

Sabrina Biagetti	Asst. Band Director
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A. Waesch inquired why an assistant was needed if there was no marching band. A. Hawkins responded the students are working on line and after school program. There were not enough participating students to perform on Friday nights.

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Yeas: T. Siciliano, E. Kline, A. Waesch
Nays: None
Motion Carried: 3 to 0

RESOLUTION 2020-10-224
MAHONING VALLEY COG

It was moved by E. Kline seconded by T. Siciliano to approve a contract with Mahoning Valley Regional Council of governments to provide career counseling services for the 2020-2021 school year.

Yeas: E. Kline, T. Siciliano, A. Waesch
Nays: None
Motion Carried: 3 to 0

RESOLUTION 2020-10-225
COLEMAN CLINICAL COUNSELORS

It was moved by T. Siciliano seconded by E. Kline to approve placement of Coleman Clinical Counselors in the district for the 2020-2021 school year. There is no charge for this service.

Yeas: T. Siciliano, E. Kline, A. Waesch
Nays: None
Motion Carried: 3 to 0

RESOLUTION 2020-10-226
EDUCATIONAL ALTERNATIVES

It was moved by E. Kline seconded by T. Siciliano to approve a contract with Educational Alternatives to provide transportation services for the 2020-2021 school year.

Yeas: E. Kline, T. Siciliano, A. Waesch
Nays: None
Motion Carried: 3 to 0

RESOLUTION 2020-10-227
SUPER LEARNING CENTER

It was moved by E. Kline seconded by T. Siciliano to approve the agreement between Rootstown Local Schools and SUPER Learning Center to educate a special needs student for the 2020-2021 school year.

Yeas: E. Kline, T. Siciliano, A. Waesch
Nays: None
Motion Carried: 3 to 0

RESOLUTION 2020-10-228
LLA THERAPY

It was moved by T. Siciliano seconded by E. Kline to approve the agreement between Rootstown Local Schools and LLA Therapy to provide therapy services for one student for the 2020-2021 school year.

Yeas: T. Siciliano, E. Kline, A. Waesch

Nays: None

Motion Carried: 3 to 0

REPORTS:

A. Hawkins – reported on end of semester. Levy #24 substitute levy

T. Treharn – Reported on the October R-stars: Emily and Madeline Der, Lillian Boland, Katherine Pugh. Student success committee - new “brand” for the district. Community to vote. Roll out in new year. Discussing personalized learning.

R. Campbell and J. Conley reported on building activities

Community committee – hosted first meeting. very positive part of healing process and sharing of good ideas. Also in the high school students have generated ideas. Next meeting: October 25 from 3:30 to 5:30 at Neomed in person or by zoom.

J. Turner reported on building activities

K. Waesch – thanked coaches and reported on sports activities

A. Waesch – Reported on the first community conversation with NAACP, KSU, district admin, the community, and pastoral council. Thanks for their participation. Very uplifting. Caring and supportive community. Thanked organizers. District leadership and members of NAACP spent a lot of time. Thanks to Dr. Nelson and Rev. Ruchotzke, T. Treharn, Frank Hairston, Neomed and KSU. Next meeting is Sunday October 25. Monday October 14, participated with A.

Hawkins, C. Baldwin and E. Kline in interview with Record Courier. Substitute levy issues #24. Recommends Record Courier website to watch the interview.

New Business:

A. Waesch - Sept 21 accepted the resignations of two board members. Must fill the remaining two vacancies. Had to follow Ohio Revised Code and board policy. The time frame was 30 days but was extended due to pandemic. The board committed to filling sooner. Board policy requires submitting written notice and short form to meet qualifications and provide uniform information. Received 12 notices and 11 met qualifications. Board granted interviews to all 11 on Oct 9 and Oct 13. A total of nine interviews conducted. The board then met to review. In fairness, had a procedure: same six questions, none in advance, all same length of time (about 30 minutes). Interviewees were notified of process. Appointment until Dec 31 2021. Next election in November 2021. Encourage all interviewees to run. Thanks to all 12 individuals who applied. It is a difficult time and each was willing to step up the plate and commit to the community. Could have lasting effects on families and jobs. Recognize courage and commitment. Board must vote. Public vote in open meeting. Not the most desired situation for candidates. This is not to embarrass but to be transparent. Publically thank you for submitting applications. Not an easy decision as all were community members and friends.

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Each would be excellent. Only two appointed so all encouraged to run as each have a lot to offer.

E. Kline – It was tough decision to make. Please consider running in next election

RESOLUTION 2020-10-229
APPOINT BOARD MEMBER

It was moved by A. Waesch seconded by T. Siciliano to appoint Craig Mullaly to the position of board member to replace Scott Krieger.

Yeas: A. Waesch, T. Siciliano, E. Kline

Nays: None

Motion Carried: 3 to 0

RESOLUTION 2020-10-230
APPOINT BOARD MEMBER

It was moved by A. Waesch seconded by E. Kline to appoint Paul McEwuen to the position of board member to replace Steve Vasbinder.

Yeas: A. Waesch, E. Kline, T. Siciliano

Nays: None

Motion Carried: 3 to 0

The treasurer administered the Oath of Office to the new board members.

RESOLUTION 2020-10-231
LEGISLATIVE LIAISON

It was moved by A. Waesch seconded by T. Siciliano to appoint Craig Mullaly to the position of legislative liaison.

Yeas: A. Waesch, T. Siciliano, E. Kline

Nays: None

Motion Carried: 3 to 0

RESOLUTION 2020-10-232
STUDENT ACHIEVEMENT LIAISON

It was moved by A. Waesch seconded by T. Siciliano to appoint Paul McEwuen to the position of co-student liaison with Eric Kline.

Yeas: A. Waesch, T. Siciliano, E. Kline

Nays: None

Motion Carried: 3 to 0

RESOLUTION 2020-10-233

EXECUTIVE SESSION

It was moved by T. Siciliano seconded by E. Kline to go into Executive Session to consider the investigation of complaints against public officials. Invited in: M. Markakis, Tim Dimoff, A. Hawkins

Yeas: T. Siciliano, E. Kline, A. Waesch, P. McEwuen, C. Mullaly

Nays: None

Motion Carried: 5 to 0

The president called the meeting back into regular session at 6:56 p.m.

Investigative Report and Recommendations:

A. Waesch - Tim Dimoff of SACS Consulting was hired for a 3rd party independent investigation on Sept. 14. R. Campbell served as liaison with legal counsel. Thank you to R. Campbell. Will give summary of report and recommendations. First time board is hearing this information.

Tim Dimoff – Thank you to all audience and staff for putting confidence in our services. Over 40 years leading investigations of these types. In order to capture the summary report, felt important to read report to get exactly what it was all about. Copies of report are available from legal counsel. Being here shows you really care.

Following resignation of Coach Spiker, the Rootstown Local School District engaged legal counsel to investigate events leading up to resignation. Legal hired my company to determine if ongoing racism in football program and the reinstatement of suspended player of one time racial slur. Secondly, to determine if sufficient procedures in athletics, admin, and board with respect to student discipline. Conducted comprehensive interview of individuals. Afterwards, felt it would be helpful to go deeper so included: Coach Spiker, asst coaches, new head coach, building and grounds supervisor, superintendent, high school principal, athletic director and all board members. Findings and recommendations: Based on info gathered found several things: Resignation was due to series of decision and conversation spanning several weeks. Two students were involved in two incidents. One involved a racial slur. Second was physical shoving, hours later. Following this the two students received a 3-day cooling off. Several weeks later student one made a slur against the nationality of a third student. Did not involve same player or the same ethnicity. Several weeks later. Spiker suspended player with consultation of superintendent, high school principal, athletic director with current process in team rules. Three days later, superintendent made decision to reduce discipline and reinstate player one. Coach Spiker resigned. Student 1 had been disciplined over one racist and one nationality slur on two separate incidents several weeks apart. Did not find ongoing racism in football program. No reports to board, admin, or football coaches. No fear or intimidation reported to make it unsafe. Coach Spiker spoke with team and with four African American student athletes who conveyed was not ongoing by players or coaches. Also asked interviewees if they had any knowledge of any racism in the schools, athletics, practice, games, etc. of either formal or informal complaints. No yeses. Admin had no complaints in district. Two influences on superintendent on reversal in addition to personal beliefs. First was Player one's father who was adamant, angry, and threatening. Told Spiker he could lose job. Father

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stated my son will play you will lose job. Attitude to others involved. The second influencer was Steve Vasbinder. He felt Spiker made major mistake by having separate meeting with African American students. Did tell several people that in the private sector the coach would be fired. Texted school officials advocating resignation or be terminated. Felt this was exceeding authority and pressuring the superintendent. Tom Siciliano offered opinion that suspension was too harsh and did not fit the crime. Was asked for opinion and gave it. Has 30 years on school board and is respected opinion. No mention he pressured anyone, was offering his opinion. Tom Siciliano was accused of pressuring the decision. I found no evidence. Whether to overturn Andrew Hawkins' decision was informal with members of the board, athletic director, and high school principal. None pressured him. Superintendent sought information and guidance from respected individuals due to current team rules, which have no progressive discipline. All individuals involved acted in what they felt was the best interest of students. No one acted due to personal interest or bias. All had very strong opinions and was glad to hear each felt strongly they acted because they felt that was best for the students. No evidence any decision made because father or business bias. Reinstatement was not improper motive. Steve Vasbinder had no personal or business interest with father as was alleged. Angry father rumored to be close to board member. Confident that was not a motive. Andrew Hawkins openly solicited opinions and feedback and then in his own description reinstated the player in accord with district disciplinary policy. Andrew Hawkins felt suspension for entire season would prevent goal of athletics to mold, shape, influence, and correct student actions. Each person's main focus was students. Felt if suspended would no longer have ability to correct and affect student's actions. Steve Vasbinder acknowledged his conduct may have been because he was new in January and misunderstood his role. He recognized he overstepped, he apologized and he felt best to resign and did. Evidence all board attended training Nov 2019 and targeted training by legal in Aug 2019 on ethics and board member roles and he did participate. Many do not have prior board experience in education or other organizations or nonprofits. Recommendation: Review current procedures and communicate those with athletics, admin and board of education with respect to discipline. There is chain of command but need to create progressive discipline procedures. Believe this was a major cause of problem. Need guidelines that are more specific across all segments of school with clear timeframes for decisions. Continue board of education training. Should schedule yearly retreat for board for purpose of strategic goals. Add an anonymous tip line to bring attention to school problems. Studies find an increase by 45% nationally by adding tip line. Board of education, admin and community stakeholders should continue community committee with continued monitor of work and school events. Have process for follow up on complaints. A. Waesch – Now will move to community comments to share views. Constructive comments and feedback. Please remember all received this information for the first time tonight.

Community Comments:

Dan Caruso – 4311 Apple Orchard – Thank you for investigation. Heard reinstatement to team. Has been stated Coach Spiker said he would reinstate but player wouldn't play. Athletic director said in all sports coaches decide. A. Hawkins allegedly told coach the player would play. Feels this is overstepping coach's decision. Recommends A. Hawkins resigns or is terminated. Kailey McMullen - 3357 Harrif Rd. – Report said no racism but don't believe since community has said and her former classmates have expressed same thing. Secondly, parent being very

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angry and his kid will play. Was this a higher influence than was maybe led on? Feels Mr. Hawkins needs to go.

Tim Dimoff – You mention racism in community. This investigation did not look into in community. Was limited to the coaches and school officials within the school and within athletics. Formal or informal complaints. Were none. Community issue is a different type of analysis. NAACP as guests helping to address if this is the case and deal with it with knowledge, education, and eliminate the issues. Community movement is a good movement. This investigation did not touch that, only within in the school. Comments were based on hearing about S. Vasbinder and T. Siciliano being strong influencers. This was an objective investigation. Yes, Steve Vasbinder was very strong and pressured and admitted he thought it was part of his duty. He apologized and resigned. With Tom Siciliano could not find one person who said he pressured them, he gave opinion only. Surprised how many commented that the father was that strong and threatening and was a hidden pressure not talked about before.

A. Waesch – Thank you to Mr. Dimoff. Invited the board to share.

C. Mullaly – no comments at this time

A. Waesch – recommends administration immediately form team to review policies and procedure lack of progressive discipline with timeframes on decisions. Should mirror policies for students and apply to athletic program.

E. Kline – agrees with that.

Aw – Update at next meeting on that review. Also, recommend that administration look into an anonymous tip line. In addition, need a process for taking the complaints, responding and reporting to the board. Update on that at next board meeting. Lastly, for two new members recommend the board look together at new member training. Cap conference is coming up. Next meeting November 16. Schedule a special meeting to review agenda and identify board trainings to attend together and furthering strategic goals.

C. Baldwin – Capital conference offers six trainings for new board members.

A. Waesch – Next meeting Monday October 26 as a work session to review and also schedule yearly retreat and strategic plan.

RESOLUTION 2020-10-234
ADJOURNMENT

It was moved by T. Siciliano and seconded by E. Kline to adjourn the meeting at 7:48.

Yeas: T. Siciliano, E. Kline, A. Waesch, C. Mullaly, P. McEwuen

Nays: None

Motion Carried: 5 to 0

Amanda Waesch, President

Connie Baldwin, Treasurer