

Administrative Offices  
Stanbery Freshman Campus  
Lancaster, Ohio  
November 22, 2010

The Board of Education of the Lancaster City School District, Fairfield County, Ohio met in a Regular Board Meeting on November 22, 2010 in the Cafeteria in the Stanbery Campus. The meeting was called to order at 7:00 p.m. by Mr. William Bickham, President and the roll being called, the following members were present:

Ms. Amy Eyman                      Mr. Gary Mauller  
Ms. Kathy Kittredge              Ms. Hollie Saunders  
Mr. William Bickham

PLEDGE OF ALLEGIANCE – Students from Cedar Heights Elementary School

10-87 APPROVAL OF MINUTES

Ms. Saunders moved to approve the minutes of the Regular Board Meeting held on October 26, 2010 as presented:

Mr. Mauller seconded the resolution, and the roll being called on its adoption, the vote resulted as follows:

Ms. Eyman    Yea                      Mr. Mauller    Yea  
Ms. Kittredge    Yea                      Ms. Saunders    Yea  
Mr. Bickham    Yea

Thereupon the President declared such motion duly adopted.

10-88 ADOPTION OF AGENDA

Ms. Kittredge moved to approve the Agenda with the following correction/additions:

Page 19            -Remove Long Term Substitute Position  
Page 20            + b) Long Term Substitute: Samantha McMahan  
Page 21            Replacement Page  
Page 22            Replacement Page  
Page 80            - Remove Modern Office Methods Contract

Ms. Eyman seconded the resolution, and the roll being called on its adoption, the vote resulted as follows:

Ms. Eyman    Yea                      Mr. Mauller    Yea  
Ms. Kittredge    Yea                      Ms. Saunders    Yea  
Mr. Bickham    Yea

Thereupon the President declared such motion duly adopted.

*Minutes of the Regular Board Meeting held on November 22, 2010.*

## QUESTIONS FROM THE AUDIENCE – PUBLIC PARTICIPATION

None

## LEGISLATIVE UPDATE

Ms. Eyman reported FY 2011-2012 Budget could possibly be cut 15 – 20%.

## UNFINISHED BUSINESS

None

## COMMUNICATIONS

Discussion of future of Board of Education meetings being moved to 111 S. Broad Street.  
Discussion of future dates for the Board of Education meetings.

Mr. Mauller mentioned the passing away of a former basketball coach/teacher from Lancaster High School, Bill Bowen and wife passed away last week.

## BOARD STANDING COMMITTEES

### **1. Communications – November 2, 2010**

LSN - Promotional Video, still needs to finish some video at the high school and south FitTogether, proposal is ready and trying to meet with Fairfield Medical Center

HS Marketing, Jennifer Walker will have her students work on a press kit to present to prospective sponsors

Election coverage – LSN will cut in with local updates during the evening of Nov. 2. Student will read the results as they come in.

Several suggestions were made for coverage on the Chalkmarks TV show, including:

- a. Hollie Saunders – Various walking trails at the schools.
- b. Rosemary Hajost – Renovated Chemistry Labs at LHS and the high school marketing program.
- c. Dustin Knight – highlight technology including document cameras and Mimios, Amy Stallings at Tarhe would be a good person to interview.
- d. Jennifer Walker – Mr. Rysz at the high school uses various technologies for instruction.
- e. Rob Walker – Compare 20<sup>th</sup> century education with 21<sup>st</sup> century education.
- f. Rob Walker – get some coverage of the Veteran’s Day assemblies and programs.
- g. Rosemary Hajost - outstanding graduates from LCS.
- h. Chalkmarks -Kevin Snyder reviewed proposed articles for the November 21, 2011 edition.

LCS Website - Kevin Snyder discussed a redesign of website. The committee reviewed a document and discussed ideas to make the website better. This will be discussed in further months before a redesign is published in the springtime (approximate). Other - Kevin Snyder investigated a question from Roger Quay at the October Communications Committee regarding ProgressBook parent access. He mentioned that some teachers’ email addresses display while others don’t. Kevin reported that teachers need to perform an update to their email address in ProgressBook. The Committee suggested that Kevin communicate this process to the teachers to have them update their email addresses for parent/teacher communication. The meeting was adjourned unanimously at 4:47 PM with a motion by Dave Bickham and a second by Dustin Knight. The next meeting has been scheduled for Tuesday, December 7, 2010 at 4:00 pm in the conference room at Stanbery.

## **2. Finance – November 18, 2010**

Scott Hiles reviewed the items on the November board agenda which included the October financials. October Financials – the following was noted: \*Receipt of the second payment on the income was received. We are slightly behind the fiscal year to date estimate. \*Approximately 75% of our available cash balance is currently invested in CDARS, commercial paper, and securities. We are keeping more money in our overnight repo account due to unfavorable investment opportunities at this time. Section 125 Plan: Last month it was suggested that we have building level meetings on the Section 125 Plan. Over the past two weeks Marcia Figgins and Scott Hiles have been to each of the buildings. They informed the staff of the benefits and savings to them of participating in the program. The meetings have been well received and were appreciated by the building staff. Ohio Department of Education Budget: All of the State Professional groups, Ohio School Boards Association, Ohio Association of School Business Officials and the Buckeye Association of School Administrators are now saying we should prepare for a 15% to 20% reduction in state funding for the upcoming 2011-2012 school year. It was noted that we have reduced state funding by 15% in our five year forecast. We will keep a watch on this as the school year progresses. FY2009-2010 Audit: The Auditor of the State of Ohio has completed the audit for the previous fiscal year. There were no citations or findings contained in the report. The FY2010 Comprehensive Annual Financial Report and the FY2010 Popular Annual Financial Report are available on our web page. The audit report should be release by the end of the month by the Auditor of State. Health Insurance Reserve Balance: There was a discussion on the proper level that should be kept in the Health Insurance Reserve. This is money held by the consortium to pay our claims. There was concern that we have too much in the reserve account. This is slowly being reduced by taking a premium free holiday in December 2010. During December neither the employees nor the District will have to pay anything towards the health insurance. The premiums due for December will be deducted from our reserve account. Mr. Hiles will prepare a report showing how much is in the reserve and how this compares to our annual claims. Future Meeting Times: There was a question as to the starting time of the Finance Committee Meetings. Members were asked to think about several different starting times (4:00 pm, 4:30 pm or 5:00 pm). The Committee will discuss this further and make a decision in December as to the start times for calendar year 2011. Adjournment: The meeting was adjourned at 5:30 pm - (motion by Pentiuik, second by Slater)

## **3. Personnel – No Report**

## **4. Policy – No Report**

## **5. Program – November 1, 2010**

Welcome new member: Dr. James Smith, Dean OU-L – Jenny O’Hare, Director of Instructional Services. Informational Item: Martin Luther King, Jr., Essay Contest – Hollie Saunders, Board Member, and Robin Cathers, Principal, South Elementary. Points of Interest: Robin Cathers distributed a two-page presentation on the proposed essay contest detailing the rationale, theme, guidelines, judging, award, and other considerations. Mrs. Cathers identified an indicator from the Social Studies Ohio Academic Standards for grade 10 as a connection to the curriculum. It was recommended that the essay contest be open to students grades 9-12 on a voluntary basis. Information about the essay would be available on bulletin boards and by distributing information to teachers and students. Discussion Items: Valedictorian and Salutatorian – Nathan Conrad, and Anthony Knickerbocker, Assistant Principals, Lancaster High School. Points of Interest: Nathan distributed an informational spreadsheet, “Similar District Valedictorian/Salutatorian Standards.” This sheet lists nine high schools in Central Ohio and their GPA Standards and Selection Methods for Valedictorian and Salutatorian. It was decided Nathan Conrad would give an update at the December meeting after further discussions with the students, teachers, and the community. Recommendations for possible changes in the selection process would be discussed at the January Program meeting. Grade Bands – Rob Walker, Superintendent, and Jenny O’Hare, Director of Instructional Services. Points of Interest: Continued discussions on Grade Bands were held with the community since the last meeting and feedback was discussed. The reactions were

mixed. Many parents do not like the idea of their children attending different schools, while others found advantages. Many teachers think it's a good idea. Transportation seems to be a drawback, as far as parents are concerned, and the possible problems with the PTO were expressed by parents and teachers. There appears to be a great need to educate parents on this subject. The Program Committee will discuss grade banding in February. Adjournment - Ms. Saunders with no further business asked for a motion to adjourn until the next meeting on Monday, December 6, 2010, at 4:30 p.m. at the Stanbery Administrative Conference Room.

## **6. Support Services – November 3, 2010**

The district did not purchase any buses last year due to environmental changes that was mandated by the EPA. We decided to wait to get the glitches with this new system figured out before purchasing again. The systems seem to be working well at this time and we decided to get back on our bus replacement schedule. The increase in cost of the new bus of \$6035 is mostly due to the requirement imposed by the EPA. The committee did discuss the next mandate from the state which will be mandatory seatbelts on all buses in the year 2014. We are expecting significant price increases but are not sure on just how high these increases might be to meet this mandate. A motion was made by Bill Bickham and seconded by Maureen Beck to recommend to the full Board of Education to purchase the 2 new buses from Edwin H. Davis & Son, Inc. Review of Energy Education Consultants: The committee discussed the presentation that was made at the October 2010 meeting by David Glessner with Energy Education Consultants. After much discussion the committee felt that there are good things going on in the district currently by utilizing the AEP Gridsmart program for reducing the cost of new updated lighting that is up to 35% or more energy efficient. The committee was also informed of the friendly competition that takes place among the buildings in reducing energy throughout the school year. The maintenance department is also working on getting the building's heating systems to run more efficiently and improving the setbacks schedules. Therefore, the committee decided that we will continue to work on finding more ways to save energy on our own without paying this outside company at this time. ELP Program OSFC – The committee was informed of the district's acceptance into the Expedited Local Partnership plan. This plan will allow the district to re-coup up to 35% of the money that it spends on Ohio School Facilities Commission approved improvements to our buildings if community support indicates such improvements be made. Mr. Walker then informed the committee that in conjunction with the Community Coffees that are about to be wrapped up the district will start to develop a master plan for the district. This master plan may focus on the need of demolishing the North Elementary building as well as doing a renovation/addition to the current Lancaster High School. Other – No other items were discussed. Next Meeting: Our next meeting is scheduled for Wednesday, December 1, 2010 at 4:30 PM in the 2<sup>nd</sup> Floor Conference Room at Stanbery.

### TREASURER'S REPORT

Mr. Hiles, Interim Treasurer presented the following reports:

FY10 CAFR, FY10 PAFR and FY10 Audit.

FY10 Audit is completed but not released, possible release next week.

All reports are available for viewing on our website and also in the Treasurer's Office.

### SUPERINTENDENT'S REPORT

Building Report: Lancaster High School, Jack Greathouse, Principal

Ohio Superintendent Evaluation System – Update

Community Engagement - Meeting to be held on January 13, 2010 at Lancaster High School at 7:00 p.m.

STAFF EMPLOYMENTS AND SALARY ADJUSTMENTS

CONFIRMATION OF STAFF EMPLOYMENTS AND SALARY ADJUSTMENTS

10-89 EMPLOYMENTS

Ms. Kittredge moved to approve the following:

CERTIFIED STAFF EMPLOYMENTS AND SALARY ADJUSTMENTS

SUBSTITUTE TEACHERS 2010-2011 SCHOOL YEAR

Employ the following people as substitute teachers for the 2010-2011 school year at the board approved rate:

<u>Name</u>	<u>Effective Date</u>
Barker, Christopher	11/01/2010
Butler, Dwight	11/04/2010
Davis, Rachel	11/04/2010
Christian, Suzanne	11/04/2010
Kalis, Donna	11/11/2010
Martin, Amy	11/11/2010
McBroom, Danielle	11/04/2010
Van Dyke, Jodi	11/12/2010

SUPPLEMENTAL CONTRACTS 2010-2011 SCHOOL YEAR

<u>Name</u>	<u>Position</u>	<u>Exp./Ratio</u>	<u>Base</u>
DiTommaso, Chris	Freshman Boys Wrestling Coach	3 .10	\$1711.95 (split contract – ½ of \$3423.90)
Ryan, Michael	Freshman Boys Wrestling Coach	0 .08	\$1369.56 (split contract – ½ of \$2739.12)

SUPPLEMENTAL CONTRACTS: 2010-2011 SCHOOL YEAR - COMMUNITY

<u>Name</u>	<u>Position</u>	<u>Exp./Ratio</u>	<u>Base</u>
Hoagland, Timothy	T.E. Boys 7 <sup>th</sup> Grade BB Coach	1	<b>Volunteer</b>
Howard, Thomas	T.E. Boys 8 <sup>th</sup> Grade BB Coach	25 .11	\$3766.29
Strope, Daniel	H.S. Assist. Boys Wrestling Coach	2 .12	\$4108.68

CERTIFIED SALARY ADJUSTMENTS

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Effective Date</u>
Stump, Megan	BA, Step 3	MA, Step 3	9/13/2010

CLASSIFIED STAFF EMPLOYMENTS AND CHANGE IN HOURS

LONG TERM SUBSTITUTE EDUCATIONAL ASSISTANTS

Employ the following people as long-term substitute educational assistants pending return of employment packets, satisfactory background checks and appropriate licensure as noted:

Name:	Legg, Connie	Name:	Samantha McMahon
Location:	Cedar Heights Elementary	Location:	Medill Elementary
Hours:	7	Hours:	7
Step:	0	Step:	0
Date:	11/23/2010	Date:	11/23/2010
Replace:	Boyer, Brandi	Replace:	New
Funding:	ARRA – Title I	Funding:	Title I

SUBSTITUTE COOK/CASHIERS

Employ the following person as a substitute cook/cashier pending return of employment packets, satisfactory background checks as noted:

<u>Name</u>	<u>Effective Date</u>
Ryser, Dustyn	11/22/2010

SUBSTITUTE EDUCATIONAL ASSISTANTS

Employ the following people as substitute educational assistants pending return of employment packets, satisfactory background checks and appropriate licensure as noted:

<u>Name</u>	<u>Effective Date</u>
Fouch, Chelsea	10/28/2010
Powell, Nicholas	11/11/2010

SUBSTITUTE SECRETARIES

Employ the following people as substitute secretaries pending return of employment packets, satisfactory background checks as noted:

<u>Name</u>	<u>Effective Date</u>
Cozad, Jessica	10/27/2010
Rigsby, Amy	10/25/2010
Wildermuth, Jennifer	10/26/2010

CHANGE IN ASSIGNMENTS/HOURS

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Step</u>	<u>Effective Date</u>
Keller, Melissa	12 month Secretary	10 Month Secretary	N/A	01/03/2011
Noland, Amy	10 Month Secretary	9 Month Secretary	N/A	01/03/2011
Specht, Robert	2.5 Hours Driver	3.5 Hours Driver	N/A	11/15/2010
Steve Smith	Environmental Tech	Managing Custodian	0	11/29/2010
Dave McCoy	Environmental Tech	Managing Custodian	0	01/03/2011

STAFF SEPARATIONS

CLASSIFIED

RESIGNATION

<u>Name</u>	<u>Position</u>	<u>School</u>	<u>Effective Date</u>
Culp, Brandi	Educational Aide	Cedar Heights	10/25/2010

LEAVE OF ABSENCES

Donna Tobias is requesting an unpaid leave of absence for Monday, November 29, 2010. Daily rate and benefits will be deducted from Donna's salary during that time for a total of \$153.07.

CERTIFIED

LEAVE OF ABSENCE

Margaret Hintz is requesting an unpaid leave of absence for Friday, November 19, 2010. Daily rate and benefits will be deducted from Margaret's salary during that time for a total of \$398.75.

OTHER PERSONNEL MATTERS

SEVERANCE PAY

Resolution to approve payment of severance to Sandra McDaniel who has retired and for which the Board of Education has received application for processing from the School Employees' Retirement System for retirement benefits.

Ms. Saunders seconded the resolution, and the roll being called on its adoption, the vote resulted as follows:

Ms. Eyman	Yea	Mr. Mauller	Yea
Ms. Kittredge	Yea	Ms. Saunders	Yea
		Mr. Bickham	Yea

Thereupon the President declared such motion duly adopted.

10-90 BUSINESS AND FINANCE

Ms. Eyman moved to approve the following:

MONTHLY FINANCIAL REPORT FOR AUGUST 2010

Be it resolved that the Board of Education approve the financial report for October 2010.

**POSITION BOND**

Be it resolved that the Lancaster Board of Education approve the position bond for each Board Member, Superintendent, Director of Human Resources, Director of Business, Director of Instructional Services, Director of Educational Information and Technology Services and Director of Special Education in the amount of \$50,000 each. Total cost \$1441.00.

**ACCEPT ALL BUS BIDS AND AWARD THE LOWEST BEST BUS BID**

Resolution to accept the following bids for two (2) 78 passenger or more buses submitted on October 28, 2010 in meeting the requirements of public bid.

<b>Company</b>	<b>Item</b>	<b>Bus Body Bid</b>	<b>Bus Chassis Bid</b>	<b>Total Bid Amt</b>	<b>Bid Bond</b>
Edwin H. Davis & Son, Inc.	78 Passenger Bus	Combined	Combined	\$88,670.00 per bus	X

According to ORC 3313.46 it is hereby resolved that the Board of Education enter into a purchase agreement for the lowest best bid of \$ 88,670.00 for two (2) seventy-eight (78) passenger school bus bodies and chassis. The purchase agreement will be awarded to Edwin H. Davis & Son, Inc., 13077 St. Rt. 138, Clarksburg, OH 43115 in the total amount of \$ 177,340 for two (2) 78 or more passenger buses.

**LEASE RENEWAL OF PARKING SPACES (ADAMH BOARD)**

Be it resolved that the Lancaster Board of Education authorizes the Treasurer to renew the agreement with ADAMH Board for the lease of 14 parking spaces at 231 South Broad Street. Parking spaces 2, 3, 4, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17 will be provided to ADAMH Board at a cost of \$15 dollars each (\$210 dollars per month). This agreement will be effective for the 2011 calendar year. In the event that Lancaster City Schools would sell this property, the lease would become null and void with a 60 day written notice. Lancaster City Schools will not be responsible for accidents or vandalism which may be a result of leasing these spaces. This will be the sole responsibility of the lessee.

**RENEWAL OF LEASE AGREEMENT (CRABBE, BROWN AND JAMES)**

It is hereby recommended that the Board of Education renew the lease agreement with Crabbe, Brown & James for approximately 1,164 square feet of space (Suites 209, 210, 211) and additional suites 202, 203, 204, 206, in the Board owned building at 111 South Broad Street. The lease will be effective January 1, 2011 through December 31, 2011.

**RENEWAL OF LEASE AGREEMENT (CITY OF LANCASTER, COMMUNITY DEVELOPMENT DEPARTMENT)**

It is hereby recommended that the Board of Education renew the lease agreement with City of Lancaster, Community Development Department for approximately 720 square feet of space (Suite 202 on 2<sup>nd</sup> floor) and 300 square feet (Rooms 203 and 204 on the 2<sup>nd</sup> floor) in the Board owned building at 111 South Broad Street. Additionally 2 parking spaces (#5 and #6) at 231 South Broad Street. The lease will be effective January 1, 2011 through December 31, 2013.

Ms. Kittredge seconded the resolution, and the roll being called on its adoption, the vote resulted as follows:

Ms. Eyman	Yea	Mr. Mauller	Yea
Ms. Kittredge	Yea	Ms. Saunders	Yea
Mr. Bickham Yea			

Thereupon the President declared such motion duly adopted.

#### 10-91 OTHER

Ms. Saunders moved to approve the following:

#### DONATIONS

Be it resolved that the Lancaster Board of Education accepts the following donations made to:

#### CEDAR HEIGHTS ELEMENTARY SCHOOL:

Acceptance of a laminator:

Donation was made by: Cedar Heights PTO  
1515 Cedar Hill Road  
Lancaster, OH 43130

Estimated Value: \$1,535.86

#### FUND RAISING ACTIVITIES

#### TARHE ELEMENTARY SCHOOL

Tarhe PTO – Family Movie Night. PTO has obtained a one-time license to view “How to Train Your Dragon”. The movie night will be held on Friday, November 17, 2010. No profits to be made.

Secret Santa – PTO will have children come in on December 7<sup>th</sup> and 8<sup>th</sup> from 3:30pm – 5:30 pm to make crafts for parents. No profits to be made.

#### THOMAS EWING JUNIOR HIGH SCHOOL

School Dances to be held from December 2010 – May 2011. To provide items for end of year student awards, improvements for classrooms and building, misc. items for teachers and students.

Thomas Ewing Choir will be taking orders for pizzas from Little Caesars. To be held from January 10, 2011 – March 2011. The money will be used to purchase music for choir, pay for accompanist fees, and will aid 8<sup>th</sup> grade member in their festival competition.

General Sherman Junior High School PTO – Christmas Candy Cane Sale. Students to sell Candy Cane’s during school to supplement GSPO account for help fund purchase of school message board. To be held from December 1 – 17, 2010.

Lancaster High School Swim Team will sell Krispy Kreme donuts during several home basketball games. Donuts will be sold when game ends. To be held from November 2010 – February 2011. Proceeds to help purchase spirit wear, t-shirts for all swimmers and additional team bonding activities.

#### LANCASTER WRESTLING ASSOCIATION

Boosters will be organizing and selling items at a garage sale in the Summer of 2011. Proceeds to promote and support Lancaster wrestling.

Boosters will sell advertising space on wrestling posters for Winter 2010/2011. Booster members to solicit businesses for advertising on the Wrestling Schedule Poster. Proceeds to promote and support Lancaster wrestling.

Boosters will have a mulch sale during the spring of 2011. Proceeds to promote and support Lancaster wrestling.

Boosters will sell Lancaster Wrestling Association spirit wear to parents and others during the winter of 2010/2011. Proceeds to promote and support Lancaster wrestling.

Wrestlers and boosters to sell business discount cards during the winter of 2010/2011. Card will provide discounts at local businesses. Proceeds to promote and support Lancaster wrestling.

Boosters to sell raffle tickets at wrestling matches and in the community for a chance to win a lap top computer and other various electronics. To be held during winter 2010/2011. Proceeds to promote and support Lancaster wrestling.

#### MEMORANDUM OF UNDERSTANDINGS/ LANCASTER EDUCATION ASSOCIATION (NATIONAL ART SOCIETY SUPPLEMENTAL CONTRACT)

This Memorandum of Understanding is made this 26<sup>th</sup> day of November, 2010, by and between the Lancaster Education Association and the Lancaster Board of Education.

Whereas the Board and the Association have entered into a Negotiated Agreement that is effective through June 30, 2011 and Whereas the Negotiated Agreement, Article 11, details the supplemental contracts the Board offers, and Whereas the National Art Society has fulfilled Board requirements to be offered as a Supplemental Contract, NOW THEREFORE, BE IT AGREED by and between the parties as follows:

The National Art Honor Society will be placed on the Board described list of Supplemental Contracts offered by the Board, and shall be added to the list of Supplemental Contracts by this memorandum until the expiration of the current contract. At which time a Successor Contract is bargained between the parties, the National Art Honor Society will be included on the Supplemental Contract list in the amended contract. This position will be added to the list under Student Leadership and will be paid at the rate of 0/03 for 0 to 2 years experience, 0.05 for 3 to 5 years experience and 0.07 for 6 or more years of experience computed on zero step of the base salary. All other

provisions of the negotiated agreement currently in effect between the parties hereto not altered by this Memorandum of Understanding shall remain in full force and effect for the term of the negotiated agreement and no other agreement shall serve to alter the provision of the current negotiated contract unless agreed to, in writing, between the parties.

\_\_\_\_\_  
For the Association

\_\_\_\_\_  
For the Board

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

MEMORANDUM OF UNDERSTANDING/LANCASTER EDUCATION  
ASSOCIATION (TO DELAY THE CREATION OF A TEACHER EVALUATION  
SYSTEM)

This Memorandum of Understanding is made this 22<sup>nd</sup> day of November, 2010, by and between the Lancaster Education Association and the Lancaster Board of Education. Whereas the Board and the Association have entered into a Negotiated Agreement that is effective through June 30, 2011 and Whereas the Negotiated Agreement mandates the creation of a revision to the Teacher Evaluation system, and Whereas the State of Ohio is currently working on a new teachers' evaluation system, which has not been released to local schools. NOW THEREFORE, BE IT AGREED by and between the parties as follows: The Lancaster Board of Education and the Lancaster Education Association will delay the work required to create such an evaluation tool until the State of Ohio has released the new evaluation system, the terms of the negotiated agreement notwithstanding. If the State of Ohio does not release the new system within one year, the parties will revisit this memorandum. All other provisions of the negotiated agreement currently in effect between the parties hereto not altered by this Memorandum of Understanding shall remain in full force and effect for the term of the negotiated agreement and no other agreement shall serve to alter the provisions of the current negotiated contract unless agreed to, in writing, between the parties.

\_\_\_\_\_  
For the Association

\_\_\_\_\_  
For the Board

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

MEMORANDUM OF UNDERSTANDING/LANCASTER EDUCATION ASSOCIATION (PARENT/TEACHER CONFERENCES)

It is hereby agreed between the Lancaster Education Association (LEA) and the Lancaster City Board of Education that the language in the master agreement between the parties shall be amended as follows:

Article XI.B.3.b – Parent Teacher Conference

Elementary parent conferences will be scheduled for the next two consecutive weeks after the first grading period. Teachers at any building may decided by a majority vote to have conference on the last work day of the first week, or on a prior evening and take an equal amount of compensatory time off on the afternoon of the conference day; or on two evenings, with compensatory time off for the entire conference day. Two evening conferences will be held during the second conference week with the compensatory time off taken on the Wednesday prior to Thanksgiving break. The total time set aside for one conference day, regardless of the combination of day and evening hours, shall not exceed seven (7) hours, excluding lunch. All bargaining unit members assigned to a building shall be present for conference times, either meeting with parents or providing support for conferences, or performing job-related tasks. Time shall be pro-rated for members assigned part-time to a building. The building principal may grant flexibility in scheduling cases where the parent cannot attend during established times. Buildings must communicate their conference plan with parents so that parents will understand the schedule. The above referenced change shall be in effect for the 2010-2011 school year only. It is so agreed.

\_\_\_\_\_  
For the Association

\_\_\_\_\_  
For the Board

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

COMPENSATION PAYMENT FOR SUPERINTENDENT

In recognition of meritorious services provided and to be provided in the future by the District Superintendent, and pursuant to Revised Code Section 3319.01, the Board of Education hereby authorizes and directs the Treasurer to make a one-time additional compensation payment to the Superintendent in the amount of \$1,000.00 subject to such deductions as may be required by law. Such payment to be made at the time of the next regular payroll taking place not less than ten (10)days following passage of this resolution.

COMPENSATION PAYMENT FOR TREASURER

In recognition of meritorious services provided and to be provided in the future by the District Treasurer, and pursuant to Revised Code Section 3313.24, the Board of Education hereby authorizes and directs the making of a one-time additional compensation payment to the Treasurer in the amount of \$1,000.00 subject to such deductions as may be required by law. Such payment to be made at the time of the next regular payroll taking place not less than ten (10) days following the passage of this resolution.

APPROVE THIRD AND FINAL READING ON THE FOLLOWING NEW/REVISED POLICIES

EBCD     Emergency Closings  
IGDK     Interscholastic Extracurricular Eligibility  
IKA       Grading Systems

Ms. Eyman seconded the resolution, and the roll being called on its adoption, the vote resulted as follows:

Ms. Eyman    Yea                                Mr. Mauller    Yea  
Ms. Kittredge Yea                            Ms. Saunders   Yea  
                                                  Mr. Bickham Yea

Thereupon the President declared such motion duly adopted.

10-92 ADJOURN – OCTOBER 26, 2010

Ms. Kittredge moved at 8:27 p.m. to adjourn. The next meeting is a Regular Board Meeting in the Cafeteria of the Stanbery Campus on Monday, December 20, 2010 at 5:30 p.m.

Mr. Mauller seconded the resolution, and the roll being called on its adoption, the vote resulted as follows:

Ms. Eyman    Yea                                Mr. Mauller    Yea  
Ms. Kittredge Yea                            Ms. Saunders   Yea  
                                                  Mr. Bickham Yea

Thereupon the President declared the meeting adjourned.

\_\_\_\_\_  
William Bickham                                President

ATTEST:

\_\_\_\_\_  
Scott C. Hiles                                   Interim Treasurer