

Minutes of Regular Meeting  
September 21, 2020

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The Rootstown Local Board of Education met in regular session at 6:00 p.m. in the High School Cafeteria on September 21, 2020. Present were Tom Siciliano, Amanda Waesch, and Eric Kline. Also present were Andrew Hawkins, Superintendent, and Connie Baldwin, Treasurer, Sandy Dyer, Colette Hunter, Lanaya Hunter, Trell Fortner, Charles & Cherie Harris, Robert Miller, Jeff Turner, Caren & Dan Karp, Susan Fusco, Lowell & Kathy Stover, Curtis & Terri Robinson, Tammy & Morgan Jones, Janet Coon, Scott Oster, Dan & Stacey Caruso, Paul McEuwen, Gary Slater, Tracey Mackey, Arie Freeman, Dawn Collins, Alex Banks, D. Kaut, Kevin Kaut, Tara Reed, Bob Treharn, Madison & David Rude, Heather Lehman, James Conley, Terri Hrina-Treharn, Kathy Galloway, Robert Campbell, Adrian Burt, Deborah Burt, Paul Burt, Julia Siglow, Lisa Scott, and Victor Guinto. The meeting was called to order at 6:00 p.m. and the Pledge of Allegiance was recited.

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

**RESOLUTION 2020-09-173**  
**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 2020-09-174**  
**RESIGNATION - KRIEGER**

It was moved by T. Siciliano seconded by E. Kline to accept the resignation of Scott Krieger, Board Member, effective September 17, 2020.

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

Nays: None

Motion Carried: 3 to 0

**RESOLUTION 2020-09-175**  
**RESIGNATION - VASBINDER**

It was moved by T. Siciliano seconded by E. Kline to accept the resignation of Steve Vasbinder, Board Member, effective September 18, 2020.

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

Nays: None

Motion Carried: 3 to 0

**President's Message:** A. Waesch regrets board resignations. Investigation approved and will continue. Resignations do not affect investigation or the community committee. S. Krieger and S. Vasbinder did not give written reasons for resigning and she is not speculating. While we sit

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up here, we are also members of the community and continue to live here long after we serve. Have family, spouses, children and outside occupations. S. Krieger and S. Vasbinder have families and children in the district. Remember, they will be part of community. Respect decision to resign, still members of community and please respect families and occupations. Tough weeks. Feels community's passion and understands it. Last meeting was disappointed how community is viewed in the media. Challenge to show the world how great Rootstown is. Appreciate their time and energy and thank them for their service as well as family. Continue to move forward.

E. Kline – Echoes same statements. Talked to both board members and asks that everybody take into consideration they have families, myself included. Ask that we love one another and please respect that we have family and kids.

T. Siciliano – Agree. Thank you.

**Superintendent's Message:** Pleased to meet with Mr. Hairston and Dr. Nelson to discuss recognition of challenges. Agree to deep dive to best achieve restorative justice. Partnering with us to facilitate an open discussion. To identify the most effective strategies and best practices. NAACP engaged in process. Thank you to Dr. Nelson and Mr. Hairston for being a part of this discussion and I look forward to critical conversations that promote healing and reconciliation.

**Presentation:** Charles Auto Group – Presented a donation to help with COVID19.

**Community Comments:**

A. Waesch – read policy on community comments. 3 minutes each and 20 minutes total. All speakers refrain from defamatory statements and be respectful of speakers.

Sandy Dyer 2986 Neiman East Canton – Here to speak on behalf of Mr. Hawkins. References mission statement of responsible, respectful role model, which Mr. Hawkins is. Is passionate about sports and young people. We make tough decisions as leaders and not everyone will be happy. Heated discussion or conflicts cause us to say things we wish we could take back. As teachers, leaders, coaches, remember young people need to learn how to act right. Model respect. When kids make mistakes is not a time for protesting and name-calling. We must talk to the children and educate them. Educate, not march and humiliate. Parents and teachers must come together. Mr. Hawkins is a family man. I worked with his wife. My grandchildren stay at his house and he volunteers for the community. I will stand here as an African American and say he is not a racist. I go to church with him, have visited his house and many community events. First time ever heard this kind of behavior about him. Here to let them know this should not be tolerated.

Susan Fusco 2962 Sandy Lake Rd – best thing to do is put in interim superintendent. Take a break and step aside. And, also Amanda until this is sorted out. Not satisfied with third party. Should be outside not inside investigation. Feels cannot do anything without interim.

A. Waesch – This is a 3<sup>rd</sup> party investigation. Mr. Campbell will provide update tonight. It is an independent third party company outside Portage County. Mr. Campbell is the liaison just

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facilitating meetings. All interviews at the investigator's place of business and individually as well.

Dan Caruso 4311 Apple Orchard – This is not personal, it is about professional conduct. Mr. Hawkins is not a bad person but failed as admin. Small window to act: resign and move on. Disappointed in Mr. Hawkins for not following policy with football policy and reopening plan. Too much time to prepare. Should have prepared over the summer as all knew this would happen. Policy gives all plenty of time to prepare. No need to wait since county went red [on COVID]

Paul Burt 14568 Haliwell Ave Canton – Here to represent Mr. Hawkins. I have been to his house for dinner. Nothing to feel he is racist. What harm has he done? You gave him the terms of being superintendent. Why take his job if he felt it was right. Need to decide before superintendent makes a move and have the whole board agree on policy. Don't leave one man to make the decision. No one is perfect. What you are doing to this man is wrong. Why hang this man when he's doing what he thought was right. Board needs to come together and understand your opinions. Lot of haters in the world. Don't take his job as a tool to pass on the hate.

A. Waesch – paused to demand respect

Evand Birkett – Best interests here in Rootstown. Children on the team now and since preschool. Issue isn't with Mr. Hawkins, it was how it was handled. Think we should be beyond having a perfect system by now. Adults on the board caused the issue. Some members needed to go. I have a family too. Not about Mr. Hawkins but his professionalism is in question. Was handled correctly and then was reversed. My family has been attacked online ever since this has happened. Problem in special session wasn't because of a person. Had a chance to correct that mistake and that is what we are looking for. Stay on topic of the special session. Mr. Hawkins failed and this needs to be fixed.

Tammy Jones – 3649 Industry Rd. – in response to Mr. Hawkins, everyone makes mistakes. All have wished to do better, but taxpayers continually have had issues with Mr. Hawkins handling the school. You were the one who sponsored a teacher to start Biomed to be a small online school. When you approved it, Neomed took Biomed out from under us and became a sponsor. T. Siciliano doesn't know how we got here and ran out of money. Didn't the board ok the school to do that? Feels T. Siciliano runs everything. Feels Tom needs to resign. After three years and how much money lost to Biomed and Mr. Hawkins is the one who backed it. The school has problems with vaping, destroying property, and Mr. Hawkins has hard time teaching right from wrong.

Dynele Schinker-Kuharich 3762 New Milford – Question on 3<sup>rd</sup> party investigation; want to know scope and what we are looking at and if involves a community liaison because school liaison may not satisfy impropriety.

A. Waesch – scope is from beginning of timeline until the football games, who was involved, who made the decision and what was said. Don't know everything, so if scope has to be

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expanded. Goal is to figure out what happened, know the facts, and take appropriate action. Will have factual findings and recommendations.

Adrian Burt Canton Ohio 3455 Fleeter Ave – Here on behalf of Mr. Hawkins. People are saying he is racist. My kids visit every day. Eat meals together. If they're racist, I don't get invited to their house. He is here for the school. Calling names will make the community worse. Everyone makes mistakes and deserves second chances. He is not racist.

Colette Hunter 2713 Woodell – Here to speak the truth. Has known Mr. Hawkins for about 10 years. He would give shirt off back. His house filled with kids of all colors. When asked why he and his wife had so many kids over, he said the kids live here more than I do. I just buy the groceries. When people know better, they will do better. Who would accuse him of being a racist? My 13 y/o daughter asked me about why this was happening to Mr. Hawkins. She raised her hands and said "Do they know he has a black child?" He is not my daughter's father but he acts like one. When have we become so weak we can point the finger when someone makes a mistake. I grew up in private school was looked at differently. When I moved Mr. Hawkins was the first person to help. He dropped off his daughter at my house even though I wasn't financially as well off as his family. He trusted me. He's the first person with shovel to plant and hang TV. Knows his family; they are always welcoming and kissing everyone. Who can cast the first stone? Not perfect. But the community trusts him.

Robert Miller 2573 Sandy Lake Rd. – Rootstown graduate and lived here whole life. Wife and kids are 4<sup>th</sup> generation Rovers. It is special. Don't expect perfection but do expect integrity and mental toughness, especially at the highest level. Entitled to mistakes but not take advantage of elected official position. There is cronyism. Question is: Do you have the integrity and mental fortitude to do what's right even when it is hard. Responsibility is given by the community by the voting process. Mr. Hawkins is in tough position. Missed the issue. No Rovers here spoke on your behalf. Sorry we are in this position. Know it is hard. Beyond racism. It was a poor decision. Figure out what is right. No entitlement. This is our school not yours. People need to speak up.

A. Waesch - packed agenda and limited time for speakers. Still business to attend at the meeting. Need to move through the agenda. However, willing to stay after and listen to community.

T. Siciliano – let this be last speaker

E. Kline – asked for community comments at end

Charles Harris – 3868 Cook Rd. – Representing Rootstown for over 20 years. Lost focus on the issue, which is the boys on the football team. Working toward character building and not tearing down of children by adults who live and work here. These boys were let down by a teammate, by a multiple offender. Lost focus talking about board and no one is talking about football players. Do we have the right people to be here for them?

**Treasurer's Reports/Recommendations:**

**RESOLUTION 2020-09-176**  
**APPROVE FINANCIALS**

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

August 17, 2020 – Regular Meeting  
September 14, 2020 – Special Meeting

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

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

**RESOLUTION 2020-09-177**  
**APPROVE POLICY & PURPOSE STATEMENTS**

It was moved by E. Kline seconded by T. Siciliano to approve the policy and purpose statements:

HS Student Council	Art Club
Class of 2021	Class of 2023
National Honor Society	Youth Safety Council
Class of 2024	Campio Yearbook
OWA	Ski Club

The motion was amended to exclude the Athletic budget.

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

**RESOLUTION 2020-09-178**  
**APPROPRIATION ADJUSTMENTS**

It was moved by E. Kline seconded by T. Siciliano to approve the following appropriation adjustments based on the increase or decrease in corresponding revenue adjustments:

467-9221	Student Wellness	\$84,298.00
507-9221	ESSER	\$95,583.39
510-9221	Corona Relief	\$57,942.35

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510-921A	Broadband Connectivity	\$90,879.70
516-9221	IDEA	\$246,389.68
572-9221	Title I	\$114,237.29
572-921A	Title I Expanded Opportunities	\$2,475.71
590-9221	Title IIA	\$26,740.60
599-9221	Title IV	\$10,000.00
599-921A	CARES Mini Library Grant	\$3,000.00

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

Nays: None

Motion Carried: 3 to 0

**RESOLUTION 2020-09-179**  
**PERMANENT APPROPRIATIONS**

It was moved by T. Siciliano seconded by E. Kline to approve the Permanent Appropriations for the 2020-2021 school year.

001	General Fund	9,059,149.00
016	Emergency Fund	1,665,798.50
018	Principals' Funds	38,991.75
300	Managed Student Activity	79,646.25
451	OneNet	5,400.00
467	Student Wellness	84,298.06
507	ESSER	95,583.39
510	CARES Act	148,822.05
516	IDEA Part B	283,220.83
572	Title I	117,225.69
590	Title IIA	26,740.60
599	Misc Federal Grants	13,000.00
003	Permanent Improvements	429,821.00
007	Special Trust	375.00
006	Food Service	268,723.00
009	School Supplies	21,494.00
014	Rotary	188.00
022	District Agency	3,135.00
026	Employee Benefits Agency	15,000.00
200	Student Activity	24,187.25
008	Endowment	5,250.00
Total		12,386,049.37

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

Nays: None

Motion Carried: 3 to 0

**RESOLUTION 2020-09-180**  
**APPROVE INVENTORY CHANGES**

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It was moved by E. Kline seconded by T. Siciliano to approve the following buses to be removed from service and sold:

Bus 4	VIN 1GBM7T1J1SJ109302	1995	Blue Bird
Bus 8	VIN 1HVCPTVN9EHA51095	1984	International
Bus 19	VIN 1GBM7T1J7VH112869	1997	Blue Bird

C. Baldwin noted she met with S. Krieger, Al Marzec, and Kim Isaman to discuss a better turnover program for bus replacements.

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

Nays: None

Motion Carried: 3 to 0

**RESOLUTION 2020-09-181**  
**OVERDRIVE AGREEMENT**

It was moved by T. Siciliano seconded by E. Kline to approve the participation agreement with Overdrive Education for access to shared digital library content through SPARCC with access to over 2,000,000 ebooks, audiobooks, and digital class sets. The cost will be covered by the CARES mini grant.

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

Nays: None

Motion Carried: 3 to 0

**Superintendent's Reports/Recommendations:**

**RESOLUTION 2020-09-182**  
**RESIGNATION - MULLENIX**

It was moved by T. Siciliano seconded by E. Kline to accept the retirement resignation of David Mullenix, Study Hall Monitor, effective August 31, 2020. Thank you to Mr. Mullenix for his years of service.

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

Nays: None

Motion Carried: 3 to 0

**RESOLUTION 2020-09-183**  
**HIRE – WENDY OLSON**

It was moved by T. Siciliano seconded by E. Kline to hire Wendy Olson, Bus Driver, 186 day contract, 4 ½ hours per day, Step 0, effective the 2020-2021 school year.

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

Nays: None

Motion Carried: 3 to 0

**RESOLUTION 2020-09-184**  
**HIRE - STANLEY**

It was moved by E. Kline seconded by T. Siciliano to hire Summer Stanley as a Bus Aide, 186 days contract, 3 ¾ hours per day, Step 0, effective the 2020-2021 school year.

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

Nays: None

Motion Carried: 3 to 0

**RESOLUTION 2020-09-185**  
**HIRE – KRUGER**

It was moved by T. Siciliano seconded by E. Kline to hire Carol Kruger as an Educational Aide, 186 day contract, 7 hours per day, Step 1, effective the 2020-2021 school year.

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

Nays: None

Motion Carried: 3 to 0

**RESOLUTION 2020-09-186**  
**HIRE - CLINE**

It was moved by T. Siciliano seconded by E. Kline to hire Jamie Cline as an Educational Aide, 186 day contract, 7 hours per day, Step 0, effective the 2020-2021 school year.

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

Nays: None

Motion Carried: 3 to 0

**RESOLUTION 2020-09-187**  
**HIRE – FRANCIS**

It was moved by E. Kline seconded by T. Siciliano to hire Ruthann Francis as an Educational Aide, on a Pilot Program, Step 0, effective the 2020-2021 school year.

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

Nays: None

Motion Carried: 3 to 0

**RESOLUTION 2020-09-188**  
**HIRE - FABIAN**

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It was moved by T. Siciliano seconded by E. Kline to hire Deidre Fabian as an Educational Adie, on a Pilot Program, Step 0, effective September 10, 2020.

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

Nays: None

Motion Carried: 3 to 0

**RESOLUTION 2020-09-189**  
**LEAVE - PETERSON**

It was moved by E. Kline seconded by T. Siciliano to approve a one-year, unpaid leave of absence for Karen Peterson, effective March 1, 2020.

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

Nays: None

Motion Carried: 3 to 0

**RESOLUTION 2020-09-190**  
**FMLA - STROPE**

It was moved by T. Siciliano seconded by E. Kline to approve FMLA for Nichole Strobe, effective August 27, 2020.

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

Nays: None

Motion Carried: 3 to 0

**RESOLUTION 2020-09-191**  
**FMLA - HELMLING**

It was moved by E. Kline seconded by T. Siciliano to approve FMLA for Pam Helmling, effective September 1, 2020.

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

Nays: None

Motion Carried: 3 to 0

**RESOLUTION 2020-09-192**  
**FMLA - INNES**

It was moved by E. Kline seconded by T. Siciliano to approve FMLA for Kara Innes, effective October 23, 2020.

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

Nays: None

Motion Carried: 3 to 0

**RESOLUTION 2020-09-193**  
**SALARY SCHEDULE MOVEMENT**

It was moved by T. Siciliano seconded by E. Kline to approve the following teachers to move on the salary schedule due to additional college credits:

Jessica Banas

B to a B+8

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

Nays: None

Motion Carried: 3 to 0

**RESOLUTION 2020-09-194**  
**APPROVE SUBSTITUTES**

It was moved by E. Kline seconded by T. Siciliano to approve the following students to be paid through the CBIP program in the high school:

Heather Rader

Substitute Cafeteria, Aide, Secretary

Corine Coontz

Substitute Bus Driver/Bus Aide

John Benedik

Substitute Educational Aide

Margaret Huffman

Substitute Educational Aide

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

Nays: None

Motion Carried: 3 to 0

**RESOLUTION 2020-09-195**  
**APPROVE CBIP PROGRAM**

It was moved by T. Siciliano seconded by E. Kline to approve the following students to be paid through the CBIP program in the high school:

Allison Fisher

Trent Gauer

Jasmine Jarrett

Maverick Lee

Makayla Moore

Sophia Myers

Chloe Schrock

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

Nays: None

Motion Carried: 3 to 0

**RESOLUTION 2020-09-196**  
**APPROVE RESIDENT EDUCATORS**

It was moved by E. Kline seconded by T. Siciliano to approve the following Resident Educator Mentors for the 2020-2021 school year:

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Noelle Eibler

Blaine Kelsey

Margaret Barzellato

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

Nays: None

Motion Carried: 3 to 0

**RESOLUTION 2020-09-197**  
**APPROVE ATHLETIC WORKERS**

It was moved by E. Kline seconded by T. Siciliano to approve the following as Athletic Workers for the 2020-2021 school year, at a rate of \$10.00 per hour.

Adam Beery

Nicole Bobbs

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

Nays: None

Motion Carried: 3 to 0

**RESOLUTION 2020-09-198**  
**APPROVE SUPPLEMENTALS**

It was moved by T. Siciliano seconded by E. Kline to approve the following supplementals for the 2020-2021 school year:

Sandra Stanley  
Slyvia Leidlein  
Stephanie Kemble  
Kelly Morris  
Althea Kent  
Althea Kent  
Stephanie Kemble  
Kelly Morris  
Carol Pullin  
Carol Pullin  
Sarah Boring

Substitute Aide Caller  
MS Yearbook  
HS Student Council - ½ contract  
HS Student Council - ½ contract  
Senior Class Advisor  
Junior Class Advisor  
Sophomore Class Advisor  
Freshman Class Advisor  
National Honor Society  
Youth Safety Council  
HS Yearbook

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

Nays: None

Motion Carried: 3 to 0

**REPORTS:**

A. Hawkins – thanks to students and staff for doing such a great job with back to school during this pandemic. Learning is continuing. Students have been outstanding. Portage County is going red so the hybrid model of classroom learning will start on 9/28. So far this year 1,076

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students enrolled. A professional development day for teachers is on Friday. October 9 is another professional development day for certified staff. Recently the USDA announced all students eligible to receive free breakfast and free lunch. Thanks to Mrs. Shewell and Ms. Baldwin for setting up this program.

Terri Hrina-Treharn – September R-Stars – Nathan Waesch, Michael Huebner, Nialani Juma, and Matt Collins from maintenance. Reported on other district activities as well as student success subcommittee for strategic planning – first meeting on Wednesday. Every Wednesday before board meeting. Discussing a “brand” for Rover district, to finalize in October.

Jim Conley – Reported on building activities as well as thanking students and faculty as well as custodial and maintenance staff. Reported on Diversity, equality, and unity subcommittee. Was asked to head with Terri Hrina-Treharn. Still forming committee of community, parents, students and staff. Feel free to call if interested. Finalize this week and set meeting date.

Rob Campbell – Reported on building activities as well as Third Party Investigation – reached out to legal, met Thursday with SACS consulting out of Akron on investigation, which began last week. Should take 30 to 45 days.

Jeff Turner – Reported on building activities. Thanked Lee Boring for tech support in back to school. Also thanked youth football for donations of hand sanitizer and masks.

A. Waesch – on Friday met with Dr. Langell and Janet Coon over at Neomed. Offered to donate \$500 to athletic programs for covid response. Only school district in the county to be offered donation. Neomed then requested to redirect to the newly created committee. Offered their HR Dept. Mr. Andre Burton, who has worked with Mr. Hairston. Neomed offered free use of lecture hall for community committee and training. Thank you and felt needed a motion to accept the generous donation.

**RESOLUTION 2020-09-199**  
**DONATION**

It was moved by A. Waesch seconded by T. Siciliano to accept a \$500 donation from Neomed University.

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

Nays: None

Motion Carried: 3 to 0

**RESOLUTION 2020-09-200**  
**DONATION**

It was moved by A. Waesch seconded by T. Siciliano to accept a \$7,000 donation from the Charles Auto Group.

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

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Nays: None

Motion Carried: 3 to 0

New business –

A. Waesch – spoke regarding interim board members process. Must follow ORC and board policies. S. Krieger and S. Vasbinder resigned and so must fill vacancies. Must fill within 30 days. Fail to fill then falls to probate court. Due to COVID19, the Health Dept is extending 30 days to 60 days. Have until November 17 to fill first vacancy. Next regular meeting is October 19. Would like to complete process by that date. Process is in board policy, which will take following steps. Qualified and interested candidates application and letter to president. Notice to paper and website and on social media. Request getting this published. Legal has supplied notification. Must submit in writing to board president. Can drop off at board office. May interview candidates. Deadline Friday October 2 to submit written notice. Two weeks for interviews. Recommend interview candidates. Outline specifics for the interview process by board to be consistent in question of all candidates.

(T. Siciliano – need to use the 30 day deadline. E. Kline – agreed.)

Lastly, term limits December 31 2021 for S. Krieger. Same term. S. Vasbinder his term until December 31 2023. Will expire December 31 2021. And then interim must run for reelection. Both expire in 2021. Remaining two years, a separate ballot issue. Will have four seats up in November 2021. Next meeting is October 19. Tomorrow is special meeting on 9/22. With Dr. Nelson and Mr. Hairston of NAACP at 6 pm.

**Community Comments:** If previously spoken must wait until everyone is done speaking

Terri Robinson 4165 Sabin Dr – over 30-year resident and children are graduates. Speaking because has experience with the incidents which occurred. Engaged many times with teachers and principals. Has lived this experience. More systemic than any one person's character. Must educate students in right type of environment. Loving your neighbor but also respecting them. Hate is a taught behavior. It is learned. Has to stop. Asking everyone to come together. No better time than the present. See something, say something.

Kevin Kaut – 4253 Rootstown rd. – is disappointed to find ourselves in this situation. Hopefully make something of the experience. Last week was time for anger. Anger from good right place, righteous indignation. Time to step back. The intent should never be finger pointing and casting a stone. Intended as blanket statement because of many years of issues. Enough pressure built up in system. Tweaked the value and got a geyser. Rootstown is filled with good people. Breaks heart to watch the news to see Rootstown portrayed this way. We have issues that need to be solved. Good people sometimes make bad decisions. But must come together. People supporting Mr. Hawkins as character witnesses. Respect Mr. Hawkins but have to understand our responsibility. Have a lot of work to do. Dr. Martin Luther King, Jr. said, "I have a dream that someday my children will grow up in a nation where they will not be judged by the color of their skin, but by the quality of their character."

Debra Burt – Supports Mr. Hawkins. All in room have too much hatred. Need to get together. With covid going on, don't need slander and it hurts my heart. Grandchildren attend St. Thomas with Mr. Hawkins' children. Hurts to see the protest signs. Pull kids together and

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teach not to judge people. Here for moral support for Mr. Hawkins who has shown no sign of prejudice. Glad to say he is supported. God bless.

Carlos Fusco Sandy Lake – That is a valid point but failure to teach difference. In position of power, you represent the students you lead. Look up to you for guidance. Culture classes help. Am a graduate and have seen a lot of bullying and racism swept under the rug until now are under the spotlight. Shouldn't have to get to that point. These issues should not go unchallenged. What led to boiling point and how to move forward? What they would like is to see all treated equally. Important to learn acceptance.

Matt Bidinger 3665 Cherry Hill – Need common ground. Different ideas how to fix. Need transparency. Cannot have healing without transparency. Framed issue as white on white racial slur? Is that correct? Mr. Harris held your feet to the fire. Mr. Conley was transparent. Two prior comments, racial comments. Not heard by adults. Need to listen to children. To be safe, must be heard. Ask that we focus on transparency and focus that issue.

Cherie Harris 3868 Cook – T. Siciliano and Mr. Hawkins do you regret your decision?

A. Hawkins – Looked at what has happened and looked at where we are at. Hope to this turn around. Having critical conversations. As process goes and investigation happened, has learned things and hopes to do better. Tough question. Definitely regret what has happened to community. If had it to do over, might have done differently.

T. Siciliano – I do not regret my decision.

Cherie Harris - What policies are in place?

Mr. Hawkins – do have policies. Need more detailed classroom and athletic policies. We do have now, but looking to make better and to protect children in more ways. And not let the policies sit on the shelf.

Mrs. Fusco – Regarding the 3<sup>rd</sup> party investigation. How much will it cost? Asked about the renewal levy and if sued?

A. Waesch – can't comment on the investigation. Attorney client privilege at this point. Price range only. Must check to see if I can disclose. No one has filed or alleged a lawsuit.

C. Baldwin – The District has a renewal levy on in November. A substitute. For \$1,045,000. The district has insurance but not sure how it would apply in a lawsuit.

Capital Conference: The board appointed A. Waesch as district delegate. Conference will be virtual. A. Waesch suggested the board attend sessions to align with student success and report back at the November 16 board meeting.

Next Regular meeting: October 19, 2020  
Special Meeting: September 22, 2020

Minutes of Regular Meeting  
September 21, 2020

1540

Exhibit C

**OLD BUSINESS: N/A**

**RESOLUTION 2020-09-201**  
**ADJOURNMENT**

It was moved by T. Siciliano and seconded by E. Kline to adjourn the meeting at 7:44.

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

Nays: None

Motion Carried: 3 to 0

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Amanda Waesch, President

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Connie Baldwin, Treasurer