

Monday, April 18, 2011 (Continued)

Mr. Cornelison - yea; motion passed unanimously.

- The board received an update regarding the wind damage to the bus barn garage doors on 03/23/11 in the amount of \$4940.00
- The board reviewed first reading of new board policies/updates/revisions; administrative guidelines and forms as recommended by NEOLA.

2011-057 Moved by Mr. Weber, seconded by Mr. Woodall:
To non-renew the 2011-2012 Services Agreement with Southwestern Ohio Instructional Association (SOITA) membership. Roll call: Mr. Weber – yea, Mr. Woodall – yea – yea, Mr. Cornelison – yea, Mrs. Lowe – yea, Mr. Smith – yea; motion passed unanimously.

2011-058 Moved by Mr. Weber, seconded by Mrs. Lowe:
To approve the student insurance proposal from N. Carol Insurance Agency, Inc for the 2011-2012 school year. Roll call: Mr. Weber – yea, Mrs. Lowe – yea, Mr. Smith – yea, Mr. Woodall – yea, Mr. Cornelison - yea; motion passed unanimously.

2011-059 Moved by Mr. Smith, seconded by Mrs. Lowe:
To approve the following out of state field trips:

First Grade	Newport Aquarium
Eighth Grade	Northern Kentucky University
By-Ways Class	Challenger Center, Wheeling, West Virginia

Roll call: Mr. Smith – yea, Mrs. Lowe – yea, Mr. Weber – yea, Mr. Woodall – nay, Mr. Cornelison – yea; motion passed.

2011-060 Moved by Mr. Woodall, seconded by Mr. Weber:
To approve the 2011 Summer School Sessions and authorize the superintendent to hire the necessary staff per certificated salary schedule. Roll call: Mr. Woodall – yea, Mr. Weber – yea, Mr. Cornelison – yea, Mrs. Lowe – yea, Mr. Smith – yea; motion passed unanimously.

2011-061 Moved by Mr. Woodall, seconded by Mr. Weber:
That the Felicity-Franklin Board of Education go into executive session for consideration of the appointment, employment, dismissal, discipline, promotion, demotion or compensation of a public employee, official, or student. Roll Call: Mr., Woodall – yea, Mr. Weber - yea, Mr. Cornelison – yea, Mrs. Lowe – yea, Mr. Smith - yea; motion passed unanimously.

- Mr. Dave Cornelison, Board President, reconvened the board into regular session.

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2011-062 Moved by Mr. Weber, seconded by Mr. Smith:

RETIRE/REHIRE AGREEMENT

This Agreement is entered into between **SUSAN JENNINGS** (hereinafter, referred to as "Employee"), and the **FELICITY FRANKLIN LOCAL SCHOOL DISTRICT BOARD OF EDUCATION** (hereinafter, referred to as "Board"), pursuant to a resolution duly adopted by the Board on the 18th day of April, 2011.

WHEREAS, Employee resigned for retirement purposes on May 30, 2011, and was subsequently rehired by the Board as a retired Employee to the Guidance Counselor Secretary position on August 1, 2011; and

WHEREAS, Employee acknowledges that upon retirement, Employee has been approved for and began receiving benefits from the State Employees Retirement System ("SERS") and/or other similar public employment systems; and

WHEREAS, Employee has waived the right to receive severance benefits upon retirement; and

WHEREAS, Employee acknowledges that she will receive her normal severance benefits upon Employee's future separation from employment with the Board; and

WHEREAS, Employee acknowledges that she hereby waives any right to pursue a cause of action for age discrimination arising out of Employee being rehired by the Board subsequent to his/her retirement; and

WHEREAS, the Board and Employee desire to enter into this Agreement to provide terms and conditions to govern Employee's reemployment as a retired Employee under a limited contract of employment.

NOW THEREFORE, for the consideration contained herein, the receipt of which is hereby acknowledged, the parties AGREE as follows:

1. Employee is employed as Guidance Counselor Secretary by the Board for a one year term beginning August 1, 2011 and ending July 31, 2012.
 - a. Unless this Contract is terminated prior to its expiration date for one of the permissible reasons set forth below, the contract shall automatically expire upon the completion of the above term.
2. Employee will faithfully and diligently perform the duties set forth in the job description of the position to which she is assigned and to perform those duties in

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accordance with the policies, rules and regulations adopted by the Board and all amendments thereto during the term of this Contract.

3. Employee further agrees that she may be assigned or reassigned to any classified position during the term of this Contract.
4. The Employee will be placed on the fourth step of the salary schedule then in effect. Thereafter, the employee will stay at Step Four on the salary schedule for all remaining years of employment but will be eligible for base increases. This salary may be increased by mutual agreement during the term of this Contract by an amendment hereto but may not be decreased unless the decrease is a part of a uniform plan affecting salaries of all employees of the District. Employee shall adhere to the working hours established by the Board for such position or any changes thereto.
5. Employee shall receive such fringe benefits now or hereafter granted to all Employees employed by the Board, as set forth in the Board Policy Manual, except for the following:
 - a. Employee is ineligible to participate in or receive any retirement incentive programs offered by the Board.
 - b. Employee shall receive severance benefits provided by the Board or by Ohio law upon Employee's future separation from employment with the Board.
 - c. Employee shall be eligible for and may begin to accumulate sick leave as set forth in Ohio law, commencing with Employee's reemployment under this contract.
 - d. The Employee will be eligible to participate in any insurance plan offered by the Board of Education.
6. This Contract may be terminated by the mutual agreement of the parties and/or in accordance with Ohio laws and applicable Board policy.
7. Retirement will not be considered a "break in service" for retired/rehired employees when the Board of Education is considering a reduction in force. During the period of his/her reemployment following retirement, Employee shall have no expectation of continued employment beyond the then-present contract under which Employee is employed. The Board reserves the right to offer or not offer employment selectively based on the needs of the District, and no reasons need be given to Employee should the Board decline to offer him/her continued employment.

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8. Employee acknowledges that she hereby waives any right to pursue a cause of action for age discrimination arising out of Employee being rehired by the Board subsequent to his/her retirement.

Pursuant to the Age Discrimination Act of 1967, as amended, with specific reference to Title 29 U.S.C. §626(f) all parties agree and acknowledge that they have been represented by a person of their choice in arriving at this Agreement. They have been, or hereby are, advised to consult an attorney prior to signing this Agreement and that the signing of this Agreement is voluntarily done on their part and done with the full knowledge of the content of this Agreement. Further Employee acknowledges that Employee has been given a period of at least twenty-one (21) days from which to consider the execution of this Agreement and has been advised that for a period of seven (7) days from the signing of this Agreement by Employee, Employee may revoke the Agreement and the Agreement shall not be enforceable or effective until this revocation period has expired. Nothing contained in this Agreement shall constitute a waiver of any rights or claims that may arise after the date of the Agreement is executed.

Employee acknowledges and represents that Employee was advised to consult an attorney before signing this Agreement; that Employee has carefully read and understand all of the provisions of this Agreement; that Employee has had adequate time to review the Release contained herein, and Employee has had the Agreement explained to the Employee, and understands the provisions of the Agreement.

9. Employee hereby agrees to release and forever discharge the Board from any and all claims, demands or actions arising out of Employee's previous retirement and subsequent rehire with the Board (including, but not limited to, actions for age discrimination), as stated above. Furthermore, Employee understands and agrees that this release shall extend to and bind his/her spouse, heirs, legal representatives, administrators and assigns.
10. The provisions of this Agreement are severable and independent, and if any words, phrases, clauses or sentences of it are found to be illegal or unenforceable for any reason, the balance of this Agreement shall remain in full force and effect. This Agreement shall be governed by, construed, interpreted, performed and enforced under the laws of the State of Ohio. In the event of any dispute arising hereunder, this Agreement shall not be interpreted for or against any party hereto on the ground that such party drafted or caused to be drafted this Agreement or any part hereof.
11. This Contract may only be amended by written agreement of the parties.

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Roll call: Mr. Weber – yea, Mr. Smith – yea, Mr. Woodall – yea, Mr. Cornelison – yea, Mrs. Lowe – yea; motion passed unanimously.

2011-063 Moved by Mr. Woodall, seconded by Mrs. Lowe:

- To accept the resignation of Sabrina Armstrong, Middle School Principal, and issue a new **three-year** administrative contract **commencing August 1, 2011 and ending July 31, 2014.**
- To accept the resignation of Jennifer Keller, Elementary School Principal, and issue a new **three-year** administrative contract **commencing August 1, 2011 and ending July 31, 2014.**

Roll call: Mr. Woodall – yea, Mrs. Lowe – yea, Mr. Smith – yea, Mr. Weber – yea, Mr. Cornelison – yea; motion passed unanimously.

2011-064 Moved by Mrs. Lowe, seconded by Mr. Woodall:

To approve the revised salary schedule for the high school principal position effective August 1, 2011. Roll call: Mrs. Lowe – yea, Mr. Woodall – yea, Mr. Cornelison – yea, Mr. Smith – yea, Mr. Weber – yea; motion passed unanimously.

2011-065 Moved by Mrs. Lowe, seconded by Mr. Weber:

To employ Robert Walker as High School Principal on a **two-year** Administrative contract effective **August 1, 2011**, pending proper licensure and background checks, with transition as needed for up to ten days per diem prior to August 1, 2011. Roll call: Mrs. Lowe – yea, Mr. Weber – yea, Mr. Woodall – yea, Mr. Cornelison – yea, Mr. Smith – yea; motion passed unanimously.

2011-066 Moved by Mr. Smith, seconded by Mr. Woodall:

To issue the following *one-year certificated contracts* effective the 2011-2012 school year in accordance with the collective bargaining agreement pending necessary certification/licensure and required background checks:

Dennis Cossens
Nicole Maupin

Jill Diesel
Allison Sturik

Jean Little
Rene White

Roll call: Mr. Smith – yea, Mr. Woodall – yea, Mr. Cornelison – yea, Mrs. Lowe – yea, Mr. Weber – yea; motion passed unanimously.

2011-067 Moved by Mr. Woodall, seconded by Mr. Weber:

To issue the following *two-year certificated contracts* effective the 2011-2012 school year in accordance with the collective bargaining agreement pending necessary certification/licensure and required background checks:

Janie Percy

Daniel Rothwell

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Roll call: Mr. Woodall – yea, Mr. Weber – yea, Mr. Cornelison – yea, Mrs. Lowe – yea, Mr. Smith – yea; motion passed unanimously.

- 2011-068 Moved by Mrs. Lowe, seconded by Mr. Smith:
To issue the following *three-year certificated contracts* effective the 2011-2012 school year in accordance with the collective bargaining agreement pending necessary certification/licensure and required background checks:

Holly Goodpaster Traci Jewett Kerri Bram-Manning

Roll call: Mrs. Lowe – yea, Mr. Smith – yea, Mr. Weber – yea, Mr. Woodall – yea, Mr. Cornelison – yea; motion passed unanimously.

- 2011-069 Moved by Mr. Weber, seconded by Mrs. Lowe:
To issue the following *supplemental contracts* effective the 2011-2012 school year in accordance with the collective bargaining agreement pending necessary certification/licensure and required background checks:

Kristin Baird 15 Days Extended Service
Holly Jennings 40 Days Extended Service

Roll call: Mr. Weber – yea, Mrs. Lowe – yea, Mr. Smith – yea, Mr. Woodall – yea, Mr. Cornelison – yea; motion passed unanimously.

- 2011-070 Moved by Mr. Smith, seconded by Mr. Woodall:
To issue an “*As-Needed Basis*” contract to *Tiffany Taulbee* as *Health Service Provider* for the 2011-2012 school year in accordance with the collective bargaining agreement pending necessary certification/licensure and required background checks.

Roll call: Mr. Smith – yea, Mr. Woodall – yea, Mr. Cornelison – yea, Mrs. Lowe – yea, Mr. Weber – yea; motion passed unanimously.

- 2011-071 Moved by Mrs. Lowe, seconded by Mr. Woodall:
To issue a *continuing certificated contract* to *Aaron Chase* effective the 2011-2012 school year in accordance with the collective bargaining agreement pending necessary certification/licensure and required background checks. Roll call: Mrs. Lowe – yea, Mr. Woodall – yea, Mr. Cornelison – yea, Mr. Smith – yea, Mr. Weber – yea; motion passed unanimously.

- 2011-072 Moved by Mr. Woodall, seconded by Mr. Cornelison:
To issue a *continuing certificated contract* to *Rebecca McClellan* effective the 2011-2012 school year in accordance with the collective bargaining agreement pending necessary certification/licensure and required background checks. Roll call: Mr.

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Woodall – yea, Mr. Cornelison – yea, Mrs. Lowe – yea, Mr. Smith – yea, Mr. Weber – yea; motion passed unanimously.

2011-073 Moved by Mr. Weber, seconded by Mr. Smith:
To issue a *continuing certificated contract* to *Wendy McElfresh* effective the 2011-2012 school year in accordance with the collective bargaining agreement pending necessary certification/licensure and required background checks. Roll call: Mr. Weber – yea, Mr. Smith – yea, Mr. Woodall – yea, Mr. Cornelison – yea, Mrs. Lowe – yea; motion passed unanimously.

2011-074 Moved by Mr. Smith, seconded by Mr. Woodall:
To issue a *continuing certificated contract* to *Tara Miller* effective the 2011-2012 school year in accordance with the collective bargaining agreement pending necessary certification/licensure and required background checks. Roll call: Mr. Smith – yea, Mr. Woodall – yea, Mr. Cornelison – yea, Mrs. Lowe – yea, Mr. Weber – yea; motion passed unanimously.

2011-075 Moved by Mrs. Lowe, seconded by Mr. Weber:
To issue a *continuing certificated contract* to *Joe Broadwell* effective the 2011-2012 school year in accordance with the collective bargaining agreement pending necessary certification/licensure and required background checks. Mrs. Lowe – yea, Mr. Weber – yea, Mr. Woodall – yea, Mr. Cornelison – yea, Mr. Smith – yea; motion passed unanimously.

2011-076 Moved by Mr. Smith, seconded by Mr. Weber:
To issue a *one-year certificated contract* to *Jeord Jodrey* effective the 2011-2012 school year in accordance with the collective bargaining agreement pending necessary certification/licensure and required background checks. Roll call: Mr. Smith – yea, Mr. Weber – yea, Mr. Woodall – yea, Mr. Cornelison – yea, Mrs. Lowe – yea; motion passed unanimously.

2011-077 Moved by Mrs. Lowe, seconded by Mr. Smith:
To change the date of the May regular board meeting from May 16 to May 23, 2011. Roll call: Mrs. Lowe – yea, Mr. Smith – yea, Mr. Weber – yea, Mr. Woodall – yea, Mr. Cornelison – yea; motion passed unanimously.

- Mrs. Laura Lowe presented the following “*Student Achievement Report*”:

Congratulations to the Felicity-Franklin FFA for their accomplishment as being selected as one of the top ten chapters in the State of Ohio and their numerous awards and accomplishments!

Monday, March 21, 2011 (Continued)

- Mr. Chris Smith gave the *U.S. Grant JVS Report*.

2011-078 Moved by Mr. Woodall, seconded by Mr. Smith:
To adjourn this regular meeting of the Felicity-Franklin Board of Education. Roll call:
Mr. Woodall – yea, Mr. Smith – yea, Mr. Weber – yea, Mr. Cornelison – yea, Mrs.
Lowe - yea; motion passed unanimously.

Mr. Dave Cornelison, President
Felicity-Franklin Board of Education

Mr. James L. Napier, Treasurer/CFO
Felicity-Franklin Board of Education