

MINUTES OF REGULAR MEETING  
CANTON CITY SCHOOL DISTRICT  
BOARD OF EDUCATION

MONDAY, MAY 8, 2006

The Canton City School District Board of Education met in regular session on Monday, May 8, 2006, 7:15 p.m. at Early College High School, 231 McKinley Avenue, N.W., Canton, Ohio 44702

Members present: Fred Thompson, James Carman, Jr., Nadine McIlwain, and Rich Milligan.  
Absent: John Rinaldi

Staff members in attendance included Dianne Talarico, Tad Ellsworth, and James Reinhard.

President Thompson presided.

At this time, Mr. Thompson led the audience in the Pledge of Allegiance.

At this time, President Thompson welcomed all people in attendance at the regularly scheduled meeting, which included Sam Dorto, CPEA President; Melissa Griffy, *The Repository*; Jim Johnson, WHBC; Terrance Jones, City of Canton; Nancy Molnar, *Akron Beacon Journal*.

- 06-117 Ms. McIlwain moved, seconded by Mr. Milligan, that the Canton City School District Board of Education Agenda for the May 8, 2006 meeting be approved with two addendum items: m Human Resources Extra-Duty Supplemental Assignments for Timken Girls Head Basketball Coach and McKinley Boys Head Basketball Coach moved to # A-VI, and a resolution from the Business Division.

Roll call: Ayes: Thompson, Carman, McIlwain, and Milligan  
Motion carried.

- 06-118 Mr. Milligan moved, seconded by Mr. Carman, that the Minutes from the regularly scheduled meeting on April 24, 2006 be approved.

Roll call: Ayes: Thompson, Carman, McIlwain, and Milligan  
Motion carried.

At this time, a response was given to the previous meeting's hearing of the public, and the situation will be corrected for the next school year. Ms. Gustin has received a response in writing from the Department of Elementary Instruction.

At this time, Dianne Talarico, Superintendent, reported the "good things happening" in Canton City Schools:

- The **Timken Senior High School** Robotics Team displayed video from the Robotics competition they attended in Pittsburgh, and they gave a demonstration. The Board commended the students on their efforts.
- **Timken Senior High School's** Army JROTC Trojan Battalion earned the Distinction of Honor Unit.
- Several students from the **Timken Senior High School** Varsity Choir have been selected to be the Downtown Canton Ambassadors this summer.

- The **Adult Education Department** received a superior rating on their local report card.
- Three students from **Cedar Elementary School** and a student from **Mason Elementary School** won the Stark County Bar Association's Law Day Poster Contest.
- A fourth grader at **Mason Elementary School** placed first in the Math Olympics on April 5, and several students from Mason submitted artwork at the CCS Art Show at Canton Centre Mall on April 4-13.
- **Crenshaw Middle School** staff held a Students vs. Staff basketball game, and raised \$500.00 to benefit Larez Alexander.
- **Souers Middle School** counselor, Lisa O'Brien, has been named Stark County Counselor of the Year.
- A **Summit Elementary School** student placed first in the 4<sup>th</sup>/5<sup>th</sup> grade category of the 7<sup>th</sup> Annual Stark County District Library Youth Poetry Contest.
- **McKinley Senior High School** students participated in the Stark County Senior Model United Nations Debate at Malone College.
- **Freshman Academy** received a grant from the Stark Community Foundation for a summer camp this summer.

06-119 Upon the recommendation of James Reinhard, Treasurer, Mr. Milligan moved, seconded by Mr. Carman, that that the following resolution be approved:

**RESOLUTION TO RESCIND BOARD RESOLUTION 05-166 OF MAY 23, 2005**

Whereas, the Canton City School District Board of Education voted on May 23, 2005 to rescind Board Member compensation as a cost saving measure for the fiscal year 2006 budget; and

Whereas, the Board has since discovered that it has no legal authority to change its compensation during the same term of office, even if it is a decrease; and

Whereas, opinions exist that would require Board Members to report their compensation as income for tax purposes even if they do not receive it.

Now, Therefore, Be It Resolved That:

The Canton City School District Board of Education hereby rescinds resolution # 05-166 of May 23, 2005; and

Be It Further Resolved That

All Board Members shall receive the proper compensation as determined by Ohio law and previous actions by the Canton City Board of Education; and

Be It Further Resolved That

Board Members may donate the net amount of their compensation to the Canton City School District on an individual basis.

Roll call: Ayes: Thompson, Carman, McIlwain, and Milligan  
Motion carried.

06-120 Upon the recommendation of James Reinhard, Treasurer, Mr. Carman moved, seconded by Ms. McIlwain, that the budget and purpose statements for the Youtz School Larez Alexander Benevolent Fund be approved and placed on file in the Treasurer's Office.

Roll call: Ayes: Thompson, Carman, McIlwain, and Milligan  
Motion carried.

06-121 Upon the recommendation of James Reinhard, Treasurer, Mr. Milligan moved, seconded by Mr. Carman, that the Canton City School District Board of Education establish an audit committee. The committee shall be comprised of the two Board Members who serve on the district finance committee, the Superintendent, the Business Manager, the Treasurer, and one member from outside the school district who has a background in accounting or auditing. The outside person shall be appointed by the Finance Committee.

Roll call: Ayes: Thompson, Carman, McIlwain, and Milligan  
Motion carried.

06-122 Upon the recommendation of Dianne Talarico, Superintendent, Mr. Carman moved, seconded by Ms. McIlwain, that the Board approve the following items:

RETURN FROM DISABILITY RETIREMENT: e. 2006-2007  
Cottrell, Traci, Masters, step 10, 2 of 3 year contract

APPOINTMENTS:

Regular Certified Staff, 1 year contract, e. 2006-2007  
Hang, Phoua May, B/150, step 2

Core Substitutes: e, May 1, 2006  
Ciban, Michael  
Kasler, Melinda  
Walker, Pamela

Substitute Teacher, e. April 24, 2006  
White, Tiffany

Home Instructors, \$18.00 per hour, e. 2005-2006  
Doll, Judith  
Stolfo, Brandi Ann

Ohio Reads Volunteer Stipend, e. 2005-2006  
Seiple, Jolinda, \$1,714.14

Before and After School Instruction, \$18.50 per hour, as needed, e. March 1, 2006 through June 30, 2006  
Buda, Rocco  
Sedmock, Patrick

Literacy In-Service Workshop for Compton and McGregor, \$10.00 per hour e. March 23, 2006  
Love, Peggy  
Maerean, Jo  
Moriarty, Brian  
Williams, Joyce

APPOINTMENTS: (Continued)

Delinquent Program, Professional Instructors, \$18.50 per hour, as needed, e. June 10, 2006 through August 30, 2006

Bartusek, John	Matthews, Douglas
Brown, Karen	Monahan, Shawn
Conant, Lou Ann	Parker, Darrel
Farmakidis, Constantine	Roten, Jo
Herndon, Gary	Soper, Gregory
Hockenberger, Carol	Watson, Steve

Extra-Duty Supplemental Assignments: e. 2005-2006 Contract Year  
Princehorn, Kevin, Lehman, Girls Track Coach, scale 07, .11 index  
Tinlin, Curtis, Boys Middle School Soccer, scale 07, .10 index, e. 9/1/05

Principal's Building Stipend: e. 2005-2006

Brawley, Cynthia, Freshman Academy, Department Chairperson, English, \$300.00  
Burt, Russell, Fairmount, Intramurals Coach, \$400.00  
Claus, Dena, Youtz, Student Council, \$300.00  
Claus, Dena, Youtz, Leadership Team, \$80.00  
Conn, Susan, Youtz, Leadership Team, \$80.00  
Costello, Linda, Lehman, Testing, Rewards and Captain's Table Coordinator, \$450.00  
Czatt-Weidner, Beth, Lehman, Testing Coordinator, \$500.00  
Fetrow, Pamela, Lehman, Communications Coordinator, \$250.00  
Forsythe, Judith, Lehman, Testing Coordinator, \$500.00  
Franklin, Yvonne, Youtz, Leadership Team, \$80.00  
Grimm, Bobbie, Freshman Academy, Department Chairperson, Math, \$300.00  
Gump-Wilson, Michelle, Hartford, Testing and Rewards Coordinator, \$300.00  
Herold, Debra, Youtz, Student Council, \$300.00  
Herold, Debra, Youtz, Leadership Team, \$80.00  
Hershberger, Jean, Youtz, Reading Club, \$600.00  
Hershberger, Jean, Youtz, Leadership Team, \$80.00  
Hopkins, Cynthia, Hartford, Testing and Rewards Coordinator, \$300.00  
Jackson, Mary Ellen, Youtz, Leadership Team, \$80.00  
Kochan, Lori, Youtz, Reading Club, \$300.00  
Kochan, Lori, Youtz, Leadership Team, \$80.00  
Long, Maribel, Lehman, Business Class through Concession Stand, \$250.00  
Moore, Andrea, Freshman Academy, Department Chairperson, Science, \$300.00  
Nelson, Howard, Lehman, Student Handbook and Scheduling, \$500.00  
Newell, Ryan, Freshman Academy, Department Chairperson, Social Studies, \$300.00  
Patterson, Susan, Youtz, Reading Club, \$300.00  
Paukovich, Bernadette, Youtz, Leadership Team, \$80.00  
Pfabe, William, Freshman Academy, Department Chairperson, Info Technology, \$300.00  
Reinhard, Dana, Freshman Academy, Newspaper Advisor, \$300.00  
Tulip, Christian, Lehman, Character Lead Person, \$400.00

Roll call: Ayes: Thompson, Carman, McIlwain, and Milligan  
Motion carried.

06-123 Upon the recommendation of Dianne Talarico, Superintendent, Ms. McIlwain moved, seconded by Mr. Milligan, that the Board approve the following items:

ADJUSTMENTS

Regular Certified Staff:

Change in Extra-Duty Supplemental Assignment

Fleischaker, Rachael, Vocal Music/Inst. Music, scale 11, .05 index, From .5 stipend;  
To .75 stipend, e. 2005-2006

Correction of Contract Status, e. 2006-2007

Sommers, Jeremy, 2 of 3 year contract

Roll call: Ayes: Thompson, Carman, McIlwain, and Milligan  
Motion carried.

06-124 Upon the recommendation of Dianne Talarico, Superintendent, Mr. Milligan moved, seconded by Mr. Carman that the Board approve the following Grandparent Tuition Waivers for the 2006-2007 school year:

Kourtney Brown from Canton City Schools to Plain Local Schools  
Alexis Dillard from Canton City Schools to Plain Local Schools  
Charles Faber from Plain Local Schools to Canton City Schools  
Gena Grippi from Canton City Schools to Plain Local Schools  
Broderick Lewis from West Lafayette, IN to Canton City Schools  
Brandon Stepp from Canton City Schools to Plain Local Schools

Roll call: Ayes: Thompson, Carman, McIlwain, and Milligan  
Motion carried.

06-125 Upon the recommendation of Dianne Talarico, Superintendent, Ms. McIlwain moved, seconded by Mr. Milligan that the Board acknowledge the donation of \$5,000.00 from the W.R. Timken, Jr. Foundation to the Canton City Schools Swim Team.

Roll call: Ayes: Thompson, Carman, McIlwain, and Milligan  
Motion carried.

06-126 Upon the recommendation of Dianne Talarico, Superintendent, Mr. Carman moved, seconded by Ms. McIlwain that the Board approve the following administrative staff addendum item for Nicole Herberghs, Clarendon Elementary School Principal, 204 Days, Masters+32, 2 year contract, step 7, e. 2006-2007 Contract Year.

Roll call: Ayes: Thompson, Carman, McIlwain, and Milligan  
Motion carried



06-127 Upon the recommendation of Dianne Talarico, Superintendent, Mr. Milligan moved, seconded by Mr. Carman that the Board of Education approve the negotiated agreement between the Canton Professional Educators Association and the Board of Education, effective July 1, 2006 through June 30, 2008, as an addendum item, placed on file in the Human Resources Department.

Roll call: Ayes: Thompson, Carman, McIlwain, and Milligan  
Motion carried.

At this time, Mr. Milligan and Mr. Thompson thanked everyone for working together to reach a satisfactory agreement.

06-128 Upon the recommendation of Dianne Talarico, Superintendent, Mr. Carman moved, seconded by Ms. McIlwain that the Board approve the Extra-Duty Supplemental Assignments, e. 2006-2007 Contract Year, for Jason Hmiel, Timken, Head Coach for Girls Basketball Coach, scale 03, .23 index, and Greg Malone, McKinley, Head Coach for Boys Basketball, scale 03, .23 index.

Roll call: Ayes: Thompson, Carman, McIlwain, and Milligan  
Motion carried.

At this time, the Board praised Mr. Malone for his accomplishments and character and congratulated him on his new coaching position.

06-129 Upon the recommendation of Dianne Talarico, Superintendent, Ms. McIlwain moved, seconded by Mr. Milligan that the Board approve the following items:

RESIGNATION/RETIREMENT:

Yung, Louise, Lunchroom Assistant, personal, e. May 5, 2006

LEAVE OF ABSENCE:

Frasher, Kim, Medical e, April 25, 2006 through June 8, 2006

Odell-Compton, Darlene, Medical, e. April 10, 2006 through April 28, 2006

APPOINTMENTS:

System Support Network/PCTechnician II, step 1, 260 day term, e. April 24, 2006

Mease, Robert

Educational Related Substitute, as needed

Davey, Carole, e. April 26, 2006

Roberts, Mark, e. April 11, 2006

Secretary/Clerical Substitute, e. April 26, 2006

Davey, Carole

Canton Academy, Extended Time, as needed, e. April 18, 19, 20, 21, 2006

McCarty, Iris

APPOINTMENTS: (Continued)

Delinquent Program, Extended Time, as needed, e. June 10, 2006 through August 30, 2006

Boydston, Carol  
Kissenberger, Tamsen  
Murphy, Peggy  
Reese, Penelope  
Odell-Compton, Darlene

Lifeguard, as needed, e. May 1, 2006

Jeffers, Sean  
Hawkins II, Troy

Substitute Bus Driver, Substitute Custodian, Substitute Bus Assistant, as needed, e.  
May 1, 2006

Sims, Virgil

Parent Project Stipend, e. 2005-2006

Christ, Rhoda, \$900.00

Roll call: Ayes: Thompson, Carman, McIlwain, and Milligan  
Motion carried.

- 06-130 Upon the recommendation of Dianne Talarico, Superintendent, Mr. Milligann moved, seconded by Mr. Carman, that the Board approve addendum item B-1 as shown:

Be It Resolved that this Board of Education does accept the bid submitted by Coon Restoration and Sealants, Inc. in the amount of \$484,375.00 for the concrete repairs of the north stands at Fawcett Stadium.

Be It Further Resolved that this Board of Education does hereby reject all other bids for the construction work listed above.

Roll call: Ayes: Thompson, Carman, McIlwain, and Milligan  
Motion carried.

- 06-131 Upon the recommendation of Dianne Talarico, Superintendent, Mr. Milligann moved, seconded by Mr. Carman, that the Board approve addendum item B-2 as shown:

BE IT RESOLVED, that O.R.C. 3313.46 (B)(2) provides an exception to the Board of Education public bidding requirements under certain circumstances. This code section reads, in relevant part: "Division (A) of this section does not apply to the board of education of any school district in any of the following situations: . . . (2) If the board determines and declares by resolution adopted by two-thirds of all its members that any item is available and can be acquired only from a single source."; and,

BE IT FURTHER RESOLVED, that due to the proprietary nature of the current software license agreement that controls the display billboard at the East end of Fawcett Stadium there will probably be severe interface, interconnectivity and sync issues if this project is put out to bid and a competing vendor is contracted. Although these software issues are not insurmountable, there will be considerable additional expense for another third-party vendor's, software and hardware to make the two systems compatible. In addition, the

Canton City Schools will be required to enter into one or more additional software license agreements to make the non-synced systems operate together. There is also the probability that two separate competing hardware systems to control the proposed replacement display panel at the East end of the stadium and the current display panel at the West end of the stadium will be necessary. This duplication of hardware systems will further complicate the inter-connectivity and interface issues in ways that can not be fully evaluated or anticipated unless and until such systems are actually in place. Whereas, the referenced bid proposal from Daktronics, Inc., operates as an upgrade and extension of the system already in place and insures integral component compatibility as a complete and comprehensive control over a display system; and,

BE IT FURTHER RESOLVED, that although there may be other competing suppliers or vendors of the scoreboard and video display monitors, those potential vendor's control systems, video processors, control consoles, and related hardware, software and firmware are not compatible with the system currently in place. In addition, any other competing suppliers or vendors proposal would also require additional separate, specific software and firmware license agreements in addition to the existing software and firmware license agreements; and,

BE IT FURTHER RESOLVED, in all probability, if the specification, advertisement and letting of contract procedures of R.C. 3313.46(A) were followed for this project, any bidder other than Daktronics, Inc., will more than likely be rejected as not being the "lowest responsible bidder" due to the severe interface, interconnectivity and sync issues identified and presented; and,

BE IT FURTHER RESOLVED, that due to the severe interface, interconnectivity and sync issues; the avoidance of needing to enter into one or more additional software license agreements to make the non-synced systems operate together; to avoid considerable additional expense for other third-party, software and hardware to make the two systems compatible; and, since the referenced bid proposal from Daktronics, Inc., operates as an upgrade and extension of the system already in place and insures integral component compatibility as a complete and comprehensive control over a display system, that the Board determines and declares, by this resolution adopted by two-thirds of all its members, that this item is available and can be acquired only from a single source.

BE IT FURTHER RESOLVED, that since the Board does hereby determine and declare, by this resolution adopted by two-thirds of all its members, and since this software, firmware and itemized hardware is available and can be acquired only from a single source, that the Board of Education does hereby authorize and approve the Sales Agreement with Daktronics, Inc., for Order No.: C13241, Reference Quote # 199204-1 Rev2, pursuant to Ohio Revised Code section 3313.46(B)(2).

Roll call: Ayes: Thompson, Carman, McIlwain, and Milligan  
Motion carried.

06-132 Upon the recommendation of Dianne Talarico, Superintendent, Ms. McIlwain moved, seconded by Mr. Milligan that the Board approve Policies ABC, AC, ACA, EBAA, EF/EFB, EFF, IGAE, IGEE, IJ as shown:

**POLICY: ABC (ALSO JFB)  
STUDENT INVOLVEMENT IN DECISION MAKING**

Students share responsibility for developing a climate in the school which is conducive to learning. Through participation in the decision-making process, students can be an important resource for the improvement of the school, the educational system and the community. Periodically, students may be asked to review school policies, rules and regulations. Final authority for all decisions rests with the Board.

[Adoption date: May 17, 2004]  
[Re-adoption date: May 8, 2006]

LEGAL REF.: OAC                    3301-35-04

CROSS REFS.: BCE, Board Committees  
                  BCF, Advisory Committees to the Board  
                  JF, Student Rights and Responsibilities  
                  JFA, Student Due Process Rights  
                  JFC, Student Conduct  
                  Student Handbooks

**THIS IS A REQUIRED POLICY**

**POLICY: AC  
NONDISCRIMINATION**

The Board's policy of nondiscrimination extends to students, staff, job applicants, the general public and individuals with whom it does business and applies to race, color, national origin, citizenship status, religion, sex, sexual orientation, economic status, age or disability.

The Board does not permit discriminatory practices and views harassment as a form of discrimination. Harassment is defined as intimidation by threats of or actual physical violence; the creation, by whatever means, including the use of electronic communications devices, of a climate of hostility or intimidation; or the use of language, conduct or symbols in such a manner as to be commonly understood to convey hatred, contempt or prejudice or to have the effect of insulting or stigmatizing an individual.

Employees or students who discriminate against of another employee or student shall be subject to disciplinary action.

Permission, consent or assumption of risk by an individual subjected to discrimination does not lessen the prohibition contained in this policy.

No one shall retaliate against an employee or student because he/she files a grievance; assists or participates in an investigation, proceeding or hearing regarding the charge of discrimination of an individual; or because he/she has opposed language or conduct that violates this policy.

[Adoption date: May 17, 2004]

[Re-adoption date: May 8, 2006]

LEGAL REFS.: Civil Rights Act, Title VI; 42 USC 2000d et seq.  
Civil Rights Act, (Amended 1972), Title VII; 42 USC 2000e et seq.  
Education Amendments of 1972, Title IX; 20 USC 1681  
Executive Order 11246, as amended by Executive Order 11375  
Equal Pay Act; 29 USC 206  
Rehabilitation Act; 29 USC 794  
Individuals with Disabilities Education Act; 20 USC 1401 et seq.  
Age Discrimination in Employment Act; 29 USC 623  
Immigration Reform and Control Act; 8 USC 1324a et seq.  
Americans with Disabilities Act; 42 USC 12112 et seq.  
Ohio Const. Art. I, Section 2  
ORC Chapter 4112  
OAC 3301-35-02; 3301-35-03

CROSS REFS.: ACA, Nondiscrimination on the Basis of Gender  
ACAA, Sexual Harassment  
ACB, Nondiscrimination on the Basis of Disability  
GBA, Equal Opportunity Employment  
IGAB, Human Relations Education  
IGBA, International Services for Students with Disabilities  
IGBI, English as a Second Language (Limited English Proficiency)  
IGBJ, Title I Programs  
JB, Equal Educational Opportunities  
JFC, Student Conduct (Zero Tolerance)  
JFCEA, Gangs  
JFCF, Hazing  
Staff Handbooks  
Student Handbooks

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

**THIS IS A REQUIRED POLICY**

**POLICY: ACA  
NONDISCRIMINATION ON THE BASIS OF SEX**

The U.S. Department of Education has published regulations for implementing Title IX of the Education Amendments of 1972, which prohibits sex discrimination in federally assisted education programs.

Title IX states, in part: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of or be subjected to discrimination under any education program or activity receiving federal financial assistance."

The Board ensures compliance with Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964 and the regulations promulgated through the U.S. Department of Education.

[Adoption date: May 17, 2004]  
[Re-adoption date: May 8, 2006]

LEGAL REFS.: Civil Rights Act, Title VI; 42 USC 2000d et seq.  
Civil Rights Act, Title VII; 42 USC 2000e et seq.  
Education Amendments of 1972, Title IX; 20 USC 1681  
Executive Order 11246, as amended by Executive Order 11375  
Equal Pay Act; 29 USC 206  
Ohio Const. Art. I, Section 2  
ORC Chapter 4112

CROSS REFS.: AC, Nondiscrimination  
ACAA, Sexual Harassment  
ACB, Nondiscrimination on the Basis of Disability  
GBA, Equal Opportunity Employment  
IGDJ, Interscholastic Athletics  
IAA, Textbook Selection and Adoption  
JB, Equal Educational Opportunities  
JFCF, Hazing  
Staff Handbooks  
Student Handbooks

**THIS IS A REQUIRED POLICY**

## **POLICY: EBAA REPORTING OF HAZARDS**

The Board is concerned with the safety of students and staff and, therefore, complies with all State and Federal laws and regulations to protect students and staff from hazards that may result from industrial accidents or from the presence of asbestos materials.

### Toxic Hazards

Toxic hazards exist in chemicals and other substances used in the school setting such as in laboratories, science classrooms, kitchens and in the cleaning of rooms and equipment.

The Superintendent appoints an employee to serve as the District's Toxic Hazard Preparedness (THP) officer. The THP officer will:

1. identify potential sources of toxic hazard in cooperation with material suppliers who shall supply the THP officer with material safety data sheets (MSDS);
2. ensure that all incoming materials, including portable containers, are properly labeled with the identity of the chemical, the hazard warning and the name and address of the manufacturer or responsible party;
3. maintain a current file of MSDS for every hazardous material present on District property;
4. design and implement a written communication program which:
  - A. lists hazardous materials present on District property;
  - B. details the methods used to inform staff and students of the hazards and
  - C. describes the methods used to inform contractors and their employees of any hazardous substances to which they may be exposed and of any corrective measures to be employed;
5. conduct a training program for all District employees to include such topics as detection of hazards, explanation of the health hazards to which they could be exposed in their work environment and the District's plan for communication, labeling, etc. and
6. establish and maintain accurate records for each employee at risk for occupational exposure including name, social security number, hepatitis B vaccine status, results of exams, medical testing and follow-up procedures for exposure incidents and other information provided by and to health care professionals.

In fulfilling these responsibilities, the THP officer may enlist the aid of county and municipal authorities and others knowledgeable about potential toxic hazards.

## Asbestos Hazards

In its efforts to comply with the Asbestos Hazard Emergency Response Act, the Public Employment Risk Reduction Act and the Asbestos Abatement Contractors Licensing Act, the Board recognizes its responsibility to:

1. inspect all District buildings for the existence of asbestos or asbestos-containing materials;
2. take appropriate action based on the inspections;
3. establish a program for dealing with friable asbestos, if found;
4. maintain a program of periodic surveillance and inspection of facilities or equipment containing asbestos and
5. comply with EPA regulations governing the transportation and disposal of asbestos and asbestos-containing materials.

The Superintendent appoints a person to develop and implement the District's Asbestos-Management Program which will ensure proper compliance with State and Federal law and the appropriate instruction of staff and students.

The Superintendent also ensures that, when conducting asbestos abatement projects, each contractor employed by the District is licensed pursuant to the Asbestos Abatement Contractors Licensing Act.

## Occupational Exposure Training

All employees with occupational exposure are required to participate in a training program at the time of their initial assignment to tasks where occupational exposure may occur.

Follow-up training for employees is provided one year after their initial training. Additional training is provided when changes such as modifications of tasks/procedures or institution of new tasks/procedures affect employees' occupational exposure.

A record of attendance at occupational exposure training is completed and maintained by the THP officer following each training session. These records are maintained for three years from the date of the training.

## Records Availability

All records required to be maintained are made available upon request for examination and copying by the employee, employee representatives and under the provisions of PERRA. Medical records, however, are not made available to employee representatives or other persons without written consent of the employee.

## Liability Disclaimer

Nothing in this policy should be construed in any way as an assumption of liability by the Board for any death, injury or illness that is the consequence of an accident or equipment failure or negligent or deliberate act beyond the control of the Board or its officers and employees.

[Adoption date: May 17, 2004]  
[Re-adoption date: May 9, 2006 ]

LEGAL REFS.: 20 USC 8901  
29 CFR 1910.1030

Asbestos School Hazard Abatement Act; 20 USC 4011 et seq.  
Asbestos Hazard Emergency Response Act; 15 USC 2641 et seq.  
Comprehensive Environmental Response, Compensation and Liability  
Act; 42 USC 9601 et seq.

ORC 117.102

3313.473; 3313.643; 3313.71; 3313.711

3314.15

3327.10

3701.93 through 3701.936

3707.26

4113.23

4123.01 et seq.

Public Employment Risk Reduction Act; ORC 4167.01 et seq.

CROSS REFS.: EB, Safety Program

EBB, Accident Prevention and Safety Procedures

EBBC, Bloodborne Pathogens

GBE, Staff Health and Safety

#### **POLICY: EF/EFB**

### **FOOD SERVICES MANAGEMENT / FREE AND REDUCED-PRICE FOOD SERVICES**

The Board operates a child nutrition program in its schools.

Child nutrition includes breakfasts, lunches and snacks through participation in the National Child Nutrition Programs.

The child nutrition staff cooperates with the principals of the schools in matters essential to the proper functioning of the child nutrition program. The responsibility for control of students using the cafeteria and lunchrooms rests with the building principal.

All prices set for school breakfasts, lunches and milk are subject to Board approval, except for a-la-carte food prices. The Child Nutrition Supervisor sets these prices without Board approval.

As required for participation in the National Child Nutrition Programs, the Board agrees that:

- 1) breakfast is made available in every school where at least one-third of the pupils in the school are eligible under federal requirements for free breakfasts and a lunch program is Established in every school where at least one-third of the pupils are eligible for free lunches.
- 2) breakfast is made available in every school in which the parents of at least one-half of the children enrolled in the school have requested that the breakfast program be established.
- 3) qualifying students receive free or reduced-price meals.

- 4) all meals must meet USDA nutritional standards.
- 5) the management of child nutrition shall comply with Federal, State and local regulations.

All students are expected to eat lunch at school and may not leave school grounds during the lunch hour, except as permission has been granted by the principal. Students are permitted to bring their lunches from home and to purchase milk and incidental items.

School lunch funds and other child nutrition funds are kept in a special account

#### Students with Special Dietary Needs

At the beginning of each school year, or at the time of enrollment, parents are responsible for communicating any special dietary needs of their child, including food allergies, to the District. Students with dietary needs that qualify as disabilities under law will be provided reasonable accommodation.

The nature of the child's disability and qualifying dietary need, the reason the disability prevents the child from eating regular school meals (including foods to be omitted from the student's diet), and the specific diet prescription along with the needed substitution must be specified in a statement signed by a licensed physician. Substitutions to regular school meals will be provided in the most integrated setting appropriate to the special needs of the student. The District, in compliance with the USDA guidelines (Accommodating Children with Special Dietary Needs in the School Nutrition Programs) will provide substitute foods based upon the physician's signed statement.

The District shall develop and implement administrative regulations for the management of food-allergic students. Such regulations shall include, but not be limited to, school-wide training programs regarding food allergy education, staff development regarding food allergy identification and management, allergy emergency drills, strategies for the identification of students with life-threatening food allergies and management skills including avoidance measures, designation of typical symptoms and dosing instructions for medications.

The District provides for at least one employee who has received instruction in methods to prevent choking and has demonstrated an ability to perform the Heimlich maneuver to be present while students are being served food.

[Adoption date: May 17, 2004]

[Re-adoption date: May 8, 2006]

LEGAL REFS: National School Lunch Act; 42 USC 1751 et seq.  
Child Nutrition Act of 1966; 42 USC 1771 et seq.  
ORC 3313.81; 3313.812; 3313.813  
Americans with Disabilities Act; 42 USC 12112 et seq.  
Rehabilitation Act of 1973, 29 USC 794

CROSS REF.: ACB, Nondiscrimination on the Basis of Disability  
JHCD, Administering Medicines to Students

**THIS IS A REQUIRED POLICY**

**POLICY: EFF**  
**FOOD FOR SALE STANDARDS**

The Board has a responsibility to provide students with access to nutritious foods as an integral part of the total education program. Student eating habits are greatly influenced by the types of food and drink that are available to them.

The availability of foods sold in competition with school meals jeopardizes the nutritional effectiveness of the programs and may be a contributor to the trend of unhealthy eating practices among children and subsequent health risks (obesity, diabetes, heart disease and stroke, arthritis, cancer and osteoporosis).

The Board enforces compliance with the National School Lunch, School Breakfast, After School Care Snack and Government Donated Food (Commodity) Programs. These programs are governed by the following guidelines.

- 1) The basic purpose of the department of child nutrition is to provide nourishing, wholesome food for children. Nutrition goals for school meals are based on the Recommended Dietary Allowances (RDA), children's caloric needs, and the Dietary Guidelines for Americans.
- 2) The Board shall provide cafeteria or lunchroom facilities in each of the schools of this district for the purchase and consumption of breakfast and lunch. Meal service for lunch must be between 10:00 a.m. and 2:00 p.m. Students should be given at least twenty minutes to consume their meal. Unless they have been excused by the principal, all students are expected to remain at school for lunch.
- 3) The Board limits and restricts the sale of competitive foods and foods of minimal nutritional value on school premises during the school day.
  - A. Foods and beverages sold from vending machines and school stores, which do not meet the nutritional standards established by the District, may not be operated during the school lunch period.
  - B. School fund-raising activities, student reward programs and school parties may not be held during school lunch or breakfast periods. School fundraisers, reward programs and parties are discouraged from selling and/or offering foods of minimal nutritional value and should occur between the end of the last lunch period and the end of the school day. If foods of minimal nutritional value are offered, they should be consumed sensibly and in moderation.
- 4) Annually, the Child Nutrition Supervisor reviews and recommends to the Board the types of food to be sold as part of the school lunch and breakfast programs. The school community, including parents, teachers, nutritionists, food service staff and school personnel may provide input to the Child Nutrition Supervisor regarding foods for sale in the schools. Funds from the sale of foods must accrue to the benefit of the non-profit school food service.

[Adoption date: May 17, 2004]  
{Re-adoption date: May 8, 2006 }

LEGAL REFS: ORC 3313.814  
OAC 3301-91-09

CROSS REF.: IGDF, Student Fund-Raising Activities

**POLICY: IGAE  
HEALTH EDUCATION**

The Board is committed to a sound, comprehensive health education program as an integral part of each student's general education. At a minimum, the health education program meets the requirements established by law and includes practical training in procedures to be used in student wellness, first aid, safety, fire prevention and cardiopulmonary resuscitation.

The Board believes that the greatest opportunity for effective health education lies with the public schools because of the opportunity to reach almost all students at an age when positive, lifelong health and wellness habits may be instilled and the availability of qualified personnel to conduct health education programs.

The health education program emphasizes a contemporary approach to the presentation of health and wellness information, skills and knowledge necessary for students to understand the functioning and proper care of the human body.

In an effort to promote a relevant approach to the instruction of health education, the Board continues to stress the need for curricular, personnel and financial commitments to ensure a health education program of high quality in the public schools.

[Adoption date: May 17, 2004]

[Re-adoption date: May 8, 2006]

LEGAL REFS.: ORC 3313.60  
OAC 3301-35-04; 3301-35-06

CROSS REFS.: EB, Safety Program  
EBBA, First Aid  
EBBC, Bloodborne Pathogens  
EFG, Student Wellness Program  
GBEA, HIV/AIDS (Human Immunodeficiency Virus/Acquired Immune Deficiency Syndrome) (Also JHCCA)  
IGAH, Family Life Education  
IGAI, Sex Education  
JHF, Student Safety

**POLICY: IGEE  
AWARDING OF HIGH SCHOOL DIPLOMAS TO VETERANS OF WAR**

In order to recognize the contributions and sacrifices made by veterans who left high school prior to graduation to serve in the armed forces during World War II, the Korean Conflict, or the Vietnam Conflict, the Board may award a high school diploma to any veteran of this state, or posthumously to a living relative of a deceased veteran of this state, who meets the requirements established by State law. Veterans' diplomas will be presented in conjunction with appropriate events, programs or other occasions, as determined by the Superintendent.

The Board may grant a diploma to a World War II, Korean Conflict or Vietnam veteran if all of the following apply:

1. The veteran left public or nonpublic high school located in any state prior to graduation in order to serve in the armed forces of the United States.
2. The veteran received an honorable discharge from the armed forces of the United States.
3. The veteran has not been granted a diploma, honors diploma, *or a diploma of adult education or a diploma from another school.*

The veteran is not required to take the GED or any graduation test in order to qualify for a diploma.

The Governor's Office of Veterans' Affairs has developed and adopted an application form for use by all county veterans service offices. Upon verification that all requirements have been met, the application is forwarded to the Board and the diploma may be awarded.

Veterans diplomas are presented in conjunction with appropriate events, programs or other occasions, as determined by the Superintendent.

[Adoption date: May 17, 2004]

[Re-adoption date: May 8, 2006]

LEGAL REFS.: ORC 3313.61; 3313.611; 3313.612; 3313.614; 3313.616; 5902.02

CROSS REF.: IGED, Diploma of Adult Education

### **POLICY: IJ GUIDANCE AND COUNSELING PROGRAM**

The Board views guidance as helping students understand themselves relative to their abilities, aptitudes, interests, attitudes, strengths and limitations. This process is meant to assist students in the development of their potential and their decisions relating to personal, educational and vocational matters.

Guidance is based upon these broad fundamental principles.

1. Individuals are different from one another in their capabilities, aptitudes, interests, needs, goals, desires and values.
2. Conditions are improvable. Equality of educational opportunity benefits the individual and society.
3. Guidance is a continual and developmental process.
4. Guidance does not propose to program an individual's course of action but rather tries to assist the individual in arriving at his/her own satisfactory solutions.
5. Guidance should assist the individual to understand his/her circumstances and opportunities and to plan his/her life in a satisfactory manner to serve himself/herself, as well as society.

Guidance services include a wide variety of testing programs and interpretation of results to students, parents and staff. These programs assist students in developing good study habits and personal guidance which is in keeping with the principles of human dignity and equality.

A written guidance plan is developed to provide systematic aid to students in kindergarten through 12th grade regarding educational, career, civic, personal and social concerns, including the harmful effects of drugs, alcohol and tobacco. This plan provides for appraisal of students' academic abilities, a variety of counseling opportunities and approaches, educational and career planning and, when necessary, appropriate referral. The plan is evaluated and submitted to the Board for adoption every three years.

The guidance department is responsible for assisting with implementation of the testing dimension of the educational program. The guidance staff further assists the instructional staff and administration in developing and implementing intervention programs to assist students to realize academic improvement.

Counseling services are provided by certificated/licensed school counselors.

[Adoption date: May 17, 2004]

[Re-adoption date: May 8, 2006]

LEGAL REFS.: ORC 3317.023  
OAC 3301-35-04; 3301-35-05; 3301-35-06

CROSS REF.: AFI, Evaluation of Educational Resources

**THIS IS A REQUIRED POLICY**

Roll call: Ayes: Thompson, Carman, McIlwain, and Milligan  
Motion carried.

At this time, Ms. McIlwain gave the Legislative Report on the American Dream Act, which pertains to immigration relief, and encouraged citizens to call the U.S. Capitol switchboard on May 10.

06-133 Upon the recommendation of Dianne Talarico, Superintendent, Mr. Milligan moved, seconded by Mr. Carman, that the Board adjourn to Executive Session to discuss potential litigation.

Roll call: Ayes: Thompson, Carman, McIlwain, and Milligan  
Motion carried.

06-134 There being no further business to come before the Board, Mr. Milligan moved, seconded by Mr. Carman, that the meeting be adjourned.

Roll call: Ayes: Thompson, Carman, McIlwain, and Milligan  
Motion carried.

The meeting adjourned at 8:45 p.m.