



# Gahanna - Jefferson Public Schools

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## **BOARD OF EDUCATION MEETING**

**JANUARY 14, 2016**

## **AGENDA**



**BOARD OF EDUCATION**  
**January 14, 2016**  
**6:30 P.M.**

**I. OPENING ACTIVITIES**

- A. Calling of the Roll**
- B. Pledge of Allegiance**
- C. Approval of the Minutes**

Moved by \_\_\_\_\_, and seconded by \_\_\_\_\_, that the Gahanna-Jefferson Board of Education approves the minutes of the regular meeting held on December 10, 2015, and special meetings held on December 3, 2015 and December 19, 2015, of the Gahanna-Jefferson Board of Education.

**II. SCHOOL/COMMUNITY REPORTS**

- A. Student Council President – Kelly Roberson**
- B. Gahanna-Jefferson Education Association – Chris Swisher – LHS**
- C. Gahanna-Jefferson Foundation – Sharon Tomko**
- D. Gahanna City Council – Council President Stephen Renner**
- E. Math Curriculum Department – Devin Anderson and Kristy Flynn**

**III. PUBLIC PARTICIPATION**

**IV. COMMUNICATIONS/ADOPTION OF AGENDA**

- A. Adoption of Agenda**

Moved by \_\_\_\_\_, and seconded by \_\_\_\_\_, upon the recommendation of the Superintendent, that the Gahanna-Jefferson Board of Education approves this agenda as presented or approves as amended.

**V. BOARD ACTION/INFORMATION ITEMS**

- A. SUPERINTENDENT REPORT**

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**B. FISCAL SERVICES**

**ITEMS FOR ACTION**

Moved by \_\_\_\_\_, and seconded by \_\_\_\_\_, upon the recommendation of the Treasurer, that the Gahanna-Jefferson Board of Education:

**1. Approval of November 2015 Financial Report**

Approves the November 2015 Monthly Financial Report as submitted by the Treasurer.

**2. Acceptance of Donations**

Accepts the following donations and that the Board of Education thanks the donors for their contribution to the District:

<u>Donor</u>	<u>Amount</u>	<u>Donated To</u>
GJEF	\$300.00	LHS Exceptional Students 1
Kroger	\$610.13	LHS Renaissance
Ms. Carmella Reed	\$100.00	MSE Library
Dr. Marcie Halliday DVM	\$2,000.00	High Point Elementary School

**3. Approval of Fund-to-Fund Transfer(s)**

Approves the following transfers from the student managed fund (200):

<u>ACCOUNT</u>	<u>NAME</u>	<u>AMOUNT</u>
007	Staff Trust Fund	\$25,044.95

**C. EDUCATIONAL PROGRAMS AND SERVICES**

**ITEMS FOR ACTION**

Moved by \_\_\_\_\_, and seconded by \_\_\_\_\_, upon the recommendation of the Superintendent, that the Gahanna-Jefferson Board of Education:

**1. Approval of Confucius Classrooms Network Grant Application**

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Approves the request to apply for a Confucius Classrooms Network grant for \$12,000 for the 2015-16 school year, through Hanban Asia Society. The grant will be used to continue a partnership with schools in China and supplement our existing Mandarin Chinese program, grades 2-12.

**2. Approval of Stipend – Summer 2016 Journey to Learning Coordinator**

Approves a stipend of \$4,000 to Thomas Gregory to serve as Coordinator for the 2016 Summer Journey to Learning Program, grades 9-12, to be paid from Journey to Learning Funds.

**3. Approval of Consulting - Kari DuBro**

Approval of Consulting - Kari DuBro, to provide service to the Child Nutrition Department for meal planning and consultation regarding student wellness for the 2015-2016 school year, at the hourly rate of \$70.00 not to exceed 10 hours, to be paid from the Food Service Fund.

**4. Approval of Program of Studies – Gahanna Lincoln High School**

Approves the Program of Studies for Gahanna Lincoln High School for the 2016-2017 school year.

**5. Approval of ELL Extended Learning Program Instructors**

Approves the following as instructors for the ELL Extended Learning After School Program at Blacklick, Jefferson, and Royal Manor Elementary at the approved hourly rate of \$25.57, not to exceed a maximum of 160 total hours for all, to be paid from the General Fund.

Suzanne Costas  
Heather Haringa  
Kassy Hiller  
Ashley Honeycutt  
Crista Jorgensen  
Grant Jones

Elizabeth Lochridge  
Lauren Lunka  
Kim Neary  
Stephanie Spoerl  
Phoebe Trickett

**6. Approval of Agreement with Jonily Zupancic, Minds-On Math**

Approves a contract with Jonily Zupancic for math professional development on January 28, 2016 for intervention specialist, entitled “Math with Manipulatives and Mental Models”, at a rate of \$1500, to be paid from IDEA-B Funds. (Copy of Contract to be placed in Board Reference File)

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**7. Amendment of Motion 15-145(C) Approval of Overnight/Extended Student Trip for 2015-2016 Fiscal Year**

Speech and Debate Tournament – Sylvania Invitational  
New Location: Laurel School  
1 Lyman Circle  
Shaker Heights, OH

**D. HUMAN RESOURCES**

**ITEMS FOR ACTION – CERTIFICATED/NON-CERTIFICATED PERSONNEL**

Moved by \_\_\_\_\_, and seconded by \_\_\_\_\_, upon the recommendation of the Superintendent, that the Gahanna-Jefferson Board of Education:

**1. Acknowledgment of Retirement Resignation – Certificated Employee**

Acknowledges the retirement resignation of the following certificated personnel, effective November 1, 2015:

Dawn Fickel, Music at Middle School East

**2. Acceptance of Resignation – Administrative Employee**

Accepts the resignation of the following administrative personnel, effective at the end of the day on January 31, 2016:

Scott Schmidt, Executive Director of Elementary Education

**3. Acceptance of Resignations – Certificated Employees**

Accepts the resignations of the following certificated personnel, effective at the end of the 2015-2016 school year:

Helen Cosner, Grade 8 Language Arts at Middle School South

Lisa Dolder, Grade 4 at High Point Elementary

Gillian Roth, Grade 8 Math at Middle School West

Alexandria Trapasso, ELL at Middle School West

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**4. Approval of Unpaid Parental Leave of Absence – Certificated Employee**

Approves an unpaid parental leave of absence for the following certificated personnel:

Julie Erford, Intervention Specialist at Chapelfield Elementary, effective for the 2016-2017 school year

**5. Approval of Unpaid Family Medical Leave of Absence (FMLA) – Certificated Employee**

Approves an unpaid FMLA for the following certificated personnel:

Ashley Burns, Intervention Specialist at High Point Elementary, effective December 14, 2015 through December 18, 2015

**6. Approval of Employment – Certificated Employee**

Employs the following certificated personnel on a one-year limited contract for the 2016-2017 fiscal year, to serve at the will of the Board and to be paid in accordance with the adopted salary schedule in twenty-four equal installments (\*Pending fingerprint results and/or certification):

\*Emily Febus – Grade 7 Math at Middle School West  
0 years experience; BA degree; salary \$39,574

**7. Approval of Addendum Assignments for the 2015-2016 Fiscal Year**

Employs the following personnel for the positions listed, according to the current adopted Addendum Salary Schedule, effective with the 2015-2016 fiscal year (\*Pending fingerprint results and/or certification):

<u>Group III</u>					
Name		Bldg.	Title	Step	Salary
* Nathan	Castorena	LHS	Track Assistant Coach - Boys	2	\$4,155.27
* Robert	Cramer, Jr.	LHS	Track Head Coach - Boys	10	\$7,914.80
* Lawrence	Schwade	LHS	Track Assistant Coach - Boys	10	\$5,540.36
* Ryan	Beck	LHS	Track Assistant Coach - Girls	8	\$5,263.34
* Justin	Hammond	LHS	Track Assistant Coach - Girls	10	\$5,540.36
* Erin	Lines	LHS	Track Assistant Coach - Girls	3	\$2,146.89 (50%)
* Roger	Whittaker	LHS	Track Head Coach - Girls	10	\$7,914.80

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Group IV

<b>Name</b>		<b>Bldg.</b>	<b>Title</b>	<b>Step</b>	<b>Salary</b>
* H. Drew	Caldwell	LHS	Baseball Assistant Coach	8	\$4,847.82
* G. Scott	Meadows	LHS	Baseball Assistant Coach	10	\$5,124.83
* Sean	Mittelman	LHS	Baseball Assistant Coach	2	\$3,878.25
* Michael	Shade	LHS	Baseball Head Coach	10	\$7,321.19
* Michael	Beaver	LHS	Softball Assistant Coach	8	\$4,847.82
* Jasmine	Sardari	LHS	Softball Assistant Coach	1	\$1,869.87 (50%)
* Michael	Sage	LHS	Volleyball Head Coach - Boys	10	\$7,321.19

Group V

<b>Name</b>		<b>Bldg.</b>	<b>Title</b>	<b>Step</b>	<b>Salary</b>
Kevin	Dengel	LHS	Musical Assistant Director	4	\$1,800.62 (50%)
Jeremy	Lahman	LHS	Musical Assistant Director	10	\$2,216.15 (50%)
Cynthia	Macioce	LHS	Musical Director	10	\$6,331.84
Christopher	Wagner	LHS	Musical Assistant Director (Technical Dir.)	6	\$3,878.25

Group VI

<b>Name</b>		<b>Bldg.</b>	<b>Title</b>	<b>Step</b>	<b>Salary</b>
* Dustin	Dashner	LHS	Tennis Assistant Coach - Boys	10	\$3,601.23
* Christopher	Schwinnen	LHS	Tennis Head Coach - Boys	10	\$5,144.62

Group VII

<b>Name</b>		<b>Bldg.</b>	<b>Title</b>	<b>Step</b>	<b>Salary</b>
* Amy	Gilmore	MSE	Softball Head Coach - Gr. 8	10	\$4,353.14
* Joshua	Goody	MSE	Softball Head Coach - Gr. 7	5	\$3,561.66
* Lisa	Grooms	MSE	Track Head Coach - Boys	9	\$4,155.27
* Tesia	Moore	MSE	Track Assistant Coach - Boys	2	\$2,354.65
* Sharon	Franke	MSS	Track Head Coach - Boys	2	\$3,363.79
* Tyler	Arnold	MSW	Track Assistant Coach - Boys	3	\$2,354.65
* Beth	Heaton	MSE	Track Assistant Coach - Girls	5	\$2,493.16
* Bryan	Hicks	MSE	Track Assistant Coach - Girls	10	\$3,047.20
* David	Palguta	MSE	Track Head Coach - Girls	10	\$4,353.14
* Cale	Garber	MSS	Track Head Coach - Girls	3	\$3,363.79
* Kassy	Hiller	MSS	Track Assistant Coach - Girls	0	\$2,216.14
* Ricky	Hauser	MSW	Track Assistant Coach - Girls	10	\$3,047.20



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Group VIII

Name	Bldg.	Title	Step	Salary
Shawn Johnston	LHS	Athletic Academic Intervention Coord.		\$25.57/hr.
Thomas Gregory	LHS	Varsity Varieties Co-Director	10	\$1,187.22 (33%)
Cynthia Macioce	LHS	Varsity Varieties Co-Director	10	\$1,187.22 (34%)
Christopher Wagner	LHS	Varsity Varieties Co-Director	1	\$857.44 (33%)

Group X

Name	Bldg.	Title	Step	Salary
* Debby Cumbow	MSE/MSS/MSW	Head Tennis Coach - Boys	1	\$1,582.96

**8. Employment of Non-Certificated Personnel as Coaches/Advisors for the 2015-2016 Fiscal Year**

Adopts the following Resolution:

**WHEREAS**, the Gahanna-Jefferson Board of Education attempts to employ existing certificated staff to direct, supervise, or coach the pupil-activity programs; and

**WHEREAS**, the positions have been offered to current certificated employees; and

**WHEREAS**, when no such employee qualified to fill the positions has accepted the positions that were advertised as being available to individuals with a certificate who are not currently employed by the Board of Education; and

**WHEREAS**, no such person applied for and accepted the positions;

**THEREFORE BE IT RESOLVED**, that the Board of Education shall employ the following non-certificated personnel, effective with the 2015-2016 fiscal year (\*Pending fingerprint results and/or certification):

Group III

Name	Bldg.	Title	Step	Salary
* Hassan Bailey	LHS	Track Assistant Coach - Boys	3	\$4,293.78
* Jerrica Manley	LHS	Track Assistant Coach - Girls	4	\$2,216.15 (50%)

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Group IV

<b>Name</b>		<b>Bldg.</b>	<b>Title</b>	<b>Step</b>	<b>Salary</b>
* James	Campolo	LHS	Softball Head Coach	10	\$7,321.19
* Travis	Clay	LHS	Softball Assistant Coach	4	\$2,077.64 (50%)
* Jeffrey	Conklin	LHS	Softball Assistant Coach	10	\$2,562.42 (50%)
* Kenneth	Seidel	LHS	Softball Assistant Coach	1	\$1,869.87 (50%)
* Sergey	Bruyako	LHS	Volleyball Assistant Coach - Boys	1	\$3,739.74
* Christopher	Gricar	LHS	Volleyball Assistant Coach - Boys	7	\$4,709.31
* Joshua	Gruenbaum	LHS	Volleyball Assistant Coach - Boys	1	\$3,739.74

Group VII

<b>Name</b>		<b>Bldg.</b>	<b>Title</b>	<b>Step</b>	<b>Salary</b>
* Erin	Mowrey	MSW	Softball Head Coach - Gr. 7	1	\$3,165.92
* Eric	Troutman	MSW	Softball Head Coach - Gr. 8	3	\$3,363.79
* Kevin	James	MSW	Track Head Coach - Boys	10	\$4,353.14
* Nathaniel	Hall	MSW	Track Head Coach - Girls	5	\$3,561.66

Group XII

<b>Name</b>		<b>Bldg.</b>	<b>Title</b>	<b>Salary</b>
* Taya	Lukacsko	LHS	Choreographer	\$791.48

**9. Recognition of Volunteer Coaches for the 2015-2016 Fiscal Year**

Recognizes the following individuals as volunteer coaches in the District for the 2015-2016 fiscal year (\*Pending fingerprint results and/or certification):

<b>Name</b>		<b>Bldg.</b>	<b>Title</b>
* Joshua	Berry	LHS	Volunteer Lacrosse Coach - Boys
* Cara	Caldwell	LHS	Volunteer Lacrosse Coach - Girls
* Cooper	Dennis	LHS	Volunteer Lacrosse Coach - Boys
* Katherine	Grimm	MSW	Volunteer Softball Coach
* Shawn	Johnston	LHS	Volunteer Track Coach - Girls
* Margaret	Maley	LHS	Volunteer Lacrosse Coach - Girls
* Brian	Musto	MSS	Volunteer Softball Coach
* Hannah	Reese	LHS	Volunteer Softball Coach
* Ian	Rhoades	LHS	Volunteer Track Coach - Boys
* Fred	Sears	LHS	Volunteer Softball Coach
* Anna	Tarbutton	LHS	Volunteer Lacrosse Coach - Girls

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**10. Employment of Non-Certificated Personnel as Coach/Advisor for the 2016-2017 Fiscal Year**

Adopts the following Resolution:

**WHEREAS**, the Gahanna-Jefferson Board of Education attempts to employ existing certificated staff to direct, supervise, or coach the pupil-activity programs; and

**WHEREAS**, the position has been offered to current certificated employees; and

**WHEREAS**, when no such employee qualified to fill the position has accepted the position that was advertised as being available to individuals with a certificate who are not currently employed by the Board of Education; and

**WHEREAS**, no such person applied for and accepted the position;

**THEREFORE BE IT RESOLVED**, that the Board of Education shall employ the following non-certificated personnel, effective with the 2016-2017 fiscal year (\*Pending fingerprint results and/or certification):

Group IV

Name	Bldg.	Title	Step	Salary
* Robert McGee	LHS	Soccer Head Coach - Girls	5	\$6,331.84

**11. Amendment of Motion 15-109 (E-Certificated/Non-Certificated Personnel-3.) – Approval of Unpaid Military Leave of Absence – Certificated Employee**

Amends Motion 15-109 (E-Certificated/Non-Certificated Personnel-3.) as follows:

Matthew McGregor, English at Lincoln High School, effective August 10, 2015 through January 22, 2016

**ITEMS FOR ACTION – CLASSIFIED/UNCLASSIFIED PERSONNEL**

Moved by \_\_\_\_\_, and seconded by \_\_\_\_\_, upon the recommendation of the Superintendent, that the Gahanna-Jefferson Board of Education:

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**1. Acceptance of Retirement Resignation – Classified Employee**

Accepts the retirement resignation of the following classified personnel, effective at the end of the workday on March 11, 2016:

Janet Snedaker, Human Resources Secretary

**2. Approval of Employment – Classified/Unclassified Employees**

Employs the following individuals, to be placed on the appropriate salary schedule with a 270-day probationary period:

Mary Beth Miller – Kitchen Helper at Middle School East  
Step 0 on salary schedule  
\$13.20 per hour – 3 hrs./day  
Effective January 11, 2016; 90 days for the 2015-2016 school year

Wendy O'Donnell – Kitchen Helper at Middle School South  
Step 0 on salary schedule  
\$13.20 per hour – 3 hrs./day  
Effective January 19, 2016; 84 days for the 2015-2016 school year

Crystal Olinger – Educational Aide – Extended Support Services (HP)  
Step 0 on salary schedule  
\$15.06 per hour – 6.5 hrs./day  
Effective January 5, 2016; 94 days for the 2015-2016 school year

**3. Authorization to Recommend Employment of Educational Aides through the Educational Service Center of Central Ohio for the 2015-2016 Fiscal Year**

Authorizes the Superintendent to recommend to Tom Goodney, Superintendent, Educational Service Center of Central Ohio, that the following personnel receive a one-year contract as Preschool Educational Aides through the Shared Service Center Council of Governments (SSC-COG) for the 2015-2016 fiscal year:

<u>Name</u>	<u>Percentage</u>	<u>Days</u>	<u>Hours/Day</u>	<u>Salary</u>
Thomas Gillotte, Sr. Effective January 5, 2016	46%	88	3.0	\$15.06/hour
Catherine Francis Effective January 7, 2016	95%	86	6.5	\$15.06/hour

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**4. Approval of Increase of Hours – Kitchen Helper**

Approves the increase of hours for Kimberly Fields, Kitchen Helper, from three hours per day at Chapelfield Elementary to four hours per day at Lincoln High School, effective January 5, 2016.

**5. Amendment of Motion 15-147 (D-Classified/Unclassified Personnel-7.) – Approval of Employment – Classified Employees**

Amends Motion 15-147 (D-Classified/Unclassified Personnel-7.) as follows:

Lucas Gladman, Technology Technician, change effective start date to December 28, 2015; 134 days for the 2015-2016 fiscal year

**6. Approval of Employment – Classified/Unclassified Substitutes for the 2015-2016 Fiscal Year**

Employs the following substitutes for the respective classified/unclassified positions, to serve the district on an as-needed basis at the appropriate substitute pay rate for the 2015-2016 fiscal year (\*Pending fingerprint results and/or certification):

Custodians

- \*Henry Baynes III
- \*Jene Kaba

Educational Aides

- \*Samantha Bain
- \*Leslie Hooks
- \*Debra Wilson

Secretary

- \*Debra Wilson

**E. PUPIL SERVICES**

**ITEMS FOR ACTION**

Moved by \_\_\_\_\_, and seconded by \_\_\_\_\_, upon the recommendation of the Superintendent, that the Gahanna-Jefferson Board of Education:

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**1. Approval of Parental Reimbursement for Transportation**

Declares it impractical and non-feasible to transport the students listed below by bus to the private/charter/vocational education schools during the 2015-2016 fiscal year, and hereby approves a contract with the parents of these students for reimbursement for transportation. The reimbursement allotment is determined by the State of Ohio Department of Education, or the amount certified by the parent, WHICHEVER IS THE SMALLER OF THE TWO AMOUNTS. Payments will be made at the close of the 2015-2016 fiscal year upon receipt of the proper documentation and forms.

<b>School</b>	<b>Student</b>	<b>Grade</b>
Sunrise Academy 5657 Scioto Darby Rd Hilliard, OH 43026	Weaam Ahmed 4073 Canice Ave Columbus, OH 43219	3
Helping Hands 2500 Medary Ave Columbus, OH 43202	Wafee Ahmed 4073 Canice Ave Columbus, OH 43219	1

**2. Employment of Student Worker**

Employs the following student worker for the 2015-2016 school year. The student will be paid minimum wage, from Special Education, Part B-IDEA:

Cameron Riddle

**F. GENERAL BUSINESS**

**ITEMS FOR ACTION**

Moved by \_\_\_\_\_, and seconded by \_\_\_\_\_, upon the recommendation of the Superintendent, that the Gahanna-Jefferson Board of Education:

**1. Resolution to Participate in the META Solutions Bus Bidding Procedure**

**RESOLUTION**

WHEREAS, the Gahanna-Jefferson Board of Education wishes to advertise and receive bids for the purchase of six (6) buses and four (4) transit vans.

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THEREFORE, BE IT RESOLVED that the Gahanna-Jefferson Board of Education wishes to participate and authorize META Solutions to advertise and receive bids on said Board's behalf as per the specifications submitted for the cooperative purchase of six (6) buses and four (4) transit vans.

**2. Approval of Excess Ohio Workers Compensation Insurance**

Approves the agreement of payment for Excess Ohio Workers Compensation Insurance effective January 1, 2016 through January 1, 2017, at a cost of \$42,533.00, to be paid from Workers Compensation funds. (Copy to be placed in Board Reference File)

Insurance Carrier: New York Marine & General Insurance Company

**3. Approval of Agreement with Reliance Communications, Inc.**

Approves a one-year agreement with Reliance Communications effective January 1, 2016 through December 31, 2016, for unlimited notification service, voice, SMS and email notification; Facebook and Twitter integration; one-year license and support, for a total of \$12,375.00.

**4. Approval of Payment for the Marquee in front of High School.**

Approves a payment of \$30,010 to DaNite Sign Co. for the purchase and installation of a new LED marquee sign message center pending the submission of contract and appropriate paperwork, to be paid from donations out of the 007 fund.

**5. Approval of Contract with Design + Construction Group**

Accepts the quote and enters in the contract with Design + Construction Group to replace the windows, doors, storefronts and plastic fascia panels at Middle School West at a cost of \$469,799.00 to be paid from Permanent Improvement funds.

**6. Approval for Intent to Purchase Fleet/Building/Content/Liability Insurance**

Approves Business Manager to send letter of intent to purchase fleet/building/content/liability insurance from Wright Specialty effective for the 16-17 and 17-18 school years if the following conditions are met; current rate reduced between 4% to 5% for 16-17 school year and further reduction between 2% to 3% for the 17-18 school year. This discounted

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rate applies as long as we are in good standing with School Insurance Consultants.

**7. Approval of A. H. Sturgill Roofing Work Change Order**

Approves the following work change orders for High Point Elementary and Blacklick Elementary metal roof repairs for a total cost of \$8,350.00.

<u>Change Order</u>	<u>Contractor</u>	<u>Amount</u>
Proposal #1	A. H. Sturgill Roofing	\$ 3,850.00
Proposal #2	A. H. Sturgill Roofing	\$ 4,500.00

**VI. BOARD REPORTS/DISCUSSION**

- A. Eastland-Fairfield Career & Technical Schools –
- B. Parks and Recreation – Jill Schuler
- C. Gahanna City Council –
- D. Jefferson Township-
- E. Policy Review Committee – Matt Campbell
- F. Business Advisory Council-
- G. Legislative Liaison-
- H. Gahanna-Jefferson Education Foundation –
- D. GJEA/Classified Liaison –
- E. Student Achievement Liaison – Matt Campbell
- F. Other Topics for Discussion or Comment

**VII. EXECUTIVE SESSION**

Moved by \_\_\_\_\_, and seconded by \_\_\_\_\_, that the Gahanna-Jefferson Board of Education goes into executive session pursuant to Ohio Revised Code 121.22 (G) (1) to consider the employment, compensation and discipline of public employees.

**Mrs. Piccolantonio declared the Board back into Regular Session at \_\_\_\_\_ p.m.**



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**Approval of Employment – Administrative Employee**

Moved by \_\_\_\_\_, and seconded by \_\_\_\_\_, that the Gahanna-Jefferson Board of Education Employs the following administrative personnel, based on ORC Statute 3319.02, effective February 1, 2016 through July 31, 2019:

<u>Name</u>	<u>Position</u>	<u>Term</u>	<u>Salary</u>
Scott Schmidt	Assistant Superintendent	4-year (260 days) (Step 4 prorated 130 days through 7/31/16)	\$67,280.20

**VIII. ADJOURNMENT**

Moved by \_\_\_\_\_, and seconded by \_\_\_\_\_, that the regular meeting of the Gahanna-Jefferson Board of Education be adjourned at \_\_\_\_\_ p.m.