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**McDONALD LOCAL SCHOOL DISTRICT BOARD OF EDUCATION
SPECIAL MEETING
FRIDAY, SEPTEMBER 2, 2022 – 6:45 A.M.
M.H.S. LIBRARY
MCDONALD, OHIO 44437**

The McDonald Local School District Board of Education held a Special Meeting on Friday, September 2, 2022, at 6:45 a.m., in the high school library and via McDonald Schools Facebook Live, 600 Iowa Avenue, McDonald, OH 44437.

The Special Meeting was called to order at 6:48 a.m. by President John Saganich. Treasurer Megan Titus called the roll:

Roll Call:

Members Present: Joseph Cappuzzello, Jody Klase, Jessica Krumpak
Donna Shields, John Saganich

“Notice of this meeting was given in accordance with the provisions of Section 1.450 of the O.R.C. and the Ohio Administrative Procedures Act.”

Res. 22-710 Approve agenda for Special Meeting of September 2, 2022

Mr. Cappuzzello moved and Mrs. Shields seconded
Yeas: Cappuzzello, Shields, Krumpak, Klase, Saganich
Nays: None
President declared motion carried

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New Business:

A. Personnel Committee – Donna Shields, Chairperson

Res. 22-711 OAPSE BARGAINING AGREEMENT

Resolution to approve the Bargaining Agreement between the McDonald Local School District Board of Education and the Ohio Association of Public School Employees (OAPSE), for a period of three (3) years, September 1, 2022 through August 31, 2025.

Upon the recommendation of the district superintendent, I call for a motion to approve the above resolution.

Mrs. Shields moved and Mrs. Krumpak seconded
Yeas: Shields, Krumpak, Cappuzzello, Klase, Saganich
Nays: None
President declared motion carried

Res. 22-712 CENTRAL OFFICE ASSISTANTS CONTRACTS

Resolution to approve three (3) year contracts for Diane Fossaceca, Diane Hughes, and Pamela Streb, effective from August 1, 2022 through July 31, 2025 (See Exhibits A, B, and C)

Upon the recommendation of the district superintendent, I call for a motion to approve the above resolution.

Mrs. Shields moved and Mrs. Krumpak seconded
Yeas: Shields, Krumpak, Cappuzzello, Klase, Saganich
Nays: None
President declared motion carried

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Res. 22-713 ADJOURNMENT

Mr. Cappuzzello moved and Mrs. Shields seconded to adjourn the Special Meeting at 6:52 a.m.

Yeas: Cappuzzello, Shields, Krumpak, Klase, Saganich

Nays: None

President declared motion carried

ATTEST:



VICE PRESIDENT



TREASURER

EXHIBIT A

MCDONALD LOCAL SCHOOL DISTRICT
NON-TEACHING, NON-BARGAINING UNIT EMPLOYEE
CONTINUING CONTRACT
(R.C. 3319.081)

This employment contract is entered into this 1st day of August, 2022, by and between the McDonald Local School District (“District”) Board of Education (“Board”) and *Diane Fossaceca* (“Employee”). The Board and the Employee, for the consideration herein specified, agree as follows:

1. TERM OF CONTRACT

The Board, in accordance with its action as found in the minutes of its meeting held on September 2, 2022, hereby employs, and Employee hereby accepts employment as *Central Office Assistant – EMIS Coordinator* from the effective date of this contract until he/she resigns, elects to retire, or is retired, or until such time as this contract, is terminated or suspended in accordance with Ohio law.

2. DUTIES

The Employee shall perform the duties specified in the Job Description for the position, as adopted by the Board, as it may be amended from time to time during the term of this contract, and as directed by the Employee’s Supervisor, consistent with Board Policy. The Job Description, as so amended, is hereby incorporated into this contract by reference.

3. DAYS TO BE WORKED

The Employee shall work eight (8) hours per day, one hundred fifty-six (156) days per year under this contract, as directed by the Employee’s supervisor.

4. COMPENSATION

- a. The salary of the Employee shall be (i) Twenty-Five Thousand Eight Hundred Twenty-One Dollars and Twelve Cents (\$25,821.12) for the period commencing August 1, 2022, and ending July 31, 2023, (ii) Twenty-Six Thousand Four Hundred Seventy Dollars and Eight Cents (\$26,470.08) for the period commencing August 1, 2023, and ending July 31, 2024, and (iii) Twenty-Seven Thousand One Hundred Thirty-One Dollars and Fifty-Two Cents (\$27,131.52) for the period commencing August 1, 2024, and ending July 31, 2025. Salary each year shall be paid in equal installments in the same manner as other employees are paid. Such salary equates to (i) Twenty Dollars and Sixty-Nine Cents (\$20.69) per hour for the period commencing August 1, 2022, and ending July 31, 2023, (ii) Twenty-One Dollars and Twenty-One Cents (\$21.21) per hour for the period commencing August 1, 2023, and ending July 31, 2023, and (iii) Twenty-One Dollars and Seventy-Four Cents (\$21.74) per hour for the period commencing August 1, 2024, and ending

July 31, 2025. The Board may increase the salary of the Employee during the term of this contract, according to the recommendation of the Superintendent and approval of the Board. Any adjustment in salary made during the term of this contract shall be an addendum to the contract, subject to the terms and conditions set forth herein, and such adjustment or modification shall not be construed as a new contract or as any extension of the term of employment unless expressly provided by the Board.

- b. Notwithstanding Section 3(a) above, the Board retains the right to reduce the compensation of the Employee pursuant to R.C. 3319.082, provided that such a reduction is part of a uniform plan affecting the entire District.

5. **INSURANCE**

- a. **Insurance.** The Board shall provide the Employee with the same health, prescription, dental, and vision insurance as provided to the classified employees of the Board. The Employee shall be responsible for the pro-rated percentage of the cost of the monthly premium for such health, prescription, and dental insurance. The Board will be responsible for the remainder of the cost of the monthly premium for such health, prescription, dental, and vision insurance.
- b. **Life Insurance.** The Board shall provide a life insurance policy on the life of the Employee in the amount of Fifty Thousand Dollars (\$50,000.00) for the duration of this contract.
- c. **Health Reimbursement Account.** On January 1, 2023, the Board will make a one-time, non-expiring payment of One Thousand Eight-Hundred Dollars (\$1,800) to a qualifying Health Reimbursement Account (HRA). The HRA account will be administered through a third party. Any amounts in such account not used by the employee upon termination of the employee's employment with the Board, for any reason, shall revert back to the Board.

6. **LEAVES**

- a. **Sick Leave.** Employee shall be entitled to the use of and accumulation of sick leave in accordance with Ohio law. Sick leave shall accrue at a rate of 0.75 days per month, up to nine (9) days per year, not to exceed a total accumulation of three hundred twenty (320) days.
- b. **Personal Leave.** Employee shall be entitled to the use of four (4) paid personal leave days per contract year. Such leave shall be limited to situations which cannot be addressed outside of normal working hours, and shall not be used for purposes of gainful employment. Unused personal leave may be converted to sick days at the end of a contract year.

- c. Vacation Leave. The Employee shall be entitled to three (3) days of vacation with pay each year this contract is in effect. Vacation shall be scheduled by the Employee so as to minimize disruption of District operations, and at times deemed acceptable by the Employee's Supervisor.

7. HOLIDAYS

Employee shall be entitled to the same paid holidays as provided to the classified employees of the Board working the same number of months as Employee, in accordance with the official District calendar.

8. EVALUATION

The Board shall evaluate the Employee in accordance with Board-adopted procedures and policies. The establishment of such evaluation procedures and policies shall not create an expectancy of continued employment.

9. CONTRACT TERMINATION

This employment contract may be terminated by:

- a. Mutual agreement of the parties;
- b. Retirement, resignation, disability, or death of the Employee; or
- c. Termination by the Board, as set forth in R.C. 3319.081.

10. COMPLETE AGREEMENT

This document sets forth the complete agreement of the parties and shall not be varied or amended except in writing signed by both parties and pursuant to a properly adopted resolution of the Board. This contract shall be construed in accordance with and under the laws of the State of Ohio. Any provision hereof declared invalid or unenforceable by a court of competent jurisdiction shall be severed and the remaining terms continued in full force and effect. If any portion of this contract is deemed to be illegal due to conflict with state or federal law, the remainder of the contract shall remain in force and effect.

11. SERS OBLIGATIONS

Employee represents and agrees that he/she has been notified, as required by R.C. 3309.53, of all duties and obligations under Ohio Revised Code Chapter 3309 pertaining to the School Employees Retirement System as a condition of his/her employment.

MCDONALD LOCAL SCHOOL
DISTRICT BOARD OF EDUCATION

EMPLOYEE

By: _____
Board President

Diane Fossaceca

By: _____
Treasurer

EXHIBIT B

MCDONALD LOCAL SCHOOL DISTRICT
NON-TEACHING, NON-BARGAINING UNIT EMPLOYEE
CONTINUING CONTRACT
(R.C. 3319.081)

This employment contract is entered into this 1st day of August, 2022, by and between the McDonald Local School District (“District”) Board of Education (“Board”) and *Diane Hughes* (“Employee”). The Board and the Employee, for the consideration herein specified, agree as follows:

1. TERM OF CONTRACT

The Board, in accordance with its action as found in the minutes of its meeting held on September 2, 2022, hereby employs, and Employee hereby accepts employment as *Central Office Assistant – Budgetary Clerk* from the effective date of this contract until he/she resigns, elects to retire, or is retired, or until such time as this contract, is terminated or suspended in accordance with Ohio law.

2. DUTIES

The Employee shall perform the duties specified in the Job Description for the position, as adopted by the Board, as it may be amended from time to time during the term of this contract, and as directed by the Employee’s Supervisor, consistent with Board Policy. The Job Description, as so amended, is hereby incorporated into this contract by reference.

3. DAYS TO BE WORKED

The Employee shall work eight (8) hours per day, one hundred fifty-six (156) days per year under this contract, as directed by the Employee’s supervisor.

4. COMPENSATION

- a. The salary of the Employee shall be (i) Twenty Thousand Seventeen Dollars and Ninety-Two Cents (\$20,017.92) for the period commencing August 1, 2022, and ending July 31, 2023, (ii) Twenty Thousand Five-Hundred Seventeen Dollars and Twelve Cents (\$20,517.12) for the period commencing August 1, 2023, and ending July 31, 2024, and (iii) Twenty-One Thousand Twenty-Eight Dollars and Eighty Cents (\$21,028.80) for the period commencing August 1, 2024, and ending July 31, 2025. Salary each year shall be paid in equal installments in the same manner as other employees are paid. Such salary equates to (i) Sixteen Dollars and Four Cents (\$16.04) per hour for the period commencing August 1, 2022, and ending July 31, 2023, (ii) Sixteen Dollars and Forty-Four Cents (\$16.44) per hour for the period commencing August 1, 2023, and ending July 31, 2023, and (iii) Sixteen Dollars and Eighty-Five Cents (\$16.85) per hour for the period commencing August 1, 2024, and ending July 31, 2025. The Board may increase the salary of the

Employee during the term of this contract, according to the recommendation of the Superintendent and approval of the Board. Any adjustment in salary made during the term of this contract shall be an addendum to the contract, subject to the terms and conditions set forth herein, and such adjustment or modification shall not be construed as a new contract or as any extension of the term of employment unless expressly provided by the Board.

- b. Notwithstanding Section 3(a) above, the Board retains the right to reduce the compensation of the Employee pursuant to R.C. 3319.082, provided that such a reduction is part of a uniform plan affecting the entire District.

5. INSURANCE

- a. Insurance. The Board shall provide the Employee with the same health, prescription, dental, and vision insurance as provided to the classified employees of the Board. The Employee shall be responsible for the pro-rated percentage of the cost of the monthly premium for such health, prescription, and dental insurance. The Board will be responsible for the remainder of the cost of the monthly premium for such health, prescription, dental, and vision insurance.
- b. Life Insurance. The Board shall provide a life insurance policy on the life of the Employee in the amount of Fifty Thousand Dollars (\$50,000.00) for the duration of this contract.
- c. Health Reimbursement Account. If the Employee elects to obtain health insurance coverage prior to December 31, 2022, the Board will make a one-time, non-expiring payment of One Thousand Eight-Hundred Dollars (\$1,800) to a qualifying Health Reimbursement Account (HRA) on January 1, 2023. The HRA account will be administered through a third party. Any amounts in such account not used by the employee upon termination of the employee's employment with the Board, for any reason, shall revert back to the Board.

6. LEAVES

- a. Sick Leave. Employee shall be entitled to the use of and accumulation of sick leave in accordance with Ohio law. Sick leave shall accrue at a rate of 0.75 days per month, up to nine (9) days per year, not to exceed a total accumulation of three hundred twenty (320) days.
- b. Personal Leave. Employee shall be entitled to the use of four (4) paid personal leave days per contract year. Such leave shall be limited to situations which cannot be addressed outside of normal working hours, and shall not be used for purposes of gainful employment. Unused personal leave may be converted to sick days at the end of a contract year.

- c. Vacation Leave. The Employee shall be entitled to three (3) days of vacation with pay each year this contract is in effect. Vacation shall be scheduled by the Employee so as to minimize disruption of District operations, and at times deemed acceptable by the Employee's Supervisor.

7. HOLIDAYS

Employee shall be entitled to the same paid holidays as provided to the classified employees of the Board working the same number of months as Employee, in accordance with the official District calendar.

8. EVALUATION

The Board shall evaluate the Employee in accordance with Board-adopted procedures and policies. The establishment of such evaluation procedures and policies shall not create an expectancy of continued employment.

9. CONTRACT TERMINATION

This employment contract may be terminated by:

- a. Mutual agreement of the parties;
- b. Retirement, resignation, disability, or death of the Employee; or
- c. Termination by the Board, as set forth in R.C. 3319.081.

10. COMPLETE AGREEMENT

This document sets forth the complete agreement of the parties and shall not be varied or amended except in writing signed by both parties and pursuant to a properly adopted resolution of the Board. This contract shall be construed in accordance with and under the laws of the State of Ohio. Any provision hereof declared invalid or unenforceable by a court of competent jurisdiction shall be severed and the remaining terms continued in full force and effect. If any portion of this contract is deemed to be illegal due to conflict with state or federal law, the remainder of the contract shall remain in force and effect.

11. SERS OBLIGATIONS

Employee represents and agrees that he/she has been notified, as required by R.C. 3309.53, of all duties and obligations under Ohio Revised Code Chapter 3309 pertaining to the School Employees Retirement System as a condition of his/her employment.

MCDONALD LOCAL SCHOOL
DISTRICT BOARD OF EDUCATION

EMPLOYEE

By: _____
Board President

Diane Hughes

By: _____
Treasurer

EXHIBIT C

MCDONALD LOCAL SCHOOL DISTRICT
NON-TEACHING, NON-BARGAINING UNIT EMPLOYEE
CONTINUING CONTRACT
(R.C. 3319.081)

This employment contract is entered into this 1st day of August, 2022, by and between the McDonald Local School District (“District”) Board of Education (“Board”) and ***Pamela Streb*** (“Employee”). The Board and the Employee, for the consideration herein specified, agree as follows:

1. TERM OF CONTRACT

The Board, in accordance with its action as found in the minutes of its meeting held on September 2, 2022, hereby employs, and Employee hereby accepts employment as ***Central Office Assistant – Payroll Clerk and Superintendent Secretary*** from the effective date of this contract until he/she resigns, elects to retire, or is retired, or until such time as this contract, is terminated or suspended in accordance with Ohio law.

2. DUTIES

The Employee shall perform the duties specified in the Job Description for the position, as adopted by the Board, as it may be amended from time to time during the term of this contract, and as directed by the Employee’s Supervisor, consistent with Board Policy. The Job Description, as so amended, is hereby incorporated into this contract by reference.

3. DAYS TO BE WORKED

The Employee shall work eight (8) hours per day, two hundred sixty (260) days per year under this contract, as directed by the Employee’s supervisor.

4. COMPENSATION

- a. The salary of the Employee shall be (i) Forty-Eight Thousand Eight Hundred Seventeen Dollars and Sixty Cents (\$48,817.60) for the period commencing August 1, 2022, and ending July 31, 2023, (ii) Fifty Thousand Forty-Four Dollars and Eighty Cents (\$50,044.80) for the period commencing August 1, 2023, and ending July 31, 2024, and (iii) Fifty-One Thousand Two-Hundred Ninety-Two Dollars and Eighty Cents (\$51,292.80) for the period commencing August 1, 2024, and ending July 31, 2025. Salary each year shall be paid in equal installments in the same manner as other employees are paid. Such salary equates to (i) Twenty-Three Dollars and Forty-Seven Cents (\$23.47) per hour for the period commencing August 1, 2022, and ending July 31, 2023, (ii) Twenty-Four Dollars and Six Cents (\$24.06) per hour for the period commencing August 1, 2023, and ending July 31, 2023, and (iii) Twenty-Four Dollars and Sixty-Six Cents (\$24.66) per hour for the period commencing August 1, 2024, and ending July 31, 2025. The Board may

increase the salary of the Employee during the term of this contract, according to the recommendation of the Superintendent and approval of the Board. Any adjustment in salary made during the term of this contract shall be an addendum to the contract, subject to the terms and conditions set forth herein, and such adjustment or modification shall not be construed as a new contract or as any extension of the term of employment unless expressly provided by the Board.

- b. Notwithstanding Section 3(a) above, the Board retains the right to reduce the compensation of the Employee pursuant to R.C. 3319.082, provided that such a reduction is part of a uniform plan affecting the entire District.

5. INSURANCE

- a. Insurance. The Board shall provide the Employee with the same health, prescription, dental, and vision insurance as provided to the classified employees of the Board. The Employee shall be responsible for ten (10) percent of the cost of the monthly premium for such health, prescription, and dental insurance. The Board will be responsible for the remainder of the cost of the monthly premium for such health, prescription, dental, and vision insurance.
- b. Life Insurance. The Board shall provide a life insurance policy on the life of the Employee in the amount of Fifty Thousand Dollars (\$50,000.00) for the duration of this contract.
- c. Health Reimbursement Account. On January 1, 2023, the Board will make a one-time, non-expiring payment of One-Thousand Eight Hundred Dollars (\$1,800) to a qualifying Health Reimbursement Account (HRA). The HRA account will be administered through a third party. Any amounts in such account not used by the employee upon termination of the employee's employment with the Board, for any reason, shall revert back to the Board.

6. LEAVES

- a. Sick Leave. Employee shall be entitled to the use of and accumulation of sick leave in accordance with Ohio law. Sick leave shall accrue at a rate of one and one-quarter (1.25) days per month, up to fifteen (15) days per year, not to exceed a total accumulation of three hundred twenty (320) days.
- b. Personal Leave. Employee shall be entitled to the use of three (4) paid personal leave days per contract year. Such leave shall be limited to situations which cannot be addressed outside of normal working hours, and shall not be used for purposes of gainful employment. Unused personal leave may be converted to sick days at the end of a contract year.

- c. Vacation Leave. The Employee shall be entitled to Twenty-Five (25) days of vacation with pay each year this contract is in effect. Vacation shall be scheduled by the Employee so as to minimize disruption of District operations, and at times deemed acceptable by the Employee's Supervisor.

7. HOLIDAYS

Employee shall be entitled to the same paid holidays as provided to the classified employees of the Board working the same number of months as Employee, in accordance with the official District calendar.

8. EVALUATION

The Board shall evaluate the Employee in accordance with Board-adopted procedures and policies. The establishment of such evaluation procedures and policies shall not create an expectancy of continued employment.

9. CONTRACT TERMINATION

This employment contract may be terminated by:

- a. Mutual agreement of the parties;
- b. Retirement, resignation, disability, or death of the Employee; or
- c. Termination by the Board, as set forth in R.C. 3319.081.

10. COMPLETE AGREEMENT

This document sets forth the complete agreement of the parties and shall not be varied or amended except in writing signed by both parties and pursuant to a properly adopted resolution of the Board. This contract shall be construed in accordance with and under the laws of the State of Ohio. Any provision hereof declared invalid or unenforceable by a court of competent jurisdiction shall be severed and the remaining terms continued in full force and effect. If any portion of this contract is deemed to be illegal due to conflict with state or federal law, the remainder of the contract shall remain in force and effect.

11. SERS OBLIGATIONS

Employee represents and agrees that he/she has been notified, as required by R.C. 3309.53, of all duties and obligations under Ohio Revised Code Chapter 3309 pertaining to the School Employees Retirement System as a condition of his/her employment.

MCDONALD LOCAL SCHOOL
DISTRICT BOARD OF EDUCATION

EMPLOYEE

By: _____
Board President

Pamela Streb

By: _____
Treasurer