
A recording of the meeting has been made that accurately records the proceedings of the meeting and is deemed a part of the minutes. The recording is maintained by the treasurer’s office, and members of the public can contact the Treasurer’s Office at 614-921-7029 to access the recording.

The meeting was called to order at 6:30 pm.

ROLL CALL:  Mark Abate  Yea  
Paul Lambert  Yea  X  Passed
Nadia Long  Yea  
Brian Perry  Yea  Failed
Lisa Whiting  Yea

PUBLIC HEARINGS
Consistent with District Treasurer Wilson’s November 19, 2020, notice under Section 3307.353 of the Ohio Revised Code, the Board of Education will now hear the issue of whether or not to reemploy SERS retiree Sherry L Elliott, Secretary. This individual has given notice of intent to retire under the School Employees Retirement System effective at the beginning of the day February 1, 2021, and has applied for reemployment in her previous position effective February 2, 2021. Any member of the audience who wishes to comment on this issue will be recognized.

162-20  Superintendent recommended, Mr. Lambert moved, and Mrs. Long seconded that the Board of Education adopt the agenda.

ROLL CALL:  Mark Abate  Yea  
Paul Lambert  Yea  X  Passed
Nadia Long  Yea  
Brian Perry  Yea  Failed
Lisa Whiting  Yea

163-20  Superintendent recommended, Ms. Whiting moved, and Mr. Lambert seconded that the Board of Education approve the November 2020 Treasurer’s Report.

ROLL CALL:  Mark Abate  Yea  
Paul Lambert  Yea  X  Passed
Nadia Long  Yea  
Brian Perry  Yea  Failed
Lisa Whiting  Yea

164-20  Superintendent recommended, Ms. Whiting moved, and Mr. Perry seconded that the Board of Education approve the minutes from the following meeting:
   a. November 9, 2020 – regular meeting
   b. November 23, 2020 – work session meeting
   c. November 9, 2020 - regular meeting notes
   d. November 23, 2020 – work session notes

ROLL CALL:  Mark Abate  Yea  
Paul Lambert  Yea  X  Passed
Nadia Long  Yea  
Brian Perry  Yea  Failed
Lisa Whiting  Yea

165-20  Superintendent recommended, Ms. Whiting moved, and Mr. Lambert seconded that the Board of Education approve the consent agenda – items E1 through E2. Action by the Board of Education in “Adoption of the Consent Agenda” means that all E items are adopted by one single motion unless a member of the board or the Superintendent requests that any such item be removed from the consent agenda and voted upon separately. Employments, where applicable, are contingent upon 1) Verification of education and experience, 2) Proof of proper certification, and 3) Positive results from a criminal records check.

E1  Approve the following Certified Personnel actions: See Attached Document
E2  Approve the following Classified Personnel actions: See Attached Document

ROLL CALL:  Mark Abate  Yea  
Paul Lambert  Yea  X  Passed
Nadia Long  Yea  
Brian Perry  Yea  Failed
Lisa Whiting  Yea

166-20 Superintendent recommended, Mr. Lambert moved, and Mr. Perry seconded that the Board of Education establish the date, time, and location of the Organizational Meeting for the calendar year 2021. Regular business meeting to immediately follow:

Date: Monday, January 11, 2021, 6:30 pm, Virtually On-line.

ROLL CALL:  
Mark Abate Yea  
Paul Lambert Yea X Passed  
Nadia Long Yea  
Brian Perry Yea Failed  
Lisa Whiting Yea

167-20 Superintendent recommended, Ms. Whiting moved, and Mr. Perry seconded that the Board of Education appoint a president pro tem for the first Board of Education meeting of 2021.

Paul Lambert was voted president pro tem.

Ms. Whiting moved and Mr. Perry seconded to close the nomination.

ROLL CALL:  
Mark Abate Yea  
Paul Lambert Yea X Passed  
Nadia Long Yea  
Brian Perry Yea Failed  
Lisa Whiting Yea

168-20 Superintendent recommended Ms. Whiting moved and Mr. Lambert seconded that the Board of Education approve the following Resolution:

BE IT RESOLVED by the Board of Education of the Hilliard City School District, Franklin County, Ohio, that to provide for current expenses and other expenditures of said Board of Education, during the fiscal year, ending June 30, 2021, the following sums be amended and the same are hereby set aside and appropriated for the several purposes for which expenditures are to be made and during said fiscal year as follows:

590 – TITLE II-A $ 459,000

ROLL CALL:  
Mark Abate Yea  
Paul Lambert Yea X Passed  
Nadia Long Yea  
Brian Perry Yea Failed  
Lisa Whiting Yea

169-20 Superintendent recommended Mr. Lambert moved and Ms. Whiting seconded that the Board of Education approve the following Resolution:

RESOLUTION APPROVING SHARED SERVICES AGREEMENT WITH REYNOLDSBURG CITY SCHOOL DISTRICT

WHEREAS, the Hilliard City School District Board of Education ("Board") desires to increase its available pool of bus drivers to accommodate instances where additional drivers are needed to drive Hilliard students to school during the 2020-2021 school year due to Hilliard bus drivers’ absence or illness;

WHEREAS, public schools are legally authorized to enter into shared services agreements with one another under Ohio Revised Code Section 9.482 when authorized by their respective legislative bodies;

WHEREAS, Hilliard City Schools has negotiated a Shared Services Agreement with Reynoldsburg City Schools that would allow Hilliard Schools to lease the services of Reynoldsburg Schools bus drivers during building closures or other times when the drivers are not needed for Reynoldsburg School routes but are needed in Hilliard Schools (attached hereto as Exhibit A).

NOW, THEREFORE, BE IT RESOLVED by the Board that:

1. The Shared Services Agreement Between Reynoldsburg City School District and Hilliard City School District is authorized and approved;
2. The Superintendent, Board President, and Treasurer are hereby authorized to execute said Agreement; and
3. The Board hereby ratifies and confirms all prior actions taken consistent with and related to the Agreement.

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 all deliberations of this Board and of any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements of the Ohio Revised Code.

ROLL CALL:  
Mark Abate Yea  
Paul Lambert Yea X Passed  
Nadia Long Yea  
Brian Perry Yea Failed  
Lisa Whiting Yea
WHEREAS, the Board has continued to consider the guidance from federal, state, and local health experts as it relates to COVID-19 and the safety of students in school. The ever-growing data, research, and guidance from the health experts demonstrates that students are safe in school for face-to-face learning when safety protocols are in place. Dr. Robert Redfield, CDC Director, stated on November 19, 2020 that the CDC does not recommend school closures and that, “for kids K-12, one of the safest places they can be from [the CDC’s] perspective is to remain in school.” Likewise, the following was said in a joint statement between the City of Columbus Public Health and Franklin County Public Health on November 6, 2020: “Despite rising case numbers, we believe that it is safe for kids to go back to and remain in the classroom as long as all safeguards are followed, including wearing a mask and social distancing. The data shows that children and teachers are safe in the classroom, our behavior outside of schools puts them – and all of us – at risk;”

WHEREAS, the Board is committed to providing its students with face-to-face classroom learning and, when a change in the student learning model occurs based upon the Board’s adopted criteria, returning students to face-to-face classroom learning as quickly as possible while following recommended safety protocols;

WHEREAS, the Board’s adopted criteria for movement among student learning models is aligned with the Ohio Public Health Advisory Alert System (OPHAS) which, in the instance where a county reaches Level 4 (Purple) requires two consecutive weeks with less than six indicators to leave Level 4 and return to Level 3;

WHEREAS, the Board believes the two “watch” weeks built into the OPHAS serve the purpose of the Board’s established watch week criteria such that no additional Hilliard City Schools “watch week” is required in instances where Franklin County moves from OPHAS Level 4 (Purple) to OPHAS Level 3 (Red). As such, the Board’s established criteria for movement and transition among the District’s instructional learning modes should be amended;

NOW, THEREFORE, BE IT RESOLVED that movement and transition among the District’s instructional learning modes (All-In, Hybrid, and eLearning 2.0) will occur as follows:

1. Instructional learning modes will continue to be aligned with the Ohio Public Health Advisory Alert System, a color-coded system that evaluates data points every Thursday in order to determine the appropriate COVID-19 risk level for each Ohio county and will be further designated in accordance with the District’s Responsible Restart Plan as updated from time to time. The process for transitioning among learning modes will further utilize District-specific data provided through the District’s participation in The Ohio State University COVID-19 Analytics and Targeted Surveillance (CATS) program. More specifically, the CATS team proposed three triggers using Hilliard school district data that are relevant in determining the appropriate instructional mode based upon current COVID-19 circumstances within the District whenever the Ohio Public Health Advisory Alert System for Franklin County is in Red, Orange, or Yellow.

2. For the remainder of the 2020-2021 school year, District instructional learning modes will therefore be designated as follows:

   Level 4 (Purple): eLearning 2.0

   Level 3 (Red): Hybrid, unless all three of the following data triggers exist under Hilliard-specific CATS data (“CATS triggers”):

   i. Percent of students absent is greater than 15%;
   ii. Percent of staff absent for illness is greater than 5%;
   iii. Rate of nurse visits for CLI/ILI per 1,000 students is higher than 5.

   If all the CATS triggers are met, then the learning mode is eLearning 2.0.

   Level 2 (Orange): All-In when Hilliard Schools COVID-19 transmission rate per 100,000 is less than 50 and all CATS triggers are not met.

   Hybrid when Hilliard Schools COVID-19 transmission rate per 100,000 is less than 50 and all CATS triggers are met.

   Hybrid when Hilliard Schools COVID-19 transmission rate per 100,000 is 50 or greater and all CATS triggers are not met.

   eLearning 2.0 when Hilliard Schools COVID-19 transmission rate per 100,000 is 50 or greater and all CATS triggers are met.

Level 1 (Yellow): All-In except where Hilliard Schools COVID-19 transmission rate per 100,000 is 25 or greater and all CATS triggers are met, in which case the learning mode is Hybrid.

3. Rules applicable to the District “watch week” for shifting student instructional modes.
   A. Except for changes between Level 3 (Red) and Level 4 (Purple), if a change in the Ohio Public Health Advisory Alert System level for Franklin County on a Thursday would result in a shift in a current student instructional mode, the District will implement a “watch week” whereby it will remain in the current instruction mode and evaluate data over the course of the following week. If data during the “watch week” continues to result in a shift in the current instructional mode, the District will move to that instructional mode the following Monday after the “watch week.”
   B. For changes between Level 3 (Red) and Level 4 (Purple), because the OPHAS already implements a “watch week,” the District will align with the OPHAS watch week when determining the District’s instructional mode, as follows:
      i. When Franklin County is in Level 3 (Red) and meets 6 of 7 indicators under the OPHAS for one week it is placed on a “watch list” for moving from Level 3 (Red) to Level 4 (Purple) if it continues to meet 6 of 7 indicators for an additional week. The District will treat the week Franklin County is on a “watch list” as its “watch week,” such that if Franklin County moves to Level 4 (Purple), the District will shift its current student instructional mode at the same time Franklin County moves to Level 4 (Purple).
      ii. When Franklin County is in Level 4 (Purple) it does not shift back to Level 3 (Red) under the OPHAS until it meets fewer than 6 indicators for two consecutive weeks. The District will treat the first week with fewer than 6 indicators as its “watch week,” such that if Franklin County moves to Level 3 (Red), the District will shift its current student instructional mode at the same time Franklin County moves to Level 3 (Red).
   C. Alternatively, if circumstances exist that are not currently contemplated in this resolution that might result in a reasonable and responsible learning mode different than those prescribed above, the board may meet during the “watch week” to consider the impact of those circumstances on the following week’s learning mode.

4. Any movement to a less restrictive learning modality is contingent upon collaboration with Franklin County Public Health (FCPH) and the administration advising FCPH of the District’s intentions and plans to allow for guidance and input from FCPH.

BE IT FURTHER RESOLVED that the Board authorizes and instructs the Superintendent as follows:

1. The Superintendent may change movement between instructional modes at the District-level or by individual class, grade-level, or building-level as well as procedures related to safety consistent with orders and recommendations issued by The Ohio State University Department of Public Health, Franklin County Public Health (FCPH), Columbus Public Health, and the Ohio Department of Health (ODH) in response to COVID-19 with notification to the Board and community as additional guidance becomes available. The Board gives this authority to the Superintendent so that he may respond quickly to increase levels of safety precautions within the District when circumstances so require. Any changes that deviate from FCPH or ODH recommendations must be approved by the Board prior to implementation.

2. The Superintendent shall notify the Board and community of any changes in the instructional mode at least three (3) calendar days prior to changing the school calendar unless a shorter time period is necessary to comply with orders and guidance issued by FCPH and/or ODH in response to COVID-19.

3. The Superintendent shall continue to provide updates to the Board at each Business Meeting and Work Session on the data being used, student and staff attendance, and measurements of progress.

BE IT FURTHER RESOLVED, that the Board continues to authorize student participation in extracurricular and athletic activities to the extent such activities are not prohibited by federal, state, or local laws or public health orders as follows:

1. All athletic and extracurricular activities must follow safety precautions set forth by the Ohio Department of Health (ODH), OHSAA, and any FCPH orders that may be issued.

2. Student participation in OHSAA athletics, cheerleading, and marching band for the 2020-2021 school year is strictly voluntary and conditioned upon a Liability Waiver and Acknowledgment of Risk form being signed through Final Forms and full and continuous compliance in relation to all student participation.
BE IT FURTHER RESOLVED, in order to provide consistency to families and for planning purposes, the student learning mode for the week of January 4-8, 2021 will be determined by the OPHAS Level on Thursday, December 31, 2020.

ROLL CALL: Mark Abate Yea
Paul Lambert Yea X Passed
Nadia Long Yea
Brian Perry Yea Failed
Lisa Whiting Yea

Committee Reports

Enrollment

Superintendent’s Update

a. State of the Schools Release
b. Lunch Program Clarity during Covid-19
c. Scheduling and Planning for 2021-22 School Year
d. Other items as deemed necessary

171-20 Mr. Lambert moved, and Ms. Whiting seconded that the Board of Education meeting is hereby adjourned.
Time: 8:21 pm.

ROLL CALL: Mark Abate Yea
Paul Lambert Yea X Passed
Nadia Long Yea
Brian Perry Yea Failed
Lisa Whiting Yea

Attest:

Mr. Mark Abate, President

Mr. Wilson, Treasurer
E1 Approve the following Certificated Personnel actions:

### Retirement:

<table>
<thead>
<tr>
<th>STAFF MEMBER</th>
<th>TITLE</th>
<th>BLDG</th>
<th>EFF DATE</th>
<th>ADDITIONAL NOTES</th>
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<tbody>
<tr>
<td>ABRAHAM, MICHAEL P</td>
<td>DIRECTOR, STUDENT WELL-BEING</td>
<td>COA</td>
<td>12/31/2020</td>
<td>MICHAEL ABRAHAM has been with Hilliard City Schools since 01/03/1994.</td>
</tr>
<tr>
<td>KENNEDY, MARY JOANNE</td>
<td>MUSIC</td>
<td>COA</td>
<td>05/31/2021</td>
<td>MARY KENNEDY has been with Hilliard City Schools since 08/28/1997.</td>
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<tr>
<td>LUPIS, RUSSELL M</td>
<td>MATHEMATICS</td>
<td>HDB</td>
<td>02/28/2021</td>
<td>RUSSELL LUPIS has been with Hilliard City Schools since 08/25/2000.</td>
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<td>SWEET, SHARON H</td>
<td>4TH GRADE</td>
<td>JWR</td>
<td>05/31/2021</td>
<td>SHARON SWEET has been with Hilliard City Schools since 08/31/2001.</td>
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### Unpaid Leave of Absence:

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### Employments - Administrative contracts for the 2020-2021 school year as indicated below:

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### Decline employment - Supplemental Salaries - effective for the 2020-2021 school year:

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<th>STAFF MEMBER</th>
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<tr>
<td>BORDEN, SHANE MICHAEL</td>
<td>VOLLEYBALL-HEAD 7 GIRLS</td>
<td>100.00%</td>
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<td>5</td>
<td>$3,144.00</td>
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### Employment - Supplemental Salaries - effective for the 2020-2021 school year:

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<tbody>
<tr>
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<td>MOODY, HEATHER MARIE</td>
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### Decline employment - Pupil Activity Programs - effective for the 2020-2021 school year:

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### Employment - Pupil Activity Programs - effective for the 2020-2021 school year:

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**Board Agenda - Personnel Action Items: 12/14/2020**

* - Denotes Late Breaking Agenda Item

### Staff Member Assignments

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### Employment - Contractual Activity Stipends - effective for the 2020-2021 school year:

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### Employment - Stipends-Non Contractual - effective for the 2020-2021 school year:

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<td>HBR</td>
<td>$1,000.00</td>
</tr>
</tbody>
</table>

### Approve the following Classified Personnel actions:

#### Retirement:

<table>
<thead>
<tr>
<th>STAFF MEMBER</th>
<th>TITLE</th>
<th>BLDG</th>
<th>EFF DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>LEIBROCK, CYNTHIA A</td>
<td>BUS DRIVER</td>
<td>TRN</td>
<td>01/31/2021</td>
</tr>
<tr>
<td>SEE, RICHARD MARK</td>
<td>BUS DRIVER</td>
<td>COA</td>
<td>11/30/2020</td>
</tr>
</tbody>
</table>

CYNTHIA LEIBROCK has been with Hilliard City Schools since 08/24/1990.

RICHARD SEE has been with Hilliard City Schools since 10/17/2005.

#### Resignation - effective end of the day as noted:

<table>
<thead>
<tr>
<th>STAFF MEMBER</th>
<th>TITLE</th>
<th>PERCT</th>
<th>BLDG</th>
<th>EFF DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>AARON, ANDREW D</td>
<td>INTERVENTION ASSISTANT LEAD</td>
<td>100%</td>
<td>ILC</td>
<td>12/31/2020</td>
</tr>
<tr>
<td>KANUTH, MANDY MARIE</td>
<td>NOON ASSISTANT</td>
<td>100%</td>
<td>BRT</td>
<td>11/30/2020</td>
</tr>
<tr>
<td>MCKNIGHT, OCTAVIA RENEE</td>
<td>BUS DRIVER</td>
<td>100%</td>
<td>COA</td>
<td>11/29/2020</td>
</tr>
<tr>
<td>PELTCS, ALISON MARIE</td>
<td>INTERVENTION ASSISTANT SCHOOL HEALTH</td>
<td>100%</td>
<td>COA</td>
<td>12/07/2020</td>
</tr>
<tr>
<td>ZUBKEVVYCH, NATALIIA</td>
<td>SECRETARY</td>
<td>50%</td>
<td>GEC</td>
<td>11/29/2020</td>
</tr>
</tbody>
</table>

#### Unpaid Leave of Absence:

<table>
<thead>
<tr>
<th>STAFF MEMBER</th>
<th>TITLE</th>
<th>BLDG</th>
<th>ADDITIONAL NOTES</th>
</tr>
</thead>
</table>

Dec 11, 2020  2  12:25:58 PM
### Board Agenda - Personnel Action Items: 12/14/2020

* - Denotes Late Breaking Agenda Item

#### Staff Member Information:

<table>
<thead>
<tr>
<th>STAFF MEMBER</th>
<th>TITLE</th>
<th>BLDG</th>
<th>ADDITIONAL NOTES</th>
</tr>
</thead>
<tbody>
<tr>
<td>MUMFORD, NORMAN E</td>
<td>CUSTODIAN</td>
<td>BRT</td>
<td>UNPAID LEAVE OF ABSENCE FOR PERSONAL ILLNESS EFF BOD 12/1/2020 AND ENDING EFF EOD 12/14/2020.</td>
</tr>
</tbody>
</table>

#### Change in Employment for the 2020-2021 school year:

- **KELLY, JANE ANN**
  - From: ACCOUNT CLERK, COA, 8 HRS/DAY, 255 DAYS, STEP 18, $26.17 PER HR
  - To: ACCOUNT CLERK-PAYROLL, COA, 8 HRS/DAY, 255 DAYS, STEP 18, $27.17 PER HR

- **LIMBACHER, DANIELLE TON**
  - From: STB, 7 HRS/DAY, 154 DAYS, STEP 10, $21.73 PER HR
  - To: STB, 7 HRS/DAY, 187 DAYS, STEP 10, $21.73 PER HR, EFF 1/4/2021

- **YOUNG, GLORIA L**
  - From: ACCOUNT CLERK, COA, 8 HRS/DAY, 255 DAYS, STEP 23, $27.12 PER HR
  - To: ACCOUNT CLERK-PAYROLL, COA, 8 HRS/DAY, 255 DAYS, STEP 23, $28.12 PER HR

#### Employments:

<table>
<thead>
<tr>
<th>STAFF MEMBER</th>
<th>TITLE</th>
<th>BLDG</th>
<th>STEP</th>
<th>RATE</th>
<th>HRS/DAYS</th>
<th>EFF DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>MOORE, HUNTER MATTHEW</td>
<td>MAINTENANCE</td>
<td>COA</td>
<td>1</td>
<td>$23.13</td>
<td>8 / 260</td>
<td>11/30/2020</td>
</tr>
<tr>
<td>OVERTON, TAILOR DAWN</td>
<td>BUS DRIVER</td>
<td>COA</td>
<td>1</td>
<td>$22.60</td>
<td>5 / 185</td>
<td>11/30/2020</td>
</tr>
<tr>
<td>VANORDER-SWANK, VICKIE S</td>
<td>BUS DRIVER</td>
<td>COA</td>
<td>5</td>
<td>$23.87</td>
<td>5 / 185</td>
<td>04/05/2021</td>
</tr>
</tbody>
</table>

#### Employment - Classified Substitutes - effective for the 2020-2021 school year:

- **GLOBKE, EDWARD L**
  - CLASSIFIED SUB-BUS DRIVER
  - EFF DATE: 11/23/2020

- **IOIA JR, THOMAS JOSEPH**
  - CLASSIFIED SUB-NOON ASSISTANT
  - EFF DATE: 11/09/2020

- **IOIA JR, THOMAS JOSEPH**
  - CLASSIFIED SUB-BUS DRIVER
  - EFF DATE: 11/06/2020

- **SMITH, NATHANIEL L**
  - CLASSIFIED SUB-BUS DRIVER
  - EFF DATE: 11/06/2020