The Fort Frye Board of Education met on Wednesday, February 24, 2010, in the Salem-Liberty Elementary School building at 6:30 PM, for a Regular Meeting**.** A prayer was led by David White. President White called the meeting to order and led in the Pledge of Allegiance to the flag with the following members answering to roll call: Tammy Bates, Lisa Perry, Kevin Worthington, David White, and Johnna Zalmanek.

INTRODUCTION OF GUESTS
Recognition of Retiree: Arlene Sue Biehl, Bus Driver
Representatives of Fund the Fort Club

COMMITTEE REPORTS

Susan T. Rauch	- H. S. Principal
Karen L. Kubota	- Lowell & Salem-Liberty Principal
Pamela J. Oliver	- Beverly-Center Principal
Brooke F. Buckley	- Technology Coordinator

President Fort Frye Teachers Association

2010-45 CONSENT AGENDA
Kevin Worthington moved to approve the following items listed on the consent agenda:

1. DISPOSAL OF PROPERTY
   To dispose of school property as listed on the Disposal of Property form from Fort Frye High School:

   FORT FRYE HIGH SCHOOL

Item	Model #	Serial #	Inventory #	Condition	Est. Value
12 Chalkboards				Fair	$0.00

2. MINUTES
   To waive public reading and approve the minutes of the January 23, 2010 special meeting, January 27, 2010 regular meeting with addition of "Policy Committee" under President to Appoint Committees, and the February 11, 2010 special meeting as presented.

3. TREASURER'S REPORT
   To approve the Treasurer's report for the month ending January 31, 2010 (includes Cash Reconciliation, Fund Report, Warrants Issued, and Financial Comparison) as presented.

4. RESIGNATION OF TRANSPORTATION COORDINATOR – GARY W. CROCK
   To approve the resignation of Gary W. Crock as Transportation Coordinator at Fort Frye Local School District, effective when position is filled.

5. DONATION FROM GIFTS-IN-KIND MINISTRY PARTNER COOPERATIVE
   To accept a donation of 241 boxes of college-ruled paper (14 packs of 64 per box) and 108 boxes of wide-ruled paper (14 packs of 4 per box) from Steve Jeffers, representative of Gifts-in-Kind Ministry.

2010-45 CONSENT AGENDA (continued)

6. PROFESSIONAL GROWTH

To approve reimbursement for the following professional growth application for reimbursement as per the FFTA Negotiated Agreement:

Margaret R. Webster	OhioUniversity – Eastern Campus	
March, 2010	District & Building Improvement Process	2 qtr. hrs.
March, 2010	District & Building Improvement Process	3 qtr. hrs.

(O.U. Eastern couldn't offer a 5 qtr.hrs. course, so it was divided into 2 qtr. hrs. and 3 qtr hrs. courses).

7. OUT-OF-STATE TRIP – MARGARET R. WEBSTER

To approve for Margaret R. Webster to attend an Olweus Bullying Prevention Program meeting in Camp Hill, Pennsylvania on March 23-25, 2010. The trip will be paid with Title IV-A, Safe and Drug Free funds.

8. SALEM-LIBERTY ELEMENTARY 6TH GRADE TRIP TO CINCINNATI

To approve the Salem-Liberty Elementary 6th grade class trip to Cincinnati, OH, June 3-4, 2010, at no cost to the Board.

9. COLLEGE TECH PREP ARTICULATION AGREEMENT -WSCC

To approve the articulation agreement with Washington State Community College and authorize the Superintendent to sign the contractual agreement.

10. MAKE-UP DAYS

To use March 31st, April 1st, and any necessary days beyond June 3, 2010, as a make-up day for all students and to use February 27th and/or April 2nd as a make-up day for seniors.

Johnna Zalmanek seconded the motion.
Roll call: Kevin Worthington-yes; David White-yes; Johnna Zalmanek-yes; Tammy Bates-yes; and Lisa Perry-yes. The president declared the motion carried.

ADMINISTRATIVE & FINANCIAL AGENDA
PERSONNEL

2010-46 EXECUTIVE SESSION

Johnna Zalmanek moved to adjourn to executive session at 8:02 PM to discuss personnel relating to employment and possible discipline issue. Lisa Perry seconded the motion.
Roll call: Kevin Worthington-yes; David White-yes; Johnna Zalmanek-yes; Tammy Bates-yes; and Lisa Perry-yes. The president declared the motion carried.

Returned to regular meeting at 12:14 AM, February 25, 2010.

Employment by the Fort Frye Board of Education is contingent upon a successful background check through both the Bureau of Criminal Identification and Investigation (Ohio) and the FBI, or both, at the employee's expense, training on the district's Exposure Control Plan, a TB test, and sports medicine training for persons involved in coaching activities and other state requirements.

2010-47 EMPLOY LOWELL ELEMENTARY SECRETARY – DEBORAH L. ZIMMER

Johnna Zalmanek moved to issue a contract for 58 days to Deborah L. Zimmer as a full-time Elementary Secretary, effective March 25, 2010, for the remainder of the 2009-2010 school year at a step 20 salary of $12.37 per hour. The total contract amount is $5,739.68 ($12.37 per hour x 8 hours per day x 58 days). Future contracts will be for 201 days. Tammy Bates seconded the motion.
Roll call: Kevin Worthington-yes; David White-yes; Johnna Zalmanek-yes; Tammy Bates-yes; and Lisa Perry-yes. The president declared the motion carried.

2010-48 EMPLOY BUS DRIVER – JULIA A. BRADLEY

Kevin Worthington moved to issue a contract for 73 days to Julie A. Bradley as a full-time Bus Driver (Arlene Sue Biehl's route), effective March 1, 2010, for the remainder of the 2009-2010 school year at a step 4 salary of $13.84 per hour. Total contract amount is $6,082.36. Lisa Perry seconded the motion.
Roll call: Kevin Worthington-yes; David White-yes; Johnna Zalmanek-yes; Tammy Bates-yes; and Lisa Perry-yes. The president declared the motion carried.

2010-49 EMPLOY BEVERLY-CENTER ELEMENTARY SECRETARY - THERESA I. WARREN

Johnna Zalmanek moved to issue a contract for 36 days to Theresa I. Warren as a full-time Elementary Secretary, effective May 1, 2010, for the remainder of the 2009-2010 school year at a step 6 salary of $11.25 per hour. The contract amount is $3,240.00. Future contracts will be for 206 days. Kevin Worthington seconded the motion.
Roll call: Kevin Worthington-yes; David White-yes; Johnna Zalmanek-yes; Tammy Bates-yes; and Lisa Perry-yes. The president declared the motion carried.

2010-50 POLICY REVIEW SERVICE - OSBA

Kevin Worthington moved to hire the Ohio School Boards Association (OSBA) to review the current board policy manual at a fee of $2,500.00 and $850.00 to update the board policy manual with a total cost of $3,350.00. Johnna Zalmanek seconded the motion.
Roll call: Kevin Worthington-yes; David White-yes; Johnna Zalmanek-yes; Tammy Bates-yes; and Lisa Perry-yes. The president declared the motion carried.

2010-51 AP TEST COSTS

Tammy Bates moved to pay for 35 AP tests (AP English and AP Calculus) at a rate of $78.00 per test for a total of $2,730.00, beginning with the 2009-2010 school year. Johnna Zalmanek seconded the motion.
Roll call: Kevin Worthington-yes; David White-no; Johnna Zalmanek-yes; Tammy Bates-yes; and Lisa Perry-no. The president declared the motion carried.

2010-52 CORRECTION – RESOLUTION NUMBER 2010-29

Kevin Worthington moved to correct Resolution Number 2010-29 Salem-Liberty Elementary School HVAC, from the January 27, 2010 meeting for the additional expenditure of $3,201.00 to $7,494.00 for the Salem-Liberty Elementary School HVAC as recommended by Morrison, Inc. Tammy Bates seconded the motion.
Roll call: Kevin Worthington-yes; David White-yes; Johnna Zalmanek-yes; Tammy Bates-yes; and Lisa Perry-yes. The president declared the motion carried.

2010-53 MOTION TO RECONSIDER – SEVERANCE PAY

Tammy Bates moved to reconsider severance pay as referenced on January 27, 2010 meeting of the Administrative & Financial Agenda (Severance Pay). Kevin Worthington seconded the motion.
Roll call: Kevin Worthington-yes; David White-no; Johnna Zalmanek-yes; Tammy Bates-yes; and Lisa Perry-no. The president declared the motion carried.

2010-54 SEVERANCE PAY

Kevin Worthington moved to approve the revision of the Benefit Agreement for Exempt Employees that was adopted on November 15, 1999 (Resolution No. 99-359), effective the beginning of the 2009-2010 school year as follows:

SEVERANCE PAY

A Fort Frye Local School District employee shall at the time of retirement be entitled to severance pay. Severance shall be defined to mean actual retirement from the Ohio School Employees Retirement System and have officially applied and been approved by that system for retirement benefits.

Retirement shall be applied for within sixty (60) days of the date of retirement from Fort Frye Local School District to draw severance pay. The retiree shall be paid for one-half (1/2) of unused accumulated sick leave days computed at the actual rate of pay earned for a day's work, excluding extended service or pay for additional duties according to the table below:

Years in Fort Frye Administration	*Days*
6 – 10	*50*
11 – 19	*60*
20+	*75*

Johnna Zalmanek seconded the motion.
Roll call: Kevin Worthington-yes; David White-no; Johnna Zalmanek-yes; Tammy Bates-yes; and Lisa Perry-no. The president declared the motion carried.

2010-55 MEMORANDUM OF UNDERSTANDING GRIEVANCES

Lisa Perry moved to approve the following Memorandum of Understanding grievances:

This Memorandum of Understanding is entered into by and between the Ohio Association of Public School Employees/AFSCME Local #447 ("Union") and the Fort Frye Local School District Board of Education ("Board") to confirm their voluntary settlement of the three (3) pending grievances identified below on the terms indicated. The parties hereby agree as follows:

1. *With respect to Grievance 09-10-01 pertaining to Jeff Arnold, the parties agree that, effective April 5, 2010, Arnold will transfer to the position of Elementary Head Custodian at Lowell Elementary School and Michael Streight will simultaneously be transferred to the position of Head Elementary Custodian at Salem-Liberty Elementary School. Arnold's new regular hourly rate, effective with such transfer, will be $12.79 (Step 12). It is mutually recognized that the transfer of these employees will not affect Streight's regular hourly rate. It is further mutually recognized that the transfer of these employees shall occur without the necessity of any further action by any party or any posting of a position under Article 4 of the parties' collective bargaining agreement. In recognition that Grievance 90-10-01 was appealed to arbitration (docketed as American Arbitration Association No. 53 390 00617 09) and is pending before Arbitrator Anna DuVal Smith, the parties further agree that Arbitrator Smith's cancellation fee, if any, will be paid in equal shares by the Union and the Board.*

2. *With respect to Grievance 09-10-02 pertaining to Debra Dunbarger, the parties agree that, effective at the end of the 2009-10 school year, Dunbarger will transfer to the position of Head Cook at Salem-Liberty Elementary School and the current Head Cook at Salem-Liberty, Denise Gerber, will*

2010-55 MEMORANDUM OF UNDERSTANDING GRIEVANCES (cont'd)

simultaneously transfer to the position of Head Cook at Lowell Elementary School. It is mutually recognized that the transfer of these employees will not affect the regular hourly rate of either. It is further mutually recognized that the transfer of these employees shall occur without the necessity of any further action by any party or any posting of a position under Article 4 of the parties' collective bargaining agreement.

3. With respect to Grievance 09-10-08, a group grievance pertaining to certain bargaining unit Cooks, the Union agrees to withdraw such Grievance subject to and consistent with the parties' understandings reflected in Paragraph 4 below.

4. Each of the Grievances identified in Paragraphs 1-3 above are now voluntarily resolved, on the terms indicated, on the mutual understandings that (A) such resolution is based on the particular circumstances surrounding the particular Grievance, (B) such resolution does not establish a precedent or count toward the establishment of a past practice for any future grievance or dispute that may arise, and (C) neither the Union nor the Board has waived or prejudiced any argument that such party may have in the event of a future grievance or dispute that raises the same or a similar issue.

Kevin Worthington seconded the motion.
Roll call: Kevin Worthington-yes; David White-yes; Johnna Zalmanek-yes; Tammy Bates-no; and Lisa Perry-yes. The president declared the motion carried.

BOARD OF EDUCATION CONCERNS

2010-56 REVISIONS AND 1ST READING OF POLICIES

Kevin Worthington moved to approve Board Policy updates and note the 1st reading of a new Board Policy.

Board Policy updates -

EBC	Emergency/Safety Plans
EF/EFB	Food Services Management/Free and Reduced Price
IGD	Co-Curricular and Extra-Curricular Activities
IND/INDA	School Ceremonies and Observances/Patriotic Exercises
JED	Student Absences and Excuses
JHG	Reporting Child Abuse
JN	Student Fees, Fines, and Charges

1st reading of new Board Policy – BCFA/BCFB Business Advisory Council to the Board/Family and Civic Engagement Committee

Johnna Zalmanek seconded the motion.
Roll call: Kevin Worthington-yes; David White-yes; Johnna Zalmanek-yes; Tammy Bates-yes; and Lisa Perry-yes. The president declared the motion carried.

2010-57 EMPLOY TRANSPORTATION COORDINATOR

Kevin Worthington moved to employ Jessica M. Lauric as Transportation Coordinator, beginning February 25, 2010, for 75 days for the remainder of the 2009-2010 school year. Contract amount is $8,154.00. She will also continue her position as Bus Driver with total hours not exceeding 8 hours per day. Tammy Bates seconded the motion.
Roll call: Kevin Worthington-yes; David White-yes; Johnna Zalmanek-yes; Tammy Bates-yes; and Lisa Perry-yes. The president declared the motion carried.

2010-58 LIBRARY AIDES – ADDITIONAL HOURS

Johnna Zalmanek moved to permit library aides (Educational Assistants) to work an additional 2 hours per day as-needed, effective March 1, 2010, for the remainder of the 2009-2010 school year, hours to be reported on timesheet. Kevin Worthington seconded the motion.

Roll call: Kevin Worthington-yes; David White-yes; Johnna Zalmanek-yes; Tammy Bates-yes; and Lisa Perry-yes. The president declared the motion carried.

2010-59 MOTION TO ADJOURN

Kevin Worthington moved that the Fort Frye Board of Education regular meeting be adjourned. Johnna Zalmanek seconded the motion.

Roll call: Kevin Worthington-yes; David White-yes; Johnna Zalmanek-yes; Tammy Bates-yes; and Lisa Perry-yes. The president declared the motion carried.

Meeting adjourned at 12:52 AM, February 25, 2010.

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Larry D. James, Treasurer David H. White, President