

# RECORD OF PROCEEDINGS

## Board of Education Meeting

March 25

2025

The Mansfield City Schools Board of Education met in a regular session on Tuesday, March 25, 2025 at 5:30 p.m. in the Lowell T. Smith Boardroom at the Raemelon Administration Building. The following members answered the roll: Chris Elswick, present, Linda Golden, present, Gary Feagin, present, Jennifer Kime present, Leslie Ward, present. Superintendent, Stan Jefferson and Treasurer, Tammy Hamilla were also present.

The pledge of allegiance was recited

### 25 - 64                      Resolution to Approve the Agenda

Mr. Elswick moved, seconded by Ms. Ward to approve the agenda

Roll call: Mr. Elswick, Yes; Ms. Ward, Yes; Mrs. Kime, Yes, Mr. Feagin, Yes, Mrs. Golden, Yes

### 25 – 65                      Resolution to approve the Treasurer's agenda items

Mr. Elswick moved, seconded by Mrs. Golden to approve the Treasurer's agenda items

- a. Board Minutes – Board of Education Meeting February 24, 2025, Board of Education Meeting, March 4, 2025
- b. February's Financials
- c. Gifts to the district - The following have been donated to the district:
  - 1) \$300.00 donation from Tyger Booster Club to the Youth-in-Government Trip expenses.
  - 2) \$1,500.00 donation from the MSEA to the Peace On My Block event.
  - 3) \$1,498.00 donation from the Altrussa Club toward the purchase of a Language Translation Machine.
  - 4) \$2,000.00 donation from Crossroads Church to the Peace On My Block event.
  - 5) \$330.00 donation from Robyn Montgomery through a gofund page for Mansfield Senior High Art Classes, specifically for Ceramics.
  - 6) \$1,000.00 donation from the Kiwanis Club toward the Mansfield Senior High Key Club Leadership Conference Trip.
  - 7) \$2,000.00 donation to the S.A.F.E. program from Scott & Margot Cardwell.
  - 8) \$250.00 donation to the Peace On My Block event from Park National Bank.
  - 9) \$100.00 donation to the Peace On My Block event from LTM Enterprises, McDonalds. 10) \$100.00 donation to the Peace On My Block event from Hanley Road, Inc. McDonalds.

Roll call: Mr. Elswick, Yes; Mrs. Golden, Yes; Mrs. Kime, Yes, Mr. Feagin, No; Mrs. Golden, Yes

### 25 – 66                      Resolution to approve the Superintendent's Personnel Actions

Mr. Elswick moved, seconded by Ms. Ward to approve the Superintendent's Personnel actions

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### A. Retirements

| Name                    | Position  | Building       | Eff. Date |  |
|-------------------------|---|----------------|-----------|--|
| <u>Certificated</u>     |   |                |           |  |
| Moyer, Andrea           | Administrator - Director of School Improvement and Safety | Central Office | 7/1/25    |  |
| <u>Non-Certificated</u> |   |                |           |  |
| Bottomley, Charlotte    | Executive Assistant - Accounts Payable                    | Central Office | 4/1/25    |  |
| Sallee, Cynthia         | Executive Assistant - Human Resources                     | Central Office | 4/1/25    |  |

### B. Resignations

| Name                    | Position              | Building             | Eff. Date |  |
|-------------------------|-----------------------|----------------------|-----------|--|
| <u>Certificated</u>     |                       |                      |           |  |
| Price, Marissa          | Teacher - Third Grade | Malabar Intermediate | 8/10/25   |  |
|                         |                       |                      |           |  |
| <u>Non-Certificated</u> |                       |                      |           |  |
| Mehl, Tina              | Custodian             | West Fifth           | 3/10/25   |  |

### C. Change of Status

| <u>Name</u>   | <u>Position</u>             | <u>Building</u>  | <u>Eff. Date</u> |                       |
|---|-----------------------------|------------------|------------------|-----------------------|
| <u>Substitute to Teacher Contracts; \$36,404 (pro-rated based on number of days worked), step 0, Bachelor</u> |                             |                  |                  |                       |
| Hoke, Nicole  | Exploratory Intro to Health | Mansfield Middle | 3/12/25          | \$10,090.35 (51 days) |

### D. Substitutes – 2024-2025

| <u>Bus Aide</u>  | <u>Teacher</u> |  |  |
|------------------|----------------|--|--|
| Compton, Latasha | Wynn, Todd     |  |  |

### E. Supplementals – 2024-2025

| Name  | Position                         | Building           | Supplemental Amount |
|---|----------------------------------|--------------------|---------------------|
| Todd, Frederick   | Assistant Varsity Baseball Coach | Senior High        | \$2,912.32 (8%)     |
|   |                                  |                    |                     |
| Master Teacher Committee; chairperson, \$1,092.12 (3%), members \$728.08 (2%) |                                  |                    |                     |
| Dials, Michelle –<br>Chairperson  | Rizzo, Sarah                     | Williams, Michelle |                     |

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### F. Game/Tournament Workers – 2024-2025

|                  |                 |             |                 |
|------------------|-----------------|-------------|-----------------|
| Clapper, Michael | Davis Sr., John | Jarvis, Bob | Raphael, Steven |
|------------------|-----------------|-------------|-----------------|

Roll call: Mr. Elswick, Yes; Ms. Ward, Yes; Mrs. Golden, Yes; Mrs. Kime, Yes; Mr. Feagin, Yes

#### 25 –67      Resolution to enact a Reduction In Force (Executive Assistants)

Mr. Elswick moved, seconded by Mrs. Golden to enact a Reduction In Force, Abolishing Classified Non Bargaining Unit positions and Suspending contract

Whereas, for lack of funds, financial reasons, and the reorganization for the efficient operation of the District, the Mansfield City School District Board of Education has determined the need to enact a reduction in force, abolish certain classified positions and suspend/lay off certain classified non-bargaining unit employee contracts in accordance with Board Policy and the applicable provisions of the Ohio Revised Code; and

Whereas, pursuant to Board policy and state law, the Superintendent has provided the Board with recommendations regarding the suspension/layoff of classified, non-bargaining unit employee contracts pursuant to said reduction;

Now, therefore, be it resolved:

1. The following classified non-bargaining unit positions are abolished for lack of funds, financial reasons, and the reorganization for the efficient operation of the District, effective March 31, 2025:

- Executive Assistant to Personnel/Human Resources (CLS III F; 3 positions)
- Executive Assistant to Academic Services (CLS III F; 1 position)
- Executive Assistant to Pupil Services (CLS III F; 1 position)
- Executive Assistant to Treasurer/Accounts Payable (CLS III A; 2 positions)
- EMIS Coordinator (CLS II; 1 position)
- Central Registration (CLS III D; 1 position)

2. The contracts of the following classified, non-bargaining unit employees are laid off/employment contracts suspended, effective at the end of business on March 31, 2025:

- Tawny Rodriguez
- Teresa James
- Bridgette Vavra
- Kevin Uhde
- Lori Wilburn
- Annette Smith
- Melinda Hood

3. The Superintendent is authorized and directed to provide written notice of the Board's action reducing the force and suspending/laying off the employees affected, and to provide notice of their right to recall per state law if and when any classified non-

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bargaining unit positions become vacant or are created for which any of them are or become qualified.

Roll call: Mr. Elswick, Yes; Mrs. Golden, Yes; Mrs. Kime, No, Mr. Feagin, No; Mrs. Golden, Yes

25 – 68      Resolution to enact a Reduction in Force (Administrative Positions)

Mr. Elswick moved, seconded by Ms. Ward to approve the resolution enacting a Reduction in Force, Abolishing Classified Non-Bargaining Unit Positions and Suspending contracts

Whereas, based upon the financial condition of the District, the Mansfield City School District Board of Education has determined the need to enact a reduction in force, abolish certain administrative positions and suspend administrative contracts in accordance with Board Policy 1540 and Ohio Revised Code Section 3319.171; and

Whereas, pursuant to Board policy, the Superintendent has provided the Board with recommendations regarding the suspension of administrator contracts pursuant to said reduction;

Now, therefore, be it resolved:

1. The following administrative positions are abolished for financial reasons affecting the District, effective March 31, 2025:

-Director of Personnel

-District Behavior Analyst

2. The contracts of the following administrative employees are suspended, effective at the end of business on March 31, 2025:

-Mark Wilcheck

-Dahni Reynolds

3. The Superintendent is authorized and directed to provide written notice of the Board's action reducing the force and suspending contracts to the administrators affected, and to provide notice of their right to recall per Board policy if and when any positions become vacant or are created for which any of them are or become qualified.

Roll call: Mr. Elswick, Yes; Ms. Ward, Yes; Mrs. Golden, Yes; Mrs. Kime, No, Mr. Feagin, No

25 – 69      Resolution to approve the reduction in force (RIF) – abolished positions

Mr. Elswick moved, seconded by Mrs. Golden to approve the reduction in force (RIF) positions

WHEREAS, the Treasurer and Superintendent have provided the Board with information regarding the current and projected financial condition of the Mansfield City School District, and

WHEREAS, the Board has reviewed the financial information provided and determined that it is necessary to implement a Reduction in Force (RIF) for financial reasons as a result of the projected budget deficit at the end of this current fiscal year; and

WHEREAS, the Mansfield School Employees Association (MSEA) was notified on March 5, 2025 of the Board's Intent to consider a RIF; and

WHEREAS the notification to the MSEA was consistent with the collective bargaining agreement between the Board and the MSEA.

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NOW, THEREFORE, BE IT RESOLVED that the Board determines that it is necessary to implement a RIF of the following positions for financial reasons and that pursuant to the recommendation of the Superintendent the following positions are hereby abolished:

Grade 3 Teacher Spanish Immersion  
Spanish Grades 6-8 Teacher Spanish Immersion  
English Language Arts Grades 4-5 Teacher Spanish Immersion  
Science/Social Studies Grades 4-5 Teacher Spanish Immersion  
Physical Education Teacher 1/2 FTE Spanish Immersion  
General Music Teacher 1/2 FTE Spanish Immersion  
Visual Art Teacher 1/2 FTE Spanish Immersion  
Digital Literacy Teacher 1/2 FTE Spanish Immersion  
Kindergarten Teacher Springmill STEM  
Kindergarten Teacher Springmill STEM  
First Grade Teacher Springmill STEM  
First Grade Teacher Springmill STEM  
Sixth Grade Teacher Springmill STEM  
General Music Teacher 1/2 FTE Springmill STEM  
Visual Art Teacher 1/2 FTE Springmill STEM  
Physical Education Teacher 1/2 FTE Springmill STEM  
Digital Literacy Teacher 1/2 FTE Springmill STEM  
School Counselor Teacher 1/2 FTE Springmill STEM  
Pre-Kindergarten Intervention Specialist Sherman Elementary  
Pre-Kindergarten Intervention Specialist Sherman Elementary  
Second Grade Sherman Elementary  
Student Support Specialist Sherman Elementary  
Student Support Specialist Sherman Elementary  
Digital Literacy Teacher Sherman Elementary  
School Counselor 1/2 FTE Hedges  
Science Teacher Hedges  
Intervention Specialist Hedges  
Foreign Language - Spanish Mansfield Middle School  
Physical Education Teacher Mansfield Middle School  
Exploratory Cosmetology/Hospitality Mansfield Middle School  
Exploratory Intro to Health Mansfield Middle School  
Dean of Students Mansfield Middle School  
Exploratory Auto/Construction/Agriculture Mansfield Middle School  
Intervention Specialist Mansfield Middle School  
Eighth Grade Mathematics Mansfield Middle School  
Eighth Grade Science Mansfield Middle School  
Eighth Grade Social Studies Mansfield Middle School  
Eighth Grade English Language Arts Mansfield Middle School  
Eighth Grade English Language Arts Mansfield Middle School  
General Music Malabar Intermediate School

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Third Grade Mathematics/Science Malabar Intermediate School  
Third Grade English Language Arts Malabar Intermediate School  
Fourth Grade English Language Arts/Social Studies Malabar Intermediate School  
Teacher Leader Malabar Intermediate School  
Fifth Science/Social Studies Malabar Intermediate School  
Sixth Grade Science/Social Studies Malabar Intermediate School  
In-School Intervention/Social Emotional Malabar Intermediate School  
Intervention Specialist Malabar Intermediate School  
Intervention Specialist Malabar Intermediate School  
Intervention Specialist Malabar Intermediate School  
Job Training Coordinator Mansfield Senior High School  
Career Based Intervention Mansfield Senior High School  
9-12 English Language Arts Mansfield Senior High School  
9-12 Science Mansfield Senior High School  
9-12 Social Studies Mansfield Senior High School  
9-12 Social Studies Mansfield Senior High School  
Special Education Transitions Coordinator Mansfield Senior High School  
CTE- Business Law Mansfield Senior High School  
CTE - Advanced Manufacturing Mansfield Senior High School  
Intervention Specialist Mansfield Senior High School  
Adapted Physical Education District  
School Nurse District

The Board directs the Treasurer or designee to serve notice of this Resolution upon the MSEA President and further directs the Superintendent or designee to proceed with finalizing the RIF pursuant to any bumping rights of affected staff.

Roll call: Mr. Elswick, Yes; Mrs. Golden, Yes; Mrs. Kime, Yes; Ms. Ward, Yes; Mr. Feagin, Yes

25 – 70 Resolution to approve the MOU with the MSEA Certified/Licensed bargaining unit and the Classified bargaining unit.

Mr. Elswick moved, seconded by Ms. Ward to approve the MOU between the MSEA and the Mansfield City Schools Board of Education

Roll call: Mr. Elswick, Yes; Mrs. Ward, Yes; Mrs. Golden, Yes; Mrs. Kime, Yes; Yes; Mr. Feagin, Yes

25 - 71 Resolution to Adjourn

Mr. Elswick moved, seconded by Mrs. Kime, to adjourned the meeting at 5:52 p.m.

Roll call: Mr. Elswick, Yes; Mrs. Kime, Yes; Ms. Ward, Yes; Mr. Feagin, Yes; Mrs. Golden, Yes

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Chris Elswick, President

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Tammy Hamilla, Treasurer

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