

October 2020 Regular Board of Education Meeting

Pioneer Career and Technology Center Board of Education Meeting

Pioneer CTC Community Room

Monday, October 19, 2020

7:00pm

Present: Ms. Robyn Almanson, Board Member; Mrs. Mary Dixon, Board Member; Mr. Mike Grady, Board Member; Mr. Bill Hope, Board Member; Mr. Dennis Long, Board Member; Mrs. Margie Prater, Board Member; Mr. Richard Prater, Board Vice-President; Mr. Royden Smith, Board Member; Mr. Douglas Theaker, Board President; Mrs. Mary Jean Theaker, Board Member; Gregory Nickoli, Superintendent; Linda Schumacher, Treasurer; Kowalski Kris, Director of Operations, High School; Mary Lee Barr, Interim Administrator; Jim Calhoun, Assistant Director, High School

Absent: Mr. John Kime, Board Member; Sandy Grau, EAP President

1 ROLL CALL

Mr. Douglas Theaker, Board President

Voter	Yes	No	Abstaining
Ms. Robyn Almanson, Board Member	X		
Mrs. Mary Dixon, Board Member	X		
Mr. Mike Grady, Board Member	X		
Mr. Bill Hope, Board Member	X		
Mr. Dennis Long, Board Member	X		
Mrs. Margie Prater, Board Member	X		
Mr. Richard Prater, Board Vice-President	X		
Mr. Royden Smith, Board Member	X		
Mr. Douglas Theaker, Board President	X		
Mrs. Mary Jean Theaker, Board Member	X		

2 PLEDGE TO THE FLAG

Mr. Douglas Theaker, Board President

3 MOMENT OF SILENCE

Mr. Douglas Theaker, Board President

4 CONSENT AGENDA

Mr. Douglas Theaker, Board President

Minutes:

Board Member Smith asked why we support other schools levy attempts. Other members of the Board shared that it is a courtesy to our Partner Boards in support of their efforts to educate our children. It was pointed out that the Pioneer board always makes a resolution of support for all member district levy attempts.

No more questions or discussion. Sent to vote.

Motioned: Mr. Richard Prater

Seconded: Mrs. Margie Prater

Voter	Yes	No	Abstaining
Ms. Robyn Almanson, Board Member	X		
Mrs. Mary Dixon, Board Member	X		
Mr. Mike Grady, Board Member	X		
Mr. Bill Hope, Board Member	X		
Mr. Dennis Long, Board Member	X		
Mrs. Margie Prater, Board Member	X		
Mr. Richard Prater, Board Vice-President	X		
Mr. Royden Smith, Board Member	X		
Mr. Douglas Theaker, Board President	X		
Mrs. Mary Jean Theaker, Board Member	X		

4.1 Approve September, 2020 Board of Education Meeting Minutes

Mr. Douglas Theaker, Board President

Attachments:

[Sept 2020 Board Mtg Minutes.pdf](#)

4.2 Approve Revisions and Deletions to Policy and Adopt New to Policy

Mr. Douglas Theaker, Board President

Recommendation of Superintendent Gregory D. Nickoli that the revisions to Policy as outlined below be approved:

- PO 1520 - Revision - Employment of Administrators
- PO 1530 - NO Change - Evaluation of Directors and Other Administrators
- PO 2270 - Revision - Religion in the Curriculum
- PO 2431 - DELETION of POLICY - Interscholastic Athletics
- PO 5200 - Revision - Attendance
- PO 5517.02 - Revision - Sexual Violence
- PO 5610 - Revision - Removal, Suspension, Expulsion and Permanent Exclusion of Students
- PO 5611 - Revision - Due Process Rights
- PO 6144 - Revision - Investments

- PO 6152.01 - Revision - Waiver of School Fees for Instructional Materials
- PO 6152 - Revision - Student Fees, Fines and Charges
- PO 6325 - Revision - Procurement - Federal Grants/Funds
- PO 6424 - Revision - Procurement Cards
- PO 8450.01 - NEW - Protective Facial Covering During Pandemic/Epidemic Events
- PO 8800 - Revision Religious / Patriotic Ceremonies and Observances

Attachments:

[Aug.Vol.39.1 REVISIONS OCT approval.pdf](#)

4.3 Approve Membership in Professional Related Organizations

Mr. Douglas Theaker, Board President

Recommendation of Superintendent Gregory D. Nickoli that membership be approved for the Professional Related Organization as follows:

- Kiwanis Club - Shelby - \$120

4.4 Adopt Resolution 19-20 Support of Tax Levy for Partner School District

Mr. Douglas Theaker, Board President

Attachments:

[Resolution 19-20 Support of Tax Levy.pdf](#)

4.5 Accept Grants

Gregory Nickoli, Superintendent

Recommendation of Superintendent Gregory D. Nickoli that the follow grants be accepted:

- Carl D. Perkins - \$292,452.79
- High Schools That Work - \$4,000
- Public School Preschool - \$96,000
- Coronavirus Relief Funds - \$57,764.25

4.6 Accept Donations

Mr. Douglas Theaker, Board President

Recommendation of Superintendent Gregory D. Nickoli that the following donations be accepted:

- **LaMya King, Bucyrus;** generous donation of toothbrushes, toothpaste, dental floss and gift bags with an approximate value of \$35. This donation of dental supplies will be used for educational purposes in our Dental Assisting Program.
- **Larry Keiser, Shelby;** generous donation of a Banana Tree with a approximate value of \$50. This banana tree will be used for educational purposes in our Horticulture Career Technical program.
- **Pioneer Penguin Fund;** Monetary donations received used to help students in need during Holiday Season. Donations received from:

• Randy Endsley - \$40	Adam Galley - \$40	Aaryn Wynn - \$40
• Taffy Kleman - \$100	Cindy Markley - \$40	Christie Smith - \$40
• Lindsay Neumann - \$40	Sherry Young - \$50	Karrie Davisson - \$40
• Mary Lee Barr - \$100	Kevin Vargyas - \$40	Brandi Jensen - \$40

- Joanne Humphrey - \$100
 - Kyle Burris - \$40
 - Mary Cosker - \$40
 - Phil Johnson - \$40
 - Amy Law - \$40
 - Marianne Ritchie - \$50
 - Jay Follett - \$40
 - Carey Ransom - \$40
 - Bobbi Eggeman - \$40
 - Colton Penwell - \$50
 - Melissa Myers - \$40
 - Mike Millward - \$40
 - Jennifer Magers - \$80
 - Tina Hurst - \$80
 - Jim Sorenson - \$40
 - Mindy Owen - \$40
 - Karen Donahue - \$50
 - LeAnne Bauerdick - \$100
 - Rebecca Nichols - \$40
 - Katharine Sabourin - \$40
 - Jolene Young - \$40
 - Christina Niese - \$40
 - Katie Eichorn - \$40
 - Shannon Sprang - \$40
 - Crystal Escalera - \$40
 - Jason Fortman - \$80
 - Dan Burtscher - \$40
 - Rene Burtscher - \$40
 - Seth Weibel - \$40
 - Lindi Meisse - \$40
 - Adam Haymaker - \$40
 - Laurie Easler - \$40
 - Britney Lykins - \$40
 - Anne Kurtzman - \$40
 - Amanda Glessner - \$40
 - Shelly Ackley - \$40
 - Ali Woods - \$80
 - Dawn Roberts - \$40
 - Donnie Perry - \$50
 - Karen Davis - \$40
 - Justin Tuttle - \$50
 - Lynn Moritz - \$80
 - Meg Mergel - \$40
 - Jeni Stewart - \$40
 - John Yohe - \$40
 - Julie Eldridge - \$40
 - Jessica Cooper - \$40
 - Jim Calhoon - \$40
 - Heather Fighter - \$75
 - Lori Love - \$40
 - Wendy Rodenbaugh - \$40
 - Stephen Raphael - \$100
 - Alan Sears - \$40
 - Grant Brocwell - \$40
 - Jessica Clark - \$40
 - John Burgess - \$40
 - Ariel Little - \$40
 - Paul Brown - \$50
 - Greg Nickoli - \$80
 - Megan Niswander - \$40
 - Stephanie Roberts - \$40
 - Kip Stevens - \$40
 - Marie Legg - \$40
 - Kerra Carpenter - \$40
 - Mike Smith - \$40
 - Vickie Hunt - \$190
 - Laura Metzger - \$40
 - Gabe Helbert - \$80
 - Kelly Purvis - \$40
 - Sandy Grau - \$40
 - Kalyn Stichler - \$40
 - Nita Walsh - \$40
 - Kris Kowalski - \$40
 - Molly Belcik - \$50
 - Noelle Raphael - \$80
 - Deb Sallee - \$40
 - Ellen Shifley - \$40
- **Linda Zuercher, Shelby;** generous donation of a Ficus Tree with an approximate value of \$100. This ficus tree will be used for educational purposes in our Horticulture Career Technical program.

5 FINANCIAL REPORT

Linda Schumacher, Treasurer

Minutes:

It's been busy in our offices. The auditors were in the week before last and are now working on finishing up the audit virtually. I believe they have everything they need. We have been scanning information to them all along and then they came in to finish up what we could not do online. They plan to have the audit completed and filed by the beginning of November.

For the past two weeks, we have also been receiving training on the state software redesign and I am happy to say that we went live today! We have chosen not to do dual entry as was suggested by our A-site. They discovered that more and more A-sites were suggesting their schools not do dual entry. We are the second NCOCC school who will not be using dual entry. I am confident that the girls will learn quickly and we will hopefully not have any hiccups. The implementation of the software design fulfills both #1 and #2 of my personal goals.

Actually, personal goal #3 will be fulfilled next month when I present the five-year forecast. We have switched forecast software this year. We are now using K-12 Business Consulting. Last year Public Finance Resources sold out to Forecast 5 Analytics. At that point, the service went from \$2,065 in 2018 to \$3,090 in 2019 and in 2020, Forecast 5 was proposing \$9,000 to \$12,000. Many, many schools use K-12 so I contacted them and was very happy with their proposal and helpfulness. Their fee in 2020 is \$6,500.00.

As far as September's financials are concerned, it has been pretty quiet. Investments are at a standstill.

I would like to talk a little bit about Food Service. As you all know, breakfast and lunch is now free to all students. We will be reimbursed \$3.51 per lunch and \$2.26 for breakfast. While this looks good (we charge \$3.00 for lunch and \$1.25 for breakfast), we are still projecting a deficit in the Food Service Fund for FY21. After speaking with Jason Fortman, food service director, neither of us is quite sure how this is going to play out in the end. We receive more money per meal, but costs are rising. Paper products are a big cost. We must now use paper for everything. And the prices are rising. Jason is watching closely what government food commodities are available at a lower price. Hopefully, after a couple months of free meals, we can get a better idea of how this is all going to work out.

We have received all of the taxes except the Homestead and rollbacks from Richland County. All expenses and revenues are in line with where they should be, so it really has been a quiet month for financials.

I just received word we will be having a virtual meeting on 10/29 to get updates on pipeline valuation challenges.

We have one journal entry to move some expense out of the general fund and into to the Safety Grant.

Motioned: Mrs. Margie Prater

Seconded: Ms. Robyn Almanson

Voter	Yes	No	Abstaining
Ms. Robyn Almanson, Board Member	X		
Mrs. Mary Dixon, Board Member	X		
Mr. Mike Grady, Board Member	X		
Mr. Bill Hope, Board Member	X		
Mr. Dennis Long, Board Member	X		
Mrs. Margie Prater, Board Member	X		
Mr. Richard Prater, Board Vice-President	X		
Mr. Royden Smith, Board Member	X		
Mr. Douglas Theaker, Board President	X		
Mrs. Mary Jean Theaker, Board Member	X		

Attachments:

[September 2020 Financial Report.pdf](#)

6 RECOGNITION OF GUESTS

Gregory Nickoli, Superintendent

Minutes:

Superintendent Nickoli welcomed back Janet Kehres from the press.

7 EAP REPRESENTATIVE

Sandy Grau, EAP President

Minutes:

Jessica Clark attended as EAP Representative.

8 PUBLIC INPUT

Gregory Nickoli, Superintendent

Board Policy Section 0164

9 CORRESPONDENCE

Gregory Nickoli, Superintendent

10 REPORT ON 2020-2021 BOARD GOALS

Kris Kowalski, Director of Operations, High School

Minutes:

Mr. Kowalski reported as follows:

1. Pioneer will ensure that all policies are followed in regard to all legal and ethical standards related to the Covid-19 guidelines as set for bystate and local authorities. Held opening meeting with Satellite Instructors – emphasizing COVID Guidelines, Business Partners contacted for Customer Service safety procedures.
2. Pioneer staff and students will foster a compassionate, responsive and inclusive environment where everyone feels valued, supported and empowered. Dr. Patton coming in 4 days a week for student counseling and mental health, BOE Thank You/Hero sign collaboration between lab instructors Mr. Stephens, Mr. Brown, Mr. Dichtl and maintenance Mr. Payne, Pioneer Penguin Fund/United Way donations by staff, 2 students – Skills USA Regional Officer Screening test – virtual.
3. Pioneer will ensure the health, security and safety of all students and staff by responding to current best practices with local and state agencies. Mr. Vargyas Digitized seating charts – Lunch and Success Center, Mrs. Barr continues to serve on the Board of Richland County Safety Council. 8 students participated in AAA Safety Program in Zoom Meeting for input on Driving Videos with Highway Patrol.
4. Pioneer will incentivize innovation by challenging staff and students to step out of their normal setting in order to expose students to new and emerging trends and technology. Use of Thrillshare/Apptegy and notification training. Additional PD to staff and counselors in technology based instruction. Mr. Vargyas drafted Pioneer CTC Innovation Grant Form.
5. Pioneer will sustain financial stability by optimizing current resources, exploring alternative resources, managing facilities to meet staff, students and community needs. NTHS fundraiser – school spirit wear, Satellite programs CC 608 Drive Thru Barbeques meals, Wynford 900, Shelby FCS superhero capes donated Nationwide Hospital, Blankets donated to Project Linus to serve Foster Children in Ohio.

11 STUDENT ACHIEVEMENT REPORT

Mrs. Mary Jean Theaker, Board Member

Attachments:

[October 2020 Student Achievement.pdf](#)

12 LEGISLATIVE LIAISON REPORT

Mr. Mike Grady, Board Member

Minutes:

Board Member Grady shared vital COVID-19 statistics with the Board. In conclusion, it was evident that

schools, so far, are not a major factor in the spread of the virus.

13 SUPERINTENDENT'S REPORT

Gregory Nickoli, Superintendent

Minutes:

Superintendent Nickoli reported as follows:

There have been significant changes in the Re-Opening Plans of several of our Districts since we have been able to look more closely at the data surrounding Covid-19 cases in our region. Nearly all of our Districts, Pioneer included, opted to remain fully open when Richland County went to Level 3-Red a few weeks ago. Those same Districts are now considering remaining open in Level 4-Purple if their local Health Departments deem it safe to do so. I would like the same opportunity. I am recommending that we use the same procedures in Purple that we have available in Red, i.e. that we have the option of remaining fully open, going to our hybrid plan, or going fully remote should Richland County change to Level 4-Purple.

In order to allow our staff to meet family obligations throughout the declared pandemic I would like to offer any staff member who uses up their FFCRA Leave the opportunity to utilize Sick Leave for the items 4-6 in the FFCRA provision (they can already use Sick Leave for items 1-3). Those items are:

(4) is caring for an individual **who is subject to an order** described above in (1) or self-quarantine as described in (2);

(5) is caring for a child whose **school or place of care is closed** (or child care provider is unavailable) for reasons related to COVID-19; or

(6) is experiencing any other substantially-similar condition specified by the Secretary of Health and Human Services in consultation with the Secretary of the Treasury and the Secretary of Labor.

After talking with Linda, I would like to recommend that we raise the rate of pay for our Substitute Teachers from \$90.00/day to \$115.00. This will keep us competitive with area schools, especially since it is becoming more difficult to find quality subs during the pandemic.

As you may recall, our mediation session scheduled for last month was cancelled. We are still in the process of identifying a date that is acceptable to all parties. As of the emails this morning it looks like we will be into January before we find an acceptable date.

We have run into an issue with the replacement of the roof on our bus garage. At our Punch List meeting the company that completed the replacement asked Pioneer to split the cost of some work that was erroneously done. When the company first started the material application they inadvertently eliminated the slope on a section of the roof meaning that water would not run to the drains. The correction took more materials and time. They asked us to share in that cost. I have responded to our architect that we were not inclined to do so but wanted to run it by the Board before officially replying. The only danger is that we end up in a lawsuit that costs legal fees.

Mr. Paullin has organized and received approval to conduct a Drive-Through Graduation for students who earned their diplomas and/or completed programs last Spring and Summer. This will be a very brief ceremony at the high school entrance with little or no contact due to the Covid-19 pandemic. Essentially, graduates will drive up, get out of their cars, be handed their diploma, have a picture taken, and then drive away.

Our Negotiated Agreement contains an October 1 deadline for determining eligibility for an eighth pay for our lab instructors. This decision is based on lab enrollment. Notably, our overall October 1 enrollment is actually up by 1 student over last year's numbers. I have seen a significant drop in Satellite enrollment. After 3 straight years of increasing Satellite enrollment we are down 167 students this year. That is not FTE's that is total head count. (It's approximately 24 FTEs.)

PROGRAM

TEACHER

TYPE OF LETTER

DESCRIPTION

Masonry

Grant Brocwell

RIF

3rd Year Grace

Split NO 1/8 pay

12 – 1st year

9 – 2nd year

Meat and Animal Science

Phil Johnson

RIF

Combined

With no 1/8 pay

6 – 1st year

7 – 2nd year

Web Page Design

Marianne Ritchie

RIF

1st Year Grace

Split WITH 1/8 pay

12 – 1st year

10 – 2nd year

We would like to lend our support to our Partner School Districts who have issues on the ballot on November 6th. The Galion City Schools have a renewal on the ballot so we wish them success on Election Day!! Election Day Just a reminder that Tuesday, November 3 is Election Day.

The Ohio School Boards Association Capital Conference will be held November 7 – 10 virtually this year. Please let me know at this meeting if you plan to attend so we can make reservations and get you login information.

All personnel items are common for this time of year.

Attachments:

[October 2020 Superintendents report.pdf](#)

14 ADOPT RESOLUTION 20-20 REDUCTION IN FORCE

Mr. Douglas Theaker, Board President

Motioned: Mr. Bill Hope

Seconded: Mr. Richard Prater

Voter	Yes	No	Abstaining
Ms. Robyn Almanson, Board Member	X		
Mrs. Mary Dixon, Board Member	X		
Mr. Mike Grady, Board Member	X		
Mr. Bill Hope, Board Member	X		
Mr. Dennis Long, Board Member	X		
Mrs. Margie Prater, Board Member	X		
Mr. Richard Prater, Board Vice-President	X		

Mr. Royden Smith, Board Member	X		
Mr. Douglas Theaker, Board President	X		
Mrs. Mary Jean Theaker, Board Member	X		

Attachments:

[Resolution 20.20 RIF.pdf](#)

15 PERSONNEL REPORT

Mr. Douglas Theaker, Board President

Recommendation of Superintendent Gregory D. Nickoli that the following personnel recommendations be approved:

- Approve Conference Period Pay for Certificated Personnel
- Approve Stipend Contracts for Certificated Personnel
- Approve employment of Substitute Instructors
- Approve employment of Adult Education Instructor

Motioned: Mr. Richard Prater

Seconded: Mrs. Mary Jean Theaker

Voter	Yes	No	Abstaining
Ms. Robyn Almanson, Board Member	X		
Mrs. Mary Dixon, Board Member	X		
Mr. Mike Grady, Board Member	X		
Mr. Bill Hope, Board Member	X		
Mr. Dennis Long, Board Member	X		
Mrs. Margie Prater, Board Member	X		
Mr. Richard Prater, Board Vice-President	X		
Mr. Royden Smith, Board Member	X		
Mr. Douglas Theaker, Board President	X		
Mrs. Mary Jean Theaker, Board Member	X		

Attachments:

[October 2020 Personnel Recommendations.pdf](#)

16 APPROVE INCREASE IN PAY FOR SUBSTITUTE INSTRUCTORS

Mr. Douglas Theaker, Board President

Recommendation of Superintendent Gregory D. Nickoli that the Substitute Instructor pay be increased as follows commencing October 20, 2020:

- FULL Day Pay - \$115 - or \$18.40 / hour

Motioned: Mr. Mike Grady
Seconded: Ms. Robyn Almanson

Voter	Yes	No	Abstaining
Ms. Robyn Almanson, Board Member	X		
Mrs. Mary Dixon, Board Member	X		
Mr. Mike Grady, Board Member	X		
Mr. Bill Hope, Board Member	X		
Mr. Dennis Long, Board Member	X		
Mrs. Margie Prater, Board Member	X		
Mr. Richard Prater, Board Vice-President	X		
Mr. Royden Smith, Board Member	X		
Mr. Douglas Theaker, Board President	X		
Mrs. Mary Jean Theaker, Board Member	X		

17 APPROVE REVISIONS TO RE-OPENING PLAN

Mr. Douglas Theaker, Board President

Recommendation of Superintendent Gregory D. Nickoli that revisions be approved to Pioneer's Re-Start /Re-Opening Plan for the 2020-2021 school year.

Motioned: Mr. Richard Prater
Seconded: Mrs. Margie Prater

Voter	Yes	No	Abstaining
Ms. Robyn Almanson, Board Member	X		
Mrs. Mary Dixon, Board Member	X		
Mr. Mike Grady, Board Member	X		
Mr. Bill Hope, Board Member	X		
Mr. Dennis Long, Board Member	X		
Mrs. Margie Prater, Board Member	X		
Mr. Richard Prater, Board Vice-President	X		
Mr. Royden Smith, Board Member	X		
Mr. Douglas Theaker, Board President	X		
Mrs. Mary Jean Theaker, Board Member	X		

Attachments:

[Pioneer Restart Plan 2020-2021-Revised 10-19-20.pdf](#)

18 APPROVE MOU BETWEEN PIONEER CTC BOARD OF EDUCATION AND EDUCATION ASSOC. OF PIONEER REGARDING USE OF SICK LEAVE

Mr. Douglas Theaker, Board President

Recommendation of Superintendent Gregory D. Nickoli that we approve Memorandum of Understanding (MOU) between Pioneer CTC Board of Education and Pioneer's Education Association of Pioneer (EAP) concerning use of sick leave and FFCRA leave.

Motioned: Mrs. Margie Prater

Seconded: Mr. Mike Grady

Voter	Yes	No	Abstaining
Ms. Robyn Almanson, Board Member	X		
Mrs. Mary Dixon, Board Member	X		
Mr. Mike Grady, Board Member	X		
Mr. Bill Hope, Board Member	X		
Mr. Dennis Long, Board Member	X		
Mrs. Margie Prater, Board Member	X		
Mr. Richard Prater, Board Vice-President	X		
Mr. Royden Smith, Board Member	X		
Mr. Douglas Theaker, Board President	X		
Mrs. Mary Jean Theaker, Board Member	X		

Attachments:

[MOU.EAP.use of sick leave during state of emergency.pdf](#)

19 ADJOURN MEETING

Mr. Douglas Theaker, Board President

Motioned: Mr. Richard Prater

Seconded: Mrs. Margie Prater

Voter	Yes	No	Abstaining
Ms. Robyn Almanson, Board Member	X		
Mrs. Mary Dixon, Board Member	X		
Mr. Mike Grady, Board Member	X		
Mr. Bill Hope, Board Member	X		
Mr. Dennis Long, Board Member	X		
Mrs. Margie Prater, Board Member	X		

Mr. Richard Prater, Board Vice-President	X		
Mr. Royden Smith, Board Member	X		
Mr. Douglas Theaker, Board President	X		
Mrs. Mary Jean Theaker, Board Member	X		