

6677

**MCDONALD LOCAL SCHOOL DISTRICT BOARD OF EDUCATION
REGULAR MEETING
WEDNESDAY, JULY 22, 2020 – 6:00 P.M.
MCDONALD LOCAL SCHOOLS FACEBOOK LIVE
Facebook Link on www.mcdonald.k12.oh.us
MCDONALD, OHIO 44437**

The McDonald Local District Board of Education held a Regular Meeting on Wednesday, July 22, 2020, on McDonald Local Schools Facebook Live, 600 Iowa Avenue, McDonald, OH 44437.

The Regular Meeting was called to order at 6:04 p.m. by President John Saganich. Treasurer Megan Titus called the roll:

Roll Call: Joseph Cappuzzello, Thomas Hannon, Jody Klase,
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.”

Pledge of Allegiance

Res. 20-154 Approve agenda for Regular Meeting of July 22, 2020

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

Res. 20-155 Approval of Board Minutes:

Regular Meeting – June 29, 2020

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

Recognition of Visitors / Audience Participation - None

Old Business: any Old Business to bring before the Board - None

New Business:

A. Program/Policy Committee – Donna Shields, Chairperson

Res. 20-156 OPEN MEETINGS ACT

Resolved, that during the emergency declared by Executive Order 2020-01D (issued on March 9, 2020), and not beyond December 1, 2020, the Board of Education shall call and conduct all regular, special and emergency meetings in accordance with the provisions of the Open Meetings Act and Section 12 of Amended H.B. 197, and further in compliance with any future lawful and binding act or order of a local, state or federal governmental entity.

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

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

Res. 20-157 SUSPEND PUBLIC PARTICIPATION AT BOARD MEETINGS

Resolution to suspend board policy regarding public participation at board meetings. (See Exhibit A)

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

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

Res. 20-158 O.S.B.A. – TRANSPORTATION SUPERVISOR SUBSCRIPTION

Resolution to approve the Annual Virtual Transportation Supervisor Subscription for 7/1/2020 through 6/30/2020, at a cost of \$250. (See Exhibit B)

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

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

Res. 20-159 WATER TREATMENT PROGRAM RENEWAL

Resolution to approve the PureResults Water Treatment Program Renewal (#C005213) with Gardiner for McDonald High School and Roosevelt Elementary School, for one (1) year from 10/1/2020 through 9/30/2021. Total cost is \$2,160 per year, payable in quarterly amounts of \$540. (See Exhibit C)

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

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

Res. 20-160 POLICY – FIRST READING

Resolution to approve the second reading of the following policies:

(GCN) AFC – OTES – (See Exhibit D)
EBEA – USE OF FACE COVERINGS - (See Exhibit E)

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

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

B. Finance Committee – Joseph Cappuzzello, Chairperson

Res. 20-161 TREASURER’S FINANCIAL REPORT

Treasurer’s Financial Report: June, 2020
a. Check Register
b. Financial Summary
c. Bank Reconciliation

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

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

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Res. 20-162 DONATIONS

Resolution to accept the following donations:

DONOR	AMOUNT	FUND	PURPOSE
Christian Smith	\$200	300-9980	HS Rehabilitation Room Project.
Donald and Doreen Shiley	\$300	300-9980	HS Rehabilitation Room Project.
Robert and Danielle Altaffer	\$250	300-9980	HS Rehabilitation Room Project.
Blackstone Funeral Home	\$250	300-9980	HS Rehabilitation Room Project.
Brian and Judith Fedyski	\$160	200-9088	To sponsor a hole in the Father/Son Golf Outing.
Rick and Lydia Vukovic	\$100	200-9088	To sponsor a hole in the Father/Son Golf Outing.
Danielle and Corey Vukovic	\$130	200-9088	To sponsor a hole in the Father/Son Golf Outing.
Martin and Patricia Daniels	\$100	200-9088	To sponsor a hole in the Father/Son Golf Outing.
McDonald Education Association	\$100	200-9088	To sponsor a hole in the Father/Son Golf Outing.
W.I. Miller & Sons	\$100	200-9088	To sponsor a hole in the Father/Son Golf Outing.
Steel & Alloy Utility Products, Inc.	\$100	200-9088	To sponsor a hole in the Father/Son Golf Outing.
McDonalds Community FCU	\$100	200-9088	To sponsor a hole in the Father/Son Golf Outing.
Amy and Kevin O'Connell	\$100	200-9088	To sponsor a hole in the Father/Son Golf Outing.
Rosslers Transmission Inc.	\$100	200-9088	To sponsor a hole in the Father/Son Golf Outing.
D.A. Van Dam & Associates, LLC	\$100	200-9088	To sponsor a hole in the Father/Son Golf Outing.
Dr. Craig Cleal 212 Chiropractic	\$100	200-9088	To sponsor a hole in the Father/Son Golf Outing.
Michael and Tammy Candel	\$100	200-9088	To sponsor a hole in the Father/Son Golf Outing.
Todd D Flere DDS Inc.	\$100	200-9088	To sponsor a hole in the Father/Son Golf Outing.
Wolfords Rolloff Inc	\$100	200-9088	To sponsor a hole in the Father/Son Golf Outing.
William Miller	\$2,500	300-9973	To support Boys and Girls Track teams.
William Miller	\$1,000	300-9005 (Boys) & 300-9204 (Girls)	To support Boys and Girls Basketball teams. \$500 will be deposited into each respective fund.
The Miner Family	\$50	300-9971	Girls Volleyball Sponsorships.
Don and Doreen Shiley	\$60	300-9971	Girls Volleyball Sponsorships.
DONOR	AMOUNT	FUND	PURPOSE
D.A. Van Dam & Associates, LLC	\$30	300-9971	Girls Volleyball Sponsorships.
McDonald Dairy Queen	\$50	300-9971	Girls Volleyball Sponsorships.

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

Mr. Cappuzzello moved and Mrs. Klase seconded

Yeas: Cappuzzello, Klase, Shields, Hannon, Saganich

Nays: None

President declared motion carried

Res. 20-163 BOARD SERVICE FUND

Resolution to approve the Board Service Fund to be used to pay expenses, actually incurred by board members in performance of their duties, but may also include expenses of the official representatives for training and orientation expenses of board members elect not to exceed \$4,000 per year.

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

Mr. Cappuzzello moved and Mrs. Klase seconded

Yeas: Cappuzzello, Klase, Shields, Hannon, Saganich

Nays: None

President declared motion carried

C. Personnel Committee – Jody Klase, Chairperson

Res. 20-164 SUPPLEMENTAL CONTRACTS – 2020/2021

Resolution to hire the following on a one (1) year supplemental contract for the 2020-2021 school year, pending certification and BCII/FBI background checks.

Josh Krumpak – Athletic Director, \$9,156;

Randy Riccitelli – Volunteer Assistant Athletic Director, \$0;

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Brian Bosheff – Volunteer Junior High Football Coach, \$0;

Ray Lewis – Volunteer Junior High Football Coach, \$0;

Brenna Rupe – Volunteer Girls Junior High Cross Country Coach, \$0; and

Jeannette Domitrovich – Volunteer Tennis Coach, \$0.

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

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

Res. 20-165 ADJOURNMENT

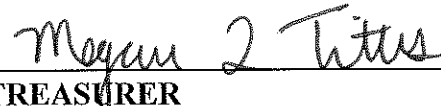
Mr. Cappuzzello moved and Mrs. Klase seconded to adjourn the Regular Meeting at 7:59 p.m.

Yeas: Cappuzzello, Klase, Shields, Hannon, Saganich
Nays: None
President declared motion carried

ATTEST:



PRESIDENT



TREASURER

Exhibit A

**RESOLUTION SUSPENDING BOARD POLICY REGARDING
PUBLIC PARTICIPATION AT BOARD MEETINGS**

The Board of Education of the McDonald Local School District, McDonald, Ohio, met in regular session on the 22nd day of July, 2020, at 6:00 p.m., with the following members present:

The Treasurer advised the Board that the notice requirement of R.C. 121.22 and the implementing rules adopted by the Board pursuant thereto were complied with for the meeting.

_____ moved the adoption of the following resolution:

WHEREAS, pursuant to Ohio House Bill 197, signed into law by Governor DeWine on March 27, 2020, members of a public body may hold, attend, and participate in meetings by means of teleconference, video conference, or any other similar electronic technology; and

WHEREAS, in conformance with the Executive Orders of the Governor's Office and the Ohio Department of Health, issued in March, 2020, prohibiting large gatherings of people and closing school buildings in response to the Coronavirus pandemic, the Board has determined to exercise its authority to hold today's meeting by means of McDonald Local Schools Facebook Live; and

WHEREAS, holding a meeting via telephone or video-conference may preclude members of the public from participating by way of public comment, as otherwise required by Board Policy BDDH; and

WHEREAS, to ensure compliance with its own Policies, the Board desires to suspend Board Policy BDDH for the duration of this meeting.

THEREFORE, BE IT RESOLVED, by the Board of Education of the McDonald Local School District, McDonald, Ohio, that:

Section 1. Pursuant to and in accordance with Board Policy BFF – "Suspension of Policies," the Board of Education hereby suspends Board Policies BDDH and KD – "Public Participation at Board Meetings," in its entirety, for the duration of this meeting.

Section 2. It is found and determined that all formal actions of this Board concerning and relating to the adoption of this resolution were adopted in an open meeting of this Board, and that all deliberations of this Board and of any of its committees that resulted in these formal actions were in meetings open to the public, in compliance with the law.

_____ seconded the Motion, and upon roll call, the vote resulted as follows:

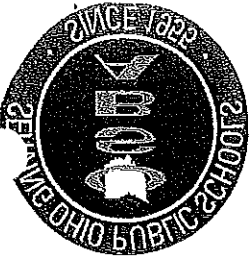
Motion passed and adopted this 22nd day of July, 2020

Board President

ATTEST:

Treasurer

Exhibit B



Ohio School Boards Association
8050 N. High Street, Suite 100
Columbus, Ohio 43235-6481
(614) 540-4000

July 1, 2020

Invoice number 20-132200- VTS

District Treasurer
McDonald Local Schools
600 Iowa Ave
Mc Donald OH 44437-1677

AMOUNT DUE \$ 250.00

AMOUNT ENCLOSED \$

DUE DATE July 31, 2020

OSBA'S tax identification number is 31-4414897

DATE	PO NUMBER	UNITS	DESCRIPTION	AMOUNT
7/1/20			Annual Virtual Transportation Supervisor Subscription for July 1, 2020 through June 30, 2021 (Your roster designee can update the list of district staff who you want to receive this subscription.)	250.00

AMOUNT DUE \$ 250.00

OSBA leads the way to educational excellence by serving Ohio's public school board members and the diverse districts they represent through superior service, unwavering advocacy and creative solutions.

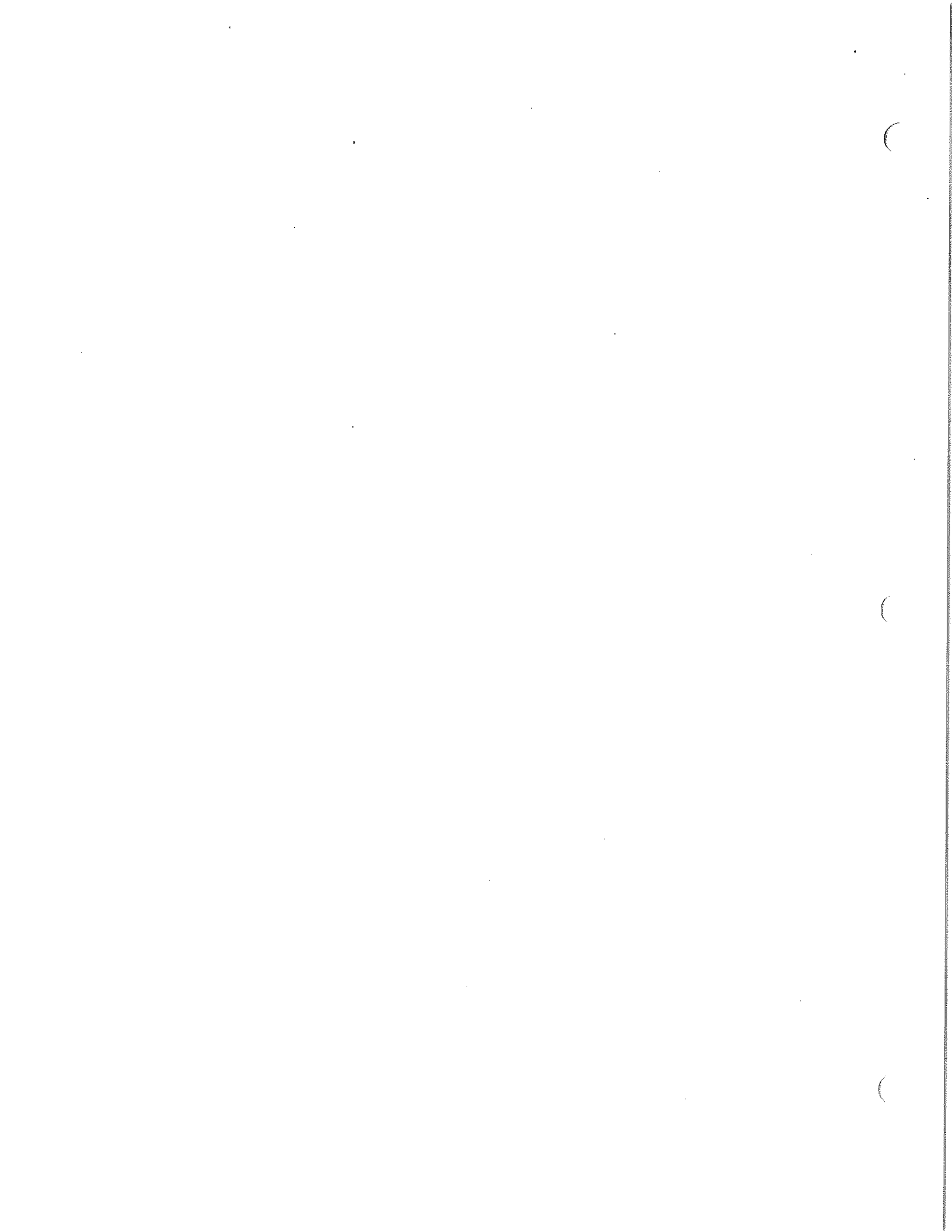


Exhibit C



31200 Bainbridge Road
Solon, Ohio 44139
Tel: 440.349.5588
Fax: 440.349.3585
www.Gardiner.com

June 26, 2020

Mr. Gary Cardiko
McDonald Local Schools
600 Iowa Avenue
McDonald, Ohio 44437-1677

**SUBJECT: PureResults Water Treatment Program Renewal | C005213
@ High School & Roosevelt Elementary**

Dear Mr. Cardiko:

The maintenance agreement between McDonald Local Schools and Gardiner is scheduled to renew October 1, 2020. Thank you for allowing *PureResults by Gardiner* to provide your water treatment solutions for the past 4 years.

Your new contract amount will be **\$2,160.00 per year, payable in quarterly amounts of \$540.00** for the period of **October 1, 2020, through September 30, 2021**. Upon execution of this Agreement, McDonald Local Schools shall be responsible for determining proper Ohio sales tax. If you are tax exempt, please include your tax exemption certificate.

Please acknowledge to Pam Findley @ pfindley@whgardiner.com or at 440/349.5588 ext.1586, and notify if a new purchase order number is required for the renewal.

There are two phone numbers, which connect you to us 24-hours a day. The Gardiner Service number is 440/349-5588, and the Gardiner line is 440/248-3400. Please feel free to use our toll free numbers, 800/582-4344 and 800/251-4044, during normal business hours. The following is a list of names and extension for your reference when calling for service, assistance or need a question answered:

Wendy Grau	Service Dispatch	Ext. 1495
Pam Findley	Contract Administrator	Ext. 1586
<u>Brian Riegel</u>	<u>Water Treatment Business Development</u>	<u>Ext. 1463</u>
	Mobile Phone	440/724-6195
	E-mail	briegel@whgardiner.com

Your business is always appreciated. We look forward to continuing to service the needs of your facility.

Sincerely,

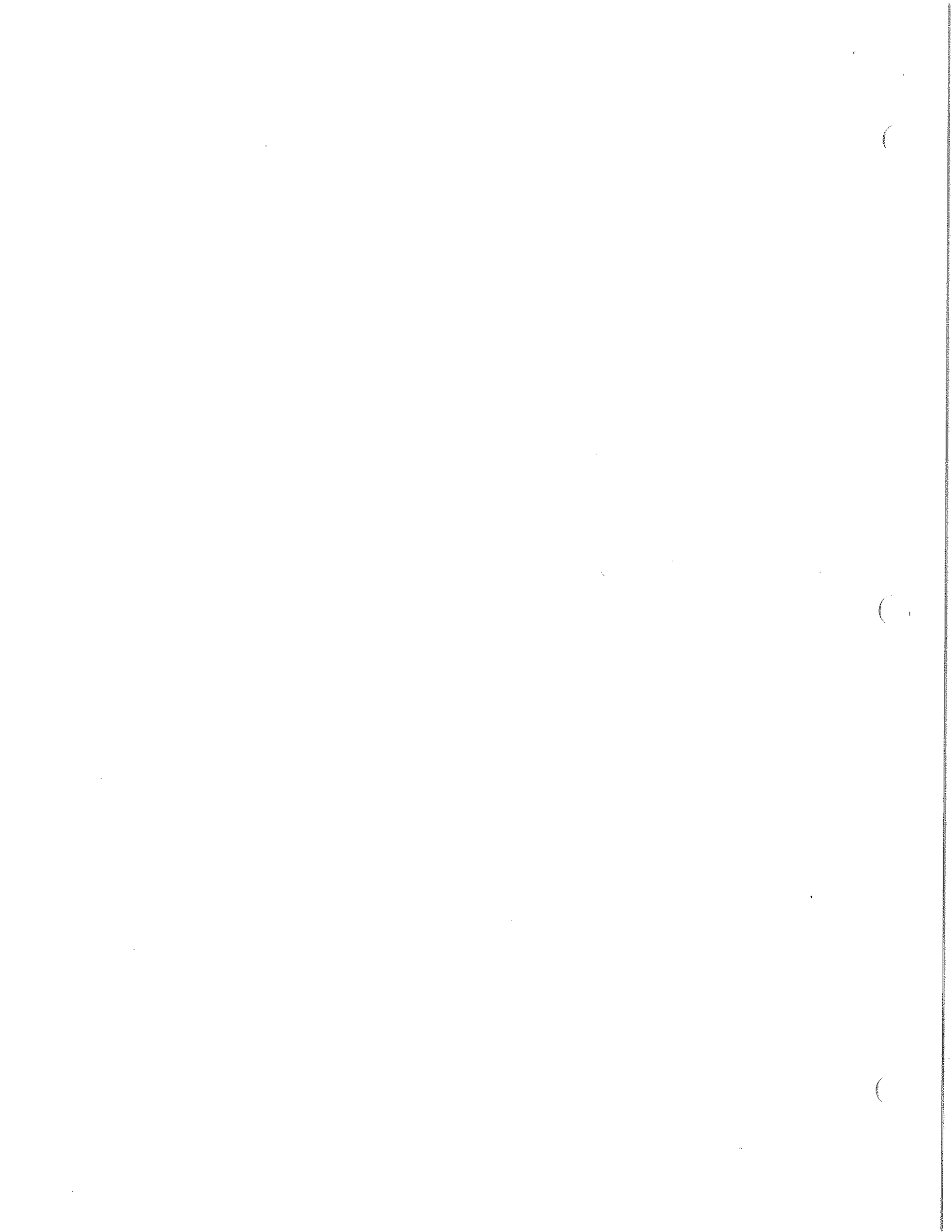
Brian Riegel
Water Treatment Business Development

Customer Acceptance:

Name _____

Title _____

Date _____ PO# _____



REPLACES CURRENT OSBA SAMPLE POLICY
MUST BE CUSTOMIZED PRIOR TO ADOPTION.
EVALUATION OF PROFESSIONAL STAFF
(Ohio Teacher Evaluation System)

A determination of the efficiency and effectiveness of the teaching staff is a critical factor in the overall operation of the District. The Board evaluates teachers in accordance with State law and the standards-based statewide teacher evaluation framework adopted by the State Board of Education (SBOE).

Notwithstanding Ohio Revised Code Section (RC) 3319.09, this policy applies to any person employed under a teacher license issued under RC 3319, or under a professional or permanent teacher's certificate issued under former RC 3319.222, and who spends at least 50% of the time employed providing content-related student instruction. This teacher evaluation policy does not apply to substitute teachers or instructors of adult education.

The Board directs the Superintendent/designee to implement this policy in accordance with State law. This policy has been developed in consultation with teachers employed by the Board. This policy becomes effective at the expiration of any collective bargaining agreement covering teachers employed by the Board that was in effect on November 2, 2018 and must be included in any renewal or extension.

(Choose one of the following options:)

The District will implement this policy beginning with the 2020-2021 school year.

OR

X The District will follow policies and procedures in place during the 2019-2020 school year for the 2020-2021 school year and will implement this policy beginning with the 2021-2022 school year.

Credentialed Evaluators

Evaluations carried out under this policy are conducted by persons holding evaluator credentials established by the Ohio Department of Education (ODE).

Final Holistic Rating and Evaluation Cycle

Teachers are assigned a final holistic rating of Accomplished, Skilled, Developing or Ineffective. This rating will be based on a combination of informal and formal observations and supporting evidence using the Teacher Evaluation Rubric.

Annually, the Board submits to the ODE the number of teachers assigned a final holistic rating, aggregated by the teacher preparation programs from which, and the years in which, the teachers graduated. The name of, or any personally identifiable information about, any teacher reported in compliance with this provision cannot be required.

The full evaluation cycle includes:

- Professional Growth/Improvement Plan;
- One formal holistic observation, followed by a conference;
- At least two classroom walkthroughs --with an emphasis on identified focus area(s) when applicable;
- One formal focused observation – with an emphasis on identified focus area(s) and
- One final summative conference.

The teacher performance measure of the evaluation cycle is aligned with the following Ohio Standards for the Teaching Profession:

- Understand student learning and development, respect student diversity and hold high expectations for all students to achieve and progress at high levels;
- Understand the content areas for which they have instructional responsibility;
- Understand and use varied assessments to inform instruction and evaluate and ensure student learning;
- Plan and deliver effective instruction that advances the learning of each student;
- Create learning environments that promote high levels of learning and achievement for all students;
- Collaborate and communicate with students, parents, other teachers, administrators and the community to support student learning and
- Assume responsibility for professional growth and performance as an individual and as a member of a learning community.

The Superintendent/designee selects/develops evaluation tools to calculate teacher performance. The Board directs the Superintendent/designee to develop procedures for these evaluation tools.

Teachers, who are on limited or extended limited contracts pursuant to State law and under consideration for nonrenewal, receive at least three formal observations during the evaluation cycle.

All teacher evaluations are completed by May 1. Teachers evaluated under this policy are provided with a written copy of their evaluation results by May 10.

(Optional – add if want to allow for less frequent evaluations)

(Permissive – add if want to evaluate Accomplished teachers every three years.)

*

The Board evaluates teachers receiving effectiveness ratings of Accomplished on those teachers' most recent evaluations every three years, provided the teacher submits a self-directed Professional Growth Plan and the evaluator determines the teacher is making progress on that plan. Such evaluations are completed by May 1 of the evaluation year. Teachers evaluated on this basis are provided a written copy of their evaluation results by May 10 of the evaluation year. In years when an evaluation will not take place, one observation is carried out and at least one conference with the teacher is held.

✱ *(Permissive – add if want to evaluate Skilled teachers biennially.)*

The Board evaluates teachers receiving effectiveness ratings of Skilled on those teachers' most recent evaluations every two years, provided the teacher and evaluator jointly develop a Professional Growth Plan and the evaluator determines the teacher is making progress on that plan. Biennial evaluations conducted under this policy are completed by May 1 of the evaluation year. Teachers evaluated on a biennial basis are provided a written copy of their evaluation results by May 10 of the evaluation year. In years when an evaluation will not take place, one observation is carried out and at least one conference with the teacher is held.

High-Quality Student Data

High-quality student data (HQSD) is used to guide instructional decisions and meet student learning needs. HQSD used must be rigorously reviewed by locally determined experts in the field of education to meet all of the following criteria:

- Align to learning standards;
- Measure what is intended to be measured;
- Be attributable to a specific teacher for course(s) and grade level(s) taught;
- Demonstrate evidence of student learning (achievement and/or growth);
- Follow protocols for administration and scoring;
- Provide trustworthy results and
- Not offend or be driven by bias.

AND the teachers must use the data generated from the HQSD data instrument by:

- Critically reflecting upon and analyzing available data, using the information as part of an ongoing cycle of support for student learning;
- Considering student learning needs and styles, identifying the strengths and weaknesses of an entire class, as well as individual students;
- Informing instruction and adapting instruction to meet student need based upon the information gained from the data analysis and
- Measuring student learning (achievement and/or growth) and progress towards achieving state and local standards.

Evaluations use at least two measures of HQSD to provide evidence of student learning attributable to the teacher being evaluated when required.

When applicable to the grade level or subject area taught by a teacher, HQSD includes the value-added progress dimension established under RC 3302.021, except when otherwise prohibited by law.

HQSD may be used as evidence in any component of the evaluation where applicable.

Data from ODE vendor approved assessments may be considered HQSD.

The use of shared attribution measures or student learning objectives is prohibited.

Professional Growth and Improvement Plans

Each teacher must develop a Professional Growth or Improvement Plan based on the results of their most recent evaluation. These plans are to be developed annually and must be based on the results of the evaluation and aligned to any existing district or building improvement plan.

Teachers with a final holistic rating of Accomplished must develop a self-directed Professional Growth Plan.

Teachers with a final holistic rating of Skilled must develop a Professional Growth Plan working jointly with the credentialed evaluator.

Teachers with a final holistic rating of Developing must develop a Professional Growth Plan that is guided by their assigned credentialed evaluators.

Teachers with a final summative rating of Ineffective will be placed on an Improvement Plan developed by the assigned credentialed evaluators.

Retention and Promotion

The Board uses evaluation results for retention and promotion decisions. The Board adopts procedures for use in making retention and promotion decisions based on evaluation results.

Seniority shall not be the basis for making retention decisions, except when choosing between teachers who have comparable evaluations.

Poorly Performing Teachers

The Board uses evaluation results for removing poorly performing teachers. The Board adopts procedures for removing poorly performing teachers based on evaluation results.

Professional Development

The Board allocates financial resources to support professional development in compliance with State law and the SBOE's evaluation framework.

[Adoption date:]

LEGAL REFS.: The Elementary and Secondary Education Act; 20 USC 1221 et seq.
ORC 3319.11; 3319.111; 3319.112; 3319.16; 3319.61
Chapter 4117
OAC 3301-35-05

CROSS REFS.: AF, Commitment to Accomplishment
GBL, Personnel Records
GCB, Professional Staff Contracts and Compensation Plans
GCL, Professional Staff Development Opportunities

CONTRACT REF.: Teachers' Negotiated Agreement

NOTE: In March 2017, the Educator Standards Board made recommendations for updating the current Ohio Teacher Evaluation System originally established in 2013. Senate Bill (SB) 216 reflected many of these recommendations and led to the development of a new teacher evaluation framework by the State Board of Education (SBOE), OTES 2.0. Boards were initially required to have a new OTES 2.0 policy in place by July 1, 2020 and were to begin implementing the OTES 2.0 policy for the 2020-2021 school year. Policies must be adopted in consultation with teachers employed by the Board.

Due to the COVID-19 pandemic and the related school building closures, House Bill 197 was passed. Teacher evaluations were addressed and the deadline to adopt an OTES 2.0 policy was extended to September 1, 2020. Districts may also delay implementation for a year if they choose. Districts choosing to delay are to follow the policies and procedures in place during the 2019-2020 school year.

Under the OTES 2.0 framework, a teacher's Final Holistic Rating (Accomplished, Skilled, Developing or Ineffective) will be based on a combination of informal and formal observations, as well as supporting evidence. Evaluations are to be completed by evaluators credentialed in OTES 2.0.

OTES 2.0 still provides districts with the option of evaluating Accomplished and Skilled teachers less frequently. Annual Professional Growth/Improvement Plans also are required based on the results of a teacher's most recent evaluation.

SB 216 eliminated the requirement that 50% of a teacher's evaluation be based on student academic growth. Instead teacher evaluations will use at least two measures of high-quality student data to provide evidence of student learning attributable to the teacher being evaluated. Districts must determine what data meets the definition of high-quality student data as defined by law and the SBOE framework.

Evaluations conducted pursuant to these requirements must be carried out by a person who holds a credential established by ODE.

The completion of evaluations is required as part of the contract renewal process. Additionally, teachers, who are on limited or extended limited contracts pursuant to State law and under consideration for nonrenewal, receive at least three formal observations during the evaluation cycle.

Boards are still required to use teacher evaluation results for promotion and retention decisions and for removing poorly performing teachers. These will be unique to each district and may be subject to bargaining.

OTES 2.0 still provides various options for times when evaluations are not carried out or are done less frequently than annually:

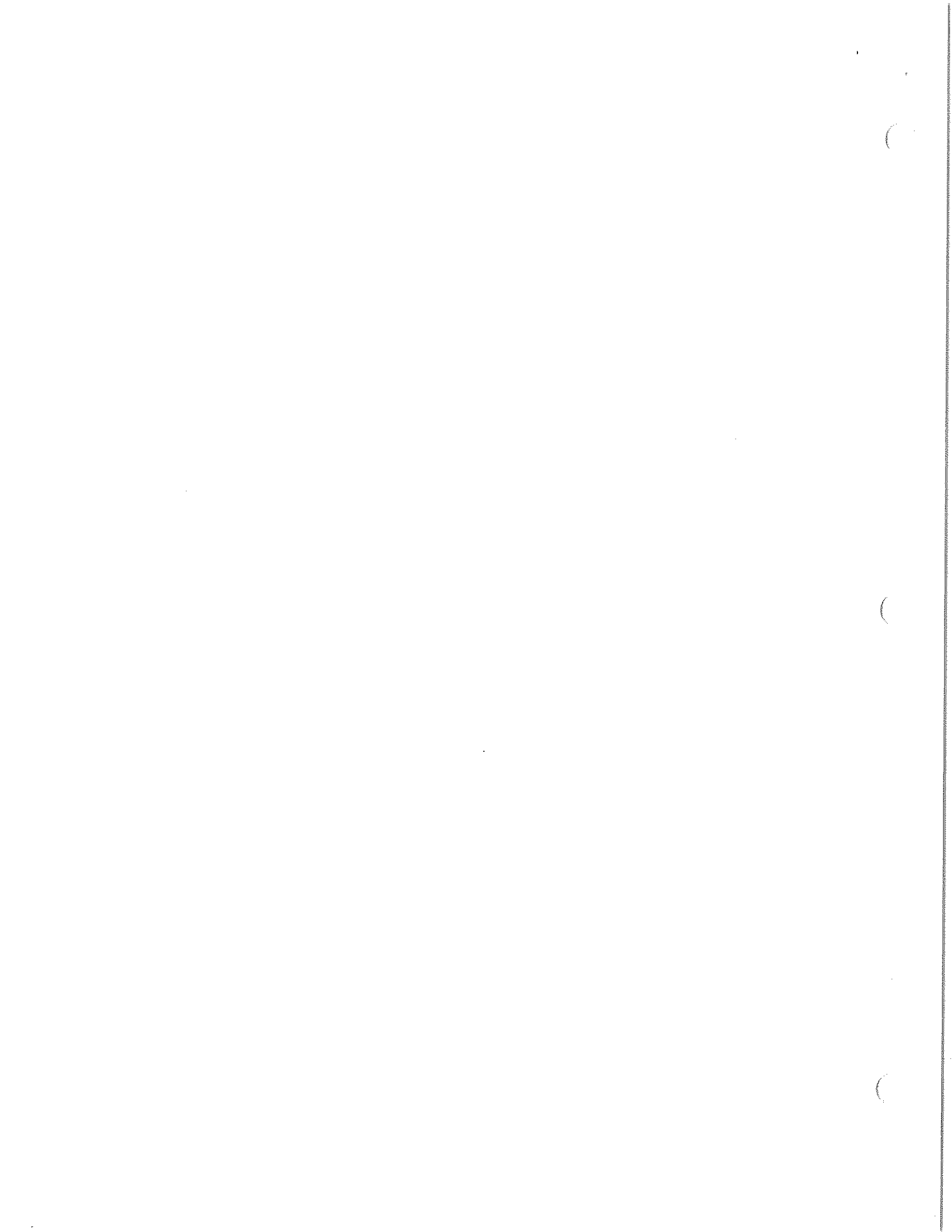
Boards may choose to evaluate a teacher rated Accomplished on their most recent evaluation annually or less frequently – once every three years – so long as the teacher submits a Professional Growth Plan (self-directed) to their credentialed evaluator that focuses on specific areas identified in the observations and evaluation and the evaluator determines the teacher is making progress on the plan.

Boards also may choose to evaluate a teacher rated Skilled on their most recent evaluation annually or less frequently – once every two years – so long as the teacher and evaluator jointly develop a Professional Growth Plan for the teacher that focuses on specific areas identified in the observations and evaluation and the evaluator determines that the teacher is making progress on the plan.

Boards also can elect to not evaluate teachers who: 1) were on leave for 50% or more of the school year as calculated by the board =, 2) have submitted a notice of retirement that has been accepted by the board no later than December 1 of the school year in which the evaluation would have been conducted or 3) Are participating in the teacher residency program for the year during which the teacher takes, for the first time, at least half of the performance-based assessment prescribed by the SBOE for resident educators.

Boards are still required to allocate financial resources to support professional development.

THIS IS A REQUIRED POLICY



USE OF FACE COVERINGS

Recognizing the importance of face coverings (masks) as one of the comprehensive measures to prevent the spread of COVID-19, the Board directs the Superintendent to work with the local health department to develop procedures, considering the guidance provided by the Ohio Department of Health and all the available science, for the use of face coverings in the District, at activities under the control of the District and on District provided transportation. The use of face coverings is one part of the comprehensive plan in place for students and staff health.

Recognizing that available scientific information and local needs may change, the Board authorizes the Superintendent to continue to review and adjust face covering procedures in consultation with health officials. All face covering procedures and any changes to procedures must be clearly communicated to all staff, volunteers, parents and students in a timely manner. At no time may the Superintendent require any less for face coverings than may be required by law or health department requirement.

At minimum, face coverings should be cloth/fabric and be properly worn to cover an individual's nose, mouth, and chin.

Staff and Volunteers

All staff and volunteers who do not meet one of the listed exceptions are required to wear face coverings in the work setting unless it is unsafe to do so or doing so would significantly interfere with the learning process. Exceptions include:

1. Facial coverings in the school setting are prohibited by law or regulation;
2. Facial coverings are in violation of documented industry standards;
3. Facial coverings are not advisable for health reasons;
4. Facial coverings are in violation of the school's documented safety policies;
5. Facial coverings are not required when the staff works alone in an assigned work area;
6. There is a functional (practical) reason for a staff member or volunteer to not to wear a facial covering in the workplace.

The District must provide written justification to local health officials, upon request, explaining why a staff member is not required to wear a face covering in the school.

School nurses or staff who care for individuals with symptoms must use appropriate personal protective equipment (PPE) provided by the District in accordance with all current Occupational Safety and Health Administration standards.

Students

The Board directs the Superintendent to work in consultation with local health officials to develop detailed procedures for the use of face coverings by students that consider all available science. In drafting these procedures, the Superintendent will take into consideration currently available guidance from state and local health departments with the understanding that this guidance will continue to change over time. These procedures must address the use of face coverings by students in all environments under control by the District as well as requirements based on age or grade level for student use of face coverings. The procedures provide direction for parents when there is a health or developmental reason for which a student cannot wear a face covering. The District will take steps to reduce any social stigma for students who, for medical or developmental reasons, cannot and should not wear a face covering.

Additional considerations

The District provides staff training and age appropriate instruction for students on appropriate use of face coverings and PPE.

The Board directs the Superintendent to develop procedures for when face shields may be considered as a preapproved alternative where cloth face coverings would hinder the learning process, including but not limited to the following situations:

1. When interacting with students, such as those with disabilities, where communication could be impacted;
2. When interacting with English-language learners or when teaching a foreign language;
3. In settings where cloth face coverings might present a safety hazard (i.e., science labs);
4. For individuals who have difficulty wearing a cloth face covering.

The Board directs the Superintendent to develop procedures for face coverings for all visitors, contractors and other individuals on District property in addition to the procedures addressed herein for employees, volunteers and students. Such procedures must be appropriately communicated.

(Permissive language)

The Board directs the Superintendent to determine the need for disposable face coverings to be provided in buildings where appropriate and necessary.

[Adoption date:]

LEGAL REF.: ORC 3313.20(A)

CONTRACT REFS.: Teachers' Negotiated Agreement
Support Staff Negotiated Agreement

NOTE: *In light of the COVID-19 pandemic the Ohio Department of Health (ODH) COVID-19 Health and Prevention Guidance for Ohio K-12 Schools requires all schools to adopt a policy on the use of face coverings as one of the comprehensive measures to prevent the spread of COVID-19. These policies must consider all the available science.*

All staff and volunteers must wear face coverings unless otherwise exempted as outlined in the policy above.

At minimum, face coverings must cover the nose, mouth and chin. Face shields may be an option in areas outlined in the above policy language.

This policy alone does not meet the requirements for addressing all aspects governing the use of face coverings in the district.

Districts should work with their local health departments to develop the detailed procedures for students and document these procedures at the district level, thereby giving the Superintendent flexibility to revise as may be necessary.

According to the ODH guidance, face coverings for students in grades 3-12 are "strongly recommended." The majority opinion among experts appears to be that children kindergarten through 5th grade can wear face coverings as long as consideration is given for the age and developmental level of the child and the physical situation the child is in at that moment.

When developing student procedures, districts should work closely with their local health department to address the use in all environments controlled by the district including but not limited to:

- *Transportation*
- *Common areas (cafeteria, hallways, gymnasiums)*
- *Classrooms*
- *Extracurricular activities (including athletics)*
- *Course specific requirements (band, labs, physical education, choir, etc.)*

When establishing employee procedures districts must be cognizant of any potential bargaining implications.

