

Record of Proceedings Minutes of Regular Meeting

**Board of Education
Regular Meeting**

**Monday
April 15, 2019**

The Field Local School District Board of Education held its Regular Meeting on Monday April 15, 2019 in the Field High School Cafeteria, 2900 State Route 43, Mogadore, OH 44260 at 7:00 P.M.

- **Pledge of Allegiance**
- **Silent Meditation**
- **Roll Call**

Steve Calcei-Yes, Julie Kline-Absent, Randy Porter-Yes, Larry Stewart-Yes, Laura May-Yes
Student Representative-Sarah Snyder-Yes

Member Calcei moved, seconded by Member Stewart that the Field Local Board of Education approve the minutes from the March 11, 2019 regular meeting. **19-0025**
Roll Call: Calcei-Yes, Stewart-Yes, Porter-Yes, Kline-Absent, May-Yes.
President declared the motion carried

Member Porter moved, seconded by Member Calcei that the Field Local Board of Education adopt the following agenda for the April 15, 2019 regular meeting. **19-0026**
Roll Call: Porter-Yes, Calcei-Yes, Stewart-Yes, Kline-Absent, May-Yes.
President declared the motion carried

Student Representative Report – This past weekend, NHS put on an Easter Egg Hunt at McDonald's in Brimfield. It was a big success and everyone enjoyed it. They are also running a toy drive for Akron Children's Hospital. /Both the varsity baseball and softball teams are undefeated in our league./The Play "My Fair Lady" will be performed at the high school May 3rd, 4th, & 5th./Prom is May 18th at St. Nicholas Church in Mogadore./The senior's graduation ceremony will be held June 3rd at the EJ Thomas Hall in Akron. The ceremony will start at 7:00 P.M.

Superintendent's Report - Mr. Heflinger commented on the Governor's Budget which has been proposed. The budget flat lines district funding. However, he did put extra money in a pool for areas he thought were in need. These include school safety, and mental health issues. It has not been determined if this is the final version. There is also a new school funding model brought forth by Cupp-Patterson to consider. This has been an 18 month process with a group made up of Treasurers and Superintendents. This school model and school formula works towards achieving transparency. It specifies that a district gets so much money for teachers, administrators, mental health issues, safety and so on. It will be a much more transparent process. The intent is not to fund everything we do but to provide a basic education. It would allow districts at the local level to do more. What districts will receive will be a combination of enrollment and income. What is not done is to address the equality issue. The current formula has to be fixed. Out of 610 schools, 503 are either on the guarantee or on the cap. The current formula is not working. This is a good start and move in the right direction.

Mr. Heflinger also commented on the reduction in force. It has been an incredibly difficult few months since January when we announced the cuts that would have to be made if both levies do not pass. The teachers on the reduction in force list are excellent educators and we are not looking to cut any of them. It was a difficult time for them. We are working with other districts to do the best we can to get them opportunities. However, we hope these issues pass and we are at full staff for the next school year. We have some top flight people and it would be a shame to lose them. However, we have to do what we must for the district.

Legislative Liaison Report - Mr. Stewart stated that he tries not to be overly optimistic about the new school funding model. It's a start even though it doesn't do much for our district. We are a great district but we just need more money to keep going.

Executive Session

Member Porter moved, seconded by Member Calcei that the Field Local Board of Education adjourn into executive session at 7:10 P.M. for the purpose(s) of: 19-0027
Roll Call: Porter-Yes, Calcei-Yes, Stewart-Yes, Kline-Absent, May-Yes.
President declared the motion carried

Employment of public employee(s) or official(s)

NOTICE: *The Board has designated all information discussed in Executive Session as "CONFIDENTIAL" under the provisions of Ohio Revised Code 102.03(B).*

Note: This designation makes it a criminal offense to reveal information when a notice of confidentiality is given and that designation of confidentiality is necessary for the proper conduct of board business.

Member Stewart moved, seconded by Member Calcei that the Field Local Board of Education return to the April 15, 2019 regular meeting at 7:34 P.M. 19-0028
Roll Call: Stewart-Yes, Calcei-Yes, Porter-Yes, Kline-Absent, May-Yes.
President declared the motion carried

Recognition of visitors - Jason Scherer Reduction in Force

Public participation is encouraged during this portion of the Field Local business meeting. If you have questions, suggestions, or concerns, your first contact should be with the teacher or principal at the school building level. If you are not satisfied with the response you may contact the superintendent. By following this procedure, you will generally receive a prompt, informed response. The Board of Education recognizes the value of public comment on educational issues and the

importance of allowing citizens to present helpful suggestions for the school district. Public participation at board meetings is governed by the following guidelines:

Public comment is permitted during the recognition of visitors portion of the meeting and will not exceed thirty minutes total. Attendees must register their intention to participate in the public portion of the meeting upon their arrival at the meeting. Speakers must be recognized by the presiding officer and preface their comments by stating their name, address, and group affiliation, if appropriate. Each speaker is limited to three minutes and may not speak twice on the same subject until all have spoken. Persons desiring more time should follow the procedure of the board to be placed on the regular agenda. All statements shall be directed to the presiding officer; no person may address or question Board members individually.

(R.C.3313.20 Board Policy | Chapter 1 - Board of Education | Policy 1.16 | Adopted August 10, 2015)

Member Calcei moved, seconded by Member Porter that the Field Local Board of Education approve the consent agenda as presented.

19-0029

Roll Call: Calcei-Yes, Porter-Yes, Stewart-Yes, Kline-Absent, May-Yes.

President declared the motion carried

CONSENT AGENDA

Superintendent Items

- **Employment** – The Superintendent recommends that the Field Local Board of Education employ/approve the following pending completion of proper paperwork:

Certified-employment

1. Awarding of extra time supplementary contracts for 2019-2020 school year.

Blair Stockley, High School Counselor	12 extended days
Bonnie Schuck, MS/High School Counselor	10 extended days

2. Approve the employment of summer Transition Back to School Instructors for the 2019-2020 school year. Rate of pay is \$25.00 per hour.

Jennifer Smith	Elise Gall	Laci McIntyre	Amanda Karpinecz
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3. Melanie Crookston, Extended School Year Speech/Language services at \$38.00 per hour for the 2019-2020 school year.

4. Elise Gall, Extended School Year Teaching services at \$38.00 per hour for the 2019-2020 school year.

OAPSE-employment

1. Kelly Jones, Paraprofessional at Brimfield effective March 18, 2019. Rate of pay per Negotiated Agreement.
2. Danielle Skvarka, Bus Assistant effective April 16, 2019. Rate of pay per Negotiated Agreement.
3. Awarding of two year limited contracts to classified personnel beginning with the 2019-2020 school year. Rate of pay per OAPSE Negotiated Agreement.

<u>Name</u>	<u>Position</u>	<u>Experience</u>	<u>Step</u>
Janine Balzer	Parapro	1	1
Justin Grund	8 Hr. Custodian	1	1
Mary Hengle	Cook/Cashier	1	1
Melissa Jarvis	Cook/Cashier	1	1
Ember Kommel	Sub Call/Secretary	1	1
Kelli Mensch	Parapro	1	1
Ericka Gainer	Parapro	1	1
Nikki Parkhill	Cook/Cashier	1	1
Aliza Pennington	Study Hall Monitor	1	1
Donald Reckner	Bus Driver	1	1
Randall Ewing	Bus Driver	1	1
Russ Shaffer	Bus Driver	1	1
Tammy Shaffer	Bus Assistant	0	0
Melissa Quintrell	Cook/Cashier	0	0
Kelly Jones	Parapro	0	0
Danielle Skvarka	Bus Assistant	0	0

Classified Substitute Employment

1. Stacie Wirth effective March 20, 2019.
2. Awarding of continuing contracts to classified personnel beginning with the 2019-2020 school year. Rate of pay per OAPSE Negotiated Agreement.

<u>Name</u>	<u>Position</u>	<u>Experience</u>	<u>Step</u>
Susan Gomey	Bus Driver	3	0(retire/rehire)
Randi Reese	Parapro	3	3
Autumn Gowdy	Bus Assistant	3	3

3. Authorize salary notices to be sent to the following classified personnel who hold continuing contracts or contracts not expiring in 2019.

<u>Employee</u>	<u>Position</u>	<u>Field Experience</u>	<u>Classification Experience</u>	<u>Step</u>
Sandy Adams	Parapro	14	12	12
Marcia Ammons	Bus Driver	34	34	30L
Beverly Bable	Executive Secretary	26	25	25L
Erin Barbetta	Parapro	5	5	5
Valerie Beal	Treasurer's Secretary	10	15	15L
Mark Beck	Head Mechanic	26	26	30L
Paula Beck	Parapro	2	2	0(retire/rehire)
Kim Boarman	Cook/Cashier	13	13	13
Dalton Brainard	Bus Driver	1	1	1
Danyel Bright	Parapro	5	2	2
Kim Burke	Principals Secretary	20	17	16L
Myrlena Burton	Cafeteria Manager	22	22	20L
Wanda Cain	Parapro	2	2	2
Elizabeth Calcei	Special Spec. Sec.	24	21	20L
Jennifer Casamento	Parapro	13	13	13
Victoria Casamento	Parapro	2	2	2
Sheila Catalano	Cook/Cashier	11	10	10
Ayasha Coles	Bus Driver	21	21	20L
Howard Coles	Asst. Custodian	4	4	4
Cynthia Cook	Principals Secretary	15	11	11
Leland Cook	Grounds	5	5	5
Michelle Coury	Parapro	6	6	6
Betsy Dalziel	EMIS Secretary	14	9	9
Paula Doepel	Cook/Cashier	13	13	13
Carolyn Evans	Cook/Cashier	12	7	15L
Jennifer Evans	ALC Parapro	13	1	1
Sandy Evangelist	Library Secretary	15	11	11
Laura Eveleth	Parapro	13	10	10
Amy Glass	EMIS Coordinator	19	13	13
Lorain Graves	Parapro	8	6	6
Lori Grund	Principals Secretary	14	11	11
Barb Guldeman	Library Secretary	19	12	12
Jennifer Hachita	Playground Monitor	13	13	13
Carolyn Harris	Bus Driver	8	8	8
Karen Hartung	Cafeteria Manager	20	20	20L
Brenda Hershberger	Cook/Cashier	3	3	3
Pat Howe	Bus Driver	11	11	11
Kelly Hurd	Principals Secretary	18	18	15L
Jennifer Knapp	Cook/Cashier	5	5	5
Nancy Krontz	Cook/Cashier	19	17	15L
Emily Langille	Payroll Clerk	9	14	14
Lee Lance	Bus Driver	15	15	15
Nichole Lerch	CLC Parapro	6	1	1
Debbie Lipford	Trans. Secretary	25	20	20L

Employee	Position	Field Experience	Classification Experience	Step
Edward Lowe	Asst. Custodian	9	9	9
Pamela Lowe	Head Custodian	2	2	2
Vicky Makin	Library Secretary	30	23	23L
Jeannie McCarty	Parapro	16	16	15L
Marlena Morrow	Bus Driver	13	10	10
Brooke Newman	Playground Monitor	2	2	2
Michelle Noble	EMIS Secretary	7	4	4
John Patch	Asst. Custodian	10	10	10
Kelly Peterson	Cafe Coordinator	13	13	13
Jill Pigg	Bus Driver	4	4	0(retire/rehire)
Sheal Price	Parapro	10	10	10
Michael Reichart	Asst. Custodian	2	2	2
Brenda Richmond	Athletic Secretary	18	14	14
Pam Rodenbucher	Asst. Custodian	18	10	10
Michelle Ronowski	Playground Monitor	6	6	6
Kathy Rowland	Parapro	18	17	15L
Ronald Schrock	Asst. Custodian	9	9	9
Heather Shinsky	Playground Monitor	7	7	7
Janet Shoemaker	Parapro	8	8	8
Cortney Smith	Playground Monitor	6	6	6
Sherrie Smith	Cook/Cashier	22	22	20L
Jodi Sollers	EMIS Secretary	13	6	6
Joanne Sprague	Bus Driver	6	6	0(retire/rehire)
Amanda Steiner	Bus Driver	2	2	2
Darlene Steiner	Head Custodian	18	13	13
Chris Villers	Head Custodian	10	10	10
Kenneth Weaver	Bus Driver	8	8	8
Michelle White	Parapro	9	9	9
Lisa Whitely	Parapro	2	2	2
Jessica Wiley	Parapro	2	2	2
Tracie Winters	Parapro	13	13	13
Debbie Yeich	Guidance Secretary	21	12	21L
Karen Zarzour	Bus Driver	17	17	15L

Supplemental Employment

Approve the non-renewal of certified/non-certified supplemental coaching, advisor and LPDC contracts as presented that are expiring in 2019 (Exhibit S-1).

- **Salary Notices-** The Superintendent recommends that the Field Local Board of Education authorize salary notices to be sent to:

Certificated personnel who hold a two year supplemental contract expiring in 2020, or a three year LPDC contract expiring in 2020/2021 (Exhibit S-1).

- **Reduction In Force** – The Superintendent recommends that the Field Local Board of Education approve Reduction In Force for employees due to financial reasons beginning with the 2019-2020 school year if their contract is renewed. This action will only be necessary if the May 7, 2019 levies are not successful (Exhibit S-2).
- **Non-Renewals**–The Superintendent recommends the tutor listed below not be re-employed at the expiration of the current limited one year tutor contract for the 2019-2020 school year:

Nicole Hedberg-District Tutor

- **Non-Renewals**–The Superintendent recommends that the employee listed below not be re-employed at the expiration of their current one year limited Cook/Cashier contract and that their current contract of employment be non-renewed for the 2019-2020 school year.

Board Resolution to Non-renew

Whereas, the employment contract of Cook/Cashier employee Allison Morrow expires at the end of the 2018-2019 school year, and,

Whereas, the Board of Education does not intend to re-employ Allison Morrow following the expiration of her current contract of employment,

Now, Therefore, Be It Resolved by the Board of Education of the Field Local School District:

Section 1. That the Board hereby determines and declares its intent not to re-employ Allison Morrow following expiration of her current contract of employment.

Section 2. That the Treasurer is directed to give written notice of this resolution to Allison Morrow not later than June 1, 2019.

Certificate

I hereby certified that the foregoing is a true copy of a resolution adopted by the Board of Education of the Field Local School District at a regular meeting held on April 15, 2019.

Treasurer _____ Date _____

- **Cafeteria Prices** – The Superintendent recommends that the Field Local Board of Education approve the increase to student lunches for the 2019-2020 school year:

Elementary			Middle/High		
Breakfast	\$1.50	.50 increase	Breakfast	\$1.75	.75 increase
Lunch	\$3.00	.50 increase	Lunch	\$3.25	.50 increase

- **Resignation(s) / Transfer(s)** - The Superintendent recommends that the Field Local Board approve the transfer(s) of the following:

Michelle Ronowski did not accept Paraprofessional position at Brimfield that she was awarded at March 11, 2019 board meeting. Michelle will remain a Playground Monitor at Brimfield.

- **Resignation(s)**- The Superintendent recommends that the Field Local Board approve the transfer(s) of the following:

Carl Adorni, Head Custodian at Suffield effective June 30, 2019 due to retirement.

- **Leave of Absence** - The Superintendent recommends that the Field Local Board of Education approve the following parental leave of absence for certified personnel:

Cortney Schrank, Teacher at Suffield effective March 22, 2019. Effective date of return will be extended to one year unpaid leave which includes FMLA leave.

- **Board Policy** - The Superintendent recommends that the Field Local Board of Education conduct the first reading of the following policies for Board adoption:

Policy

- 1.20 Social Media (NEW)
- 4.00 Professional Staff Positions, Recruiting, and Employment
- 6.15 Graduation/Diploma Requirements
- 6.18 Student Discipline
- 6.19 Code of Student Conduct
- 6.24 Student Dress Code
- 6.26 Dangerous Weapons in the Schools, Bomb Threats and Violent Conduct
- 6.52 Electronic Communication Devices (NEW)
- 6.53 Service Animals (NEW)
- 8.07 Purchases
- 9.24 School Volunteers
- 9.34 Use of Unmanned Aerial Vehicles (Drones)
- 9.37 Crowdfunding

- **Resolution** – The Superintendent recommends that the Field Local Board of Education adopt the following resolution authorizing membership in the Ohio High School Athletic Association for the 2019-2020 school year (Exhibit S-3):

Whereas, the Field Local Schools of Mogadore, Ohio, Portage County have satisfied all the requirements for membership in the Ohio High School Athletic Association, a voluntary not-for-profit association; and WHEREAS, the Board of Education/Governing Board and its administration desire for the schools with one or more grades at the 7-12 grade level under their jurisdiction to be voluntary members of the OHSAA;

NOW THEREFORE, be it resolved by the Field Local Board of Education/Governing Board that Field Middle School and Field High School shall be members of the OHSAA and that the Constitution, Bylaws and Sports Regulations of the OHSAA shall be approved and adopted by this Board of Education for its own minimum student eligibility standards. The Field Board of Education/Governing Board reserves the right to raise the eligibility standards as the Board deems appropriate;

BE IT FURTHER RESOLVED that the schools under this Board's jurisdiction agree to conduct their athletic programs in accordance with the Constitution, Bylaws, Regulations, Interpretations and decision of the OHSAA. Furthermore, the schools under this Board's jurisdiction agree to be primary enforcers of the Constitution, Bylaws and Sports Regulations and their interpretations.

- **Student Accident Insurance** – The Superintendent recommends that the Field Local Board of Education approve the Student Accident Insurance Program from Guarantee Trust Life Insurance as an option for Field students in grades K-12 during the 2019-2020 school year (Exhibit S-4).
- **Operations/Vendor Contracts** – The Superintendent recommends that the Field Local Board of Education enter into a vendor contract with the following:

Sheree Ricketts, independent contractor, Visually Impaired services for the 2019-2020 school year (Exhibit S-5).

Treasurer Items

- **Fiscal** – The Treasurer recommends that the Field Local Board of Education approve the following:
 1. Financial reports for the period ending February 28, 2019.
 2. Enrollment for 2020 in the Optimal Health Initiatives Group Rating Agreement of Participation and Consent for Workers Compensation at a projected savings of \$12,805.00 (Exhibit T-1).

- **Inventory** – The Treasurer recommends that the Field Local Board of Education approve scrapping and/or auctioning of the following:

bus 8 2003 ford e-450 1fdxe45f33ha18045
bus 13 2001 international/ thomas 1hvbbaan814365431
bus 21 1995 international 1hvbbabn5sh650507
bus 26 1995 gmc/bluebird 1gdm7t1j9s9506831
bus 37 2001 international/thomas 1hvbbaan61h412648
bus 38 2004 international/blue bird 4uzzaxdc05cu27906

- **Donations** – The Treasurer recommends that the Field Local Board of Education accept the following donation(s):

1. Heidi Kline, educational classroom supplies to Suffield Elementary-\$150.00.
2. Bridge Bible Church, voluntary rent payment donation to Brimfield Elementary-\$100.00.
3. Brimfield Elementary PTA to Brimfield Elementary for student camp donation-\$405.00.
4. American Heart Association to Suffield Elementary-\$100.00

- **Informational Items**

The following degree changes will take effect for the 1st semester of the 2019-2020 school year:

Chelsey Carpenter B+15 to B+30

There being no further business to come before the Field Local Board of Education
Member Porter moved, seconded by Member Stewart to adjourn the April 15, 2019
regular meeting.

19-0030

Roll Call: Porter-Yes, Stewart-Yes, Calcei-Yes, Kline-Absent, May-Yes.
President declared the motion carried

The meeting was adjourned at 7:42 P.M.



Laura May, President

Attest: Todd Carpenter, Treasurer

2018-2019 School Year-

\$34,166.00 Base

Exhibit S-1 April 15, 2019

Supplemental Activity	NAME	Base Index	Step 1 Step 2 Step 3			YRS	EXP	TYPE	EXPIR	AMOUNT
			Base	complete	complete					
			Yrs.	Ex	Yrs.	Ex	5	Yrs	Ex	
			0	0.1200	0.3600	0.6000				

Drama

			non renewal	salary notice						
Musical - Director	Arwen Smith	0.0400			2	1	2019			1,367
Drama Play	Arwen Smith	0.0400			2	1	2019			1,367
Vocal Music Director	Heather Mowcomber	0.0200			0	1	2019			683
Fall Tech/Set Director	Mike Smith	0.0100			2	1	2019			342
Spring Tech/Set Director	Mike Smith	0.0100			2	1	2019			342

Fine Arts

HS Band	Chuck Collins	0.0600			32	2	2019			2,050
MS Band	Denise Soulsby	0.0600			32	2	2019			2,050
HS Art	Scott Kline	0.0200			3	2	2020			683
MS Art	Taylor Gosseck	0.0200			2	1	2019			683
Elem Art	Katie Tannert	0.0200			3	2	2020			683
Elem Art	Amy Madden	0.0200			3	2	2020			683
HS Vocal Music (choir)	Jessica Havallo	0.0500			1	1	2019			1,708
MS Vocal Music (choir)	Jessica Havallo	0.0300			1	1	2019			1,025
Elem Vocal Music	Drexle Frech	0.0200			3	2	2020			683
Elem Vocal Music	Katie Kirby	0.0200			1	1	2019			683

LPDC

LPDC	Lori Brake	0.0400	3	2	2020	1,367
LPDC	George Wetzel	0.0400	4	2	2019	1,367
LPDC	Michelle Yoho	0.0400	0	3	2021	1,367
LPDC	Theresa Cianchetti	0.0400	4	3	2019	1,367
Chairperson	Theresa Cianchetti	0.0200	4	2	2019	683
Secretary	Lori Brake	0.0100	1	1	2019	342

DEPARTMENT HEADS

Special Education	Jill Klettlinger	0.0300	4	2	2019	1,025
Primary Brimfield	Christine Pope	0.0300	1	1	2019	1,025
Intermediate Brimfield	Chelli Yoho	0.0300	12	2	2019	1,025
Primary Suffield	Staci Lowden	0.0300	4	2	2019	1,025
Intermediate Suffield	Merideth Lawrence	0.0300	4	2	2019	1,025
Middle School Mathematics	Tina Kruse	0.0300	5	2	2020	1,025
Middle School English (50%)	Beth McHenry	0.0300	1	1	2019	512.50
Middle School English (50%)	Denise Leek	0.0300	12	2	2019	512.50
Middle School Social Studies	Mike McKinney	0.0300	7	2	2020	1,025
Middle School Science	Evie Loftin	0.0300	3	2	2020	1,025
High School Math	Susan Vitko	0.0300	8	2	2019	1,025
High School English	Chris Burke	0.0300	5	2	2020	1,025
High School Social Studies	Vicky Dahl	0.0300	12	2	2019	1,025
High School Science	Danielle Underwood	0.0300	8	2	2019	1,025
Art Department Head	Amy Madden	0.0300	5	2	2020	1,025
Music Department Head	Denise Soulsby	0.0300	18	2	2019	1,025
Health/PE Department Head	Samantha Wilson	0.0300	1	1	2019	1,025

Civic Middle School (0.0400 of Base)

Student Council Advisor	Bonnie Schuck	0.0400	5	2	2019	1,367
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Middle School Civics Pool (0.0200 of Base)

Spelling Bee Coordinator	Beth McHenry	0.0067	2	1	2019	229
Power of Pen Coach - 7 & 8	Daniel Battaglia	0.0067	4	2	2019	229
National Honor Society	Laura Goldman	0.0067	2	2	2019	229

Civic High School (0.3610 of Base)

Student Council	Sara Sanzone	0.0400	1	1	2019	1,367
National Honor Society	Connie Tenney	0.0400	3	2	2020	1,367
Yearbook	Chris Burke	0.0500	10	2	2020	1,708
Freshman Class Advisor	Vicky Dahl	0.0385	4	2	2019	1,315
Sophomore Class Advisor	Bonnie Schuck	0.0385	1	1	2019	1,315
Junior Class Advisor	Brittany Campbell	0.0385	0	1	2019	1,315
Junior Class Advisor	Miranda Titko	0.0385	1	1	2019	1,315
Senior Class Advisor	George Wetzel	0.0385	14	2	2019	1,315
Senior Class Advisor	Ashley Mauger	0.0385	5	2	2020	1,315

High School Civics Pool (0.0390 of Base)

Teenage Institute	Marisa Kelsey	0.0130	0	1	2019	444
Quiz Bowl Advisor	Danielle Huddleston	0.0130	0	1	2019	444
French Club	Meredith Stratton	0.0130	9	2	2020	444

Faculty Manager - Boys

N/A

Faculty Manager - Girls

N/A

Fitness Fall	Levi Miller	0.0300	3	2	2020	1025
Fitness Winter (50%)	George Wetzel	0.0300	5	2	2019	512.5
Fitness Winter (50%)	Levi Miller	0.0300	0	2	2020	512.5
Fitness Spring (50%)	Juan Baretto	0.0300	0	1	2019	512.50

Fitness Spring	Caleb Wohlwend	0.0300				0	1	2019	512.50
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TOTAL NON-INDEXED

1.6801	57,402
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FINE ARTS & MUSIC

Band Director	Chuck Collins	0.1500	5,125	5,740	6,970	8,200	32	2	2019	8,200
1st Assistant Director	Denise Soulsby	0.1100	3,758	4,209	5,111	6,013	32	2	2019	6,013
Assist. Director Percussion	Charlotte Daugherty	0.0750	2,562	2,870	3,485	4,100	0	1	2019	2,562
Assist. Director Color Guard	Megan Snyder	0.0750	2,562	2,870	3,485	4,100	1	1	2019	2,562
Middle School Jazz Band	Denise Soulsby	0.0350	1,196	1,339	1,626	1,913	32	2	2019	1,913

BASEBALL

Varsity Coach	Joe Peterson	0.1200	4,100	4,592	5,576	6,560	14	2	2019	5,576
Varsity Asst. Coach	Tim Contant	0.0900	3,075	3,444	4,182	4,920	0	1	2019	3,075
JV/Asst. Coach (50%)	Jake Mazek	0.0600	2,050	2,296	2,788	3,280	0	1	2019	1,025
JV/Asst. Coach (50%)	Dru Pifel	0.0600	2,050	2,296	2,788	3,280	0	1	2019	1,025

BOYS BASKETBALL

Varsity Coach	Dom Sanders	0.1650	5,637	6,314	7,667	9,020	0	1	2019	5,637
JV/Asst. Coach	Donald Jones	0.1100	3,758	4,209	5,111	6,013	0	1	2019	3,758
Freshman/Asst. Coach	Malik Billingsley	0.0900	3,075	3,444	4,182	4,920	0	1	2019	3,075
8th Grade Coach	Clifford Gulley	0.0600	2,050	2,296	2,788	3,280	1	1	2019	2,050
7th Grade Coach	Vince Padlucci	0.0600	2,050	2,296	2,788	3,280	0	1	2019	2,050

BOYS SOCCER

High School Head Coach	Juan Bareto	0.1200	4,100	4,592	5,576	6,560	1	1	2019	4,100
Junior Varsity/Asst. Coach	Dru Pifel	0.0650	2,221	2,487	3,020	3,553	1	1	2019	2,221
Middle School Head Boys Coach	Scott Wilson	0.0300	1,025	1,148	1,394	1,640	6	2	2019	1,148

FOOTBALL

High School Head Coach	Raymond Nelson	0.1650	5,637	6,314	7,667	9,020	4	1	2019	5,637
High School Assistant Coach	John Daraio	0.1100	3,758	4,209	5,111	6,013	0	1	2019	3,758
High School Assistant Coach	Jared Angelica	0.1100	3,758	4,209	5,111	6,013	0	1	2019	3,758
High School Assistant Coach	Shane Reed	0.1100	3,758	4,209	5,111	6,013	0	1	2019	3,758
High School Assistant Coach	Caleb Wohlwend	0.1100	3,758	4,209	5,111	6,013	1	1	2019	3,758
Freshman /Asst. Coach	Anthony Anzaldi	0.0900	3,075	3,444	4,182	4,920	0	1	2019	3,075
Freshman/Asst. Coach	not filled	0.0900	3,075	3,444	4,182	4,920				
Middle School Head Coach	George Wetzel	0.0900	3,075	3,444	4,182	4,920	18	2	2020	4,920
Middle School Asst. Coach	Joe Peterson	0.0900	3,075	3,444	4,182	4,920	13	2	2019	4,182

CROSS COUNTRY

High School Head Coach	Ed Conroy	0.1200	4,100	4,592	5,576	6,560	24	2	2020	6,560
Varsity Assistant Coach	Becky Scott	0.0900	3,075	3,444	4,182	4,920	4	2	2020	3,075
Middle School Head Coach	Mike McKinney	0.0600	2,050	2,296	2,788	3,280	10	2	2019	2,788

GOLF

Varsity Coach	Bob Harris	0.0900	3,075	3,444	4,182	4,920	0	1	2019	3,075
Junior Varsity/Asst. Coach	Nick Messam	0.0600	2,050	2,296	2,788	3,280	0	1	2019	2,050

TRACK

High School Head Coach	Ed Conroy	0.1400	4,783	5,357	6,505	7,653	18	2	2020	7,653
High School Assistant Coach	George Wetzel	0.0900	3,075	3,444	4,182	4,920	7	2	2020	3,444
High School Assistant Coach	Danielle Huddleston	0.0900	3,075	3,444	4,182	4,920	2	1	2019	3,075
High School Assistant Coach	Levi Miller	0.0900	3,075	3,444	4,182	4,920	3	2	2020	3,075
Middle School Head Coach	Mike McKinney	0.0800	2,733	3,061	3,717	4,373	7	2	2020	3,061
Middle School Assistant Coach	Tina Kruse	0.0600	2,050	2,296	2,788	3,280	12	2	2020	2,788
Middle School Assistant Coach	Becky Scott	0.0600	2,050	2,296	2,788	3,280	4	2	2019	2,050
Middle School Assistant Coach	Clark Bookman	0.0600	2,050	2,296	2,788	3,280	7	2	2019	2,296

WRESTLING

Varsity Coach	David Tenney	0.1650	5,637	6,314	7,667	9,020	14	1	2019	7,667
Junior Varsity/Asst. Coach	Clark Bookman	0.1100	3,758	4,209	5,111	6,013	1	2	2019	3,758
Middle School Head Coach	Tim Fox Jr.	0.0900	3,075	3,444	4,182	4,920	4	1	2019	3,075

GIRLS BASKETBALL

Varsity Coach	Grant Spalte	0.1650	5,637	6,314	7,667	9,020	1	1	2019	5,637
Junior Varsity/Asst. Coach	Dana Tingler	0.1100	3,758	4,209	5,111	6,013	1	1	2019	3,758
Freshmen/Asst. Coach	Rebecca Muldowney	0.0900	3,075	3,444	4,182	4,920	1	1	2019	3,075
8th Grade Coach	Meghan Rooney	0.0600	2,050	2,296	2,788	3,280	1	1	2019	2,050
7th Grade Coach	Nathan Kilker	0.0600	2,050	2,296	2,788	3,280	1	1	2019	2,050

GIRLS SOCCER

High School Head Coach	Brian Misanko (resigne	0.1200	4,100	4,592	5,576	6,560				
Junior Varsity/Asst. Coach	Miranda Titko	0.0650	2,221	2,487	3,020	3,553	2	1	2019	2,221
Middle School Head Coach	Scott Wilson	0.0300	1,025	1,148	1,394	1,640	6	2	2019	1,148

SOFTBALL

Varsity Coach	Beth Dyer	0.1200	4,100	4,592	5,576	6,560	14	2	2019	5,576
Varsity/Asst. Coach	Bob Bauer	0.0900	3,075	3,444	4,182	4,920	8	1	2019	3,444
JV/Asst. Coach	Dan Battaglia	0.0600	2,050	2,296	2,788	3,280	3	2	2020	2,050

VOLLEYBALL

Varsity Coach	Beth Dyer	0.1200	4,100	4,592	5,576	6,560	5	2	2019	4,100
Junior Varsity/Asst. Coach	Dan Battaglia	0.0900	3,075	3,444	4,182	4,920	3	2	2020	3,075
Freshman Coach	Shannon Moye	0.0600	2,050	2,296	2,788	3,280	0	0	2019	2,050
8th Grade Coach	Elise Gall	0.0600	2,050	2,296	2,788	3,280	1	1	2019	2,050
7th Grade Coach	Anna Carlson	0.0600	2,050	2,296	2,788	3,280	2	1	2019	2,050

CHEERLEADING

HS Head Advisor	Hannah Cassetty	0.0900	3,075	3,444	4,182	4,920	2	1	2019	3075
HS Asst. Advisor - JV	Michelle Dille	0.0600	2,050	2,296	2,788	3,280	0	1	2019	2050
MS Head Advisor	Falyn Davis	0.0300	1,025	1,148	1,394	1,640	0	1	2019	1025

TENNIS

Varsity Boys Head Coach - Spring	Blair Stockey	0.0900	3,075	3,444	4,182	4,920	18	2	2019	4,920
Varsity Girls Head Coach - Fall	Blair Stockley	0.0900	3,075	3,444	4,182	4,920	18	2	2019	4,920

Reduction In Force
2019-2020 School Year

Brimfield

Elise Starkey
Rebecca Schlegel
Chelsey Carpenter
Katherine Kirby

Suffield

Meaghan Rooney
Holly Kear
Maria Beech

Middle School

Ashley Mack
Jessica Havallo (MS/HS)
Theresa Combs
Taylor Gosseck

High School

Marisa Ritchey
Kairie Rawley
Brittany Campbell
Terri Baker
Jenna Ramskugler
Danielle Huddleston
Meredith Stratton
Dana Cummins
Levi Nelson
Scott Kline

*List does not include 2 retirements, 1 interim contract or 1 non-renewal.



OHIO HIGH SCHOOL ATHLETIC ASSOCIATION

Jerry Snodgrass, Executive Director

Exhibit S-3
April 15, 2019

April 1, 2019

The Ohio High School Athletic Association's Constitution requires the Board of Education or similar governing board (in a non-public school/system) to annually adopt a resolution authorizing their schools that were members during the 2018-19 school year to continue membership for the 2019-20 school year. Once your Board of Education or similar governing body has passed this resolution for continued membership, the enclosed "Board of Education Resolution Card" needs to be completed and returned per the enclosed instructions.

Eligibility for Membership:

Schools eligible for membership are those which include one or more grades at the 7-12 level.

Conditions for Membership:

Voluntary membership in the Ohio High School Athletic Association is also an agreement by all schools listed on the back of the card to conduct their athletic programs of OHSAA sponsored sports in accordance with the Constitution, Bylaws, and Regulations of the Ohio High School Athletic Association and the interpretations and decisions of the OHSAA staff. Participation in sponsored tournaments is voluntary and membership is also an agreement to abide by all tournament regulations when participating. This also means that member schools agree to their respective tournament assignment and accept that all decisions by contest officials – whether in regular season contests or tournament contests – are final. The Bylaws and Regulations are approved annually by the member schools and are made available to each member school through the annual publication of the OHSAA Handbook.

It is also important to note that beginning with the 2017-18 school year, member high schools that wish to have the privilege of continued full membership in the OHSAA must meet the following requirements:

- Must sponsor a minimum of two OHSAA Sanctioned interscholastic sports per sport season
- Compete in at least 50% of the maximum allowable regular season contests permitted
- Participate in all OHSAA post season tournaments in the minimum 2 sports sponsored by the school.

Scheduling Board Meeting

Continued membership in the OHSAA requires adoption of the resolution to continue membership for the schools on the enclosed card by your Board of Education or similar governing body. The card must be received no later than July 31, 2019 to ensure continued membership. Therefore, please add this item to the agenda of your next board meeting.

Contents of this Mailing:

Please find enclosed in this mailing:

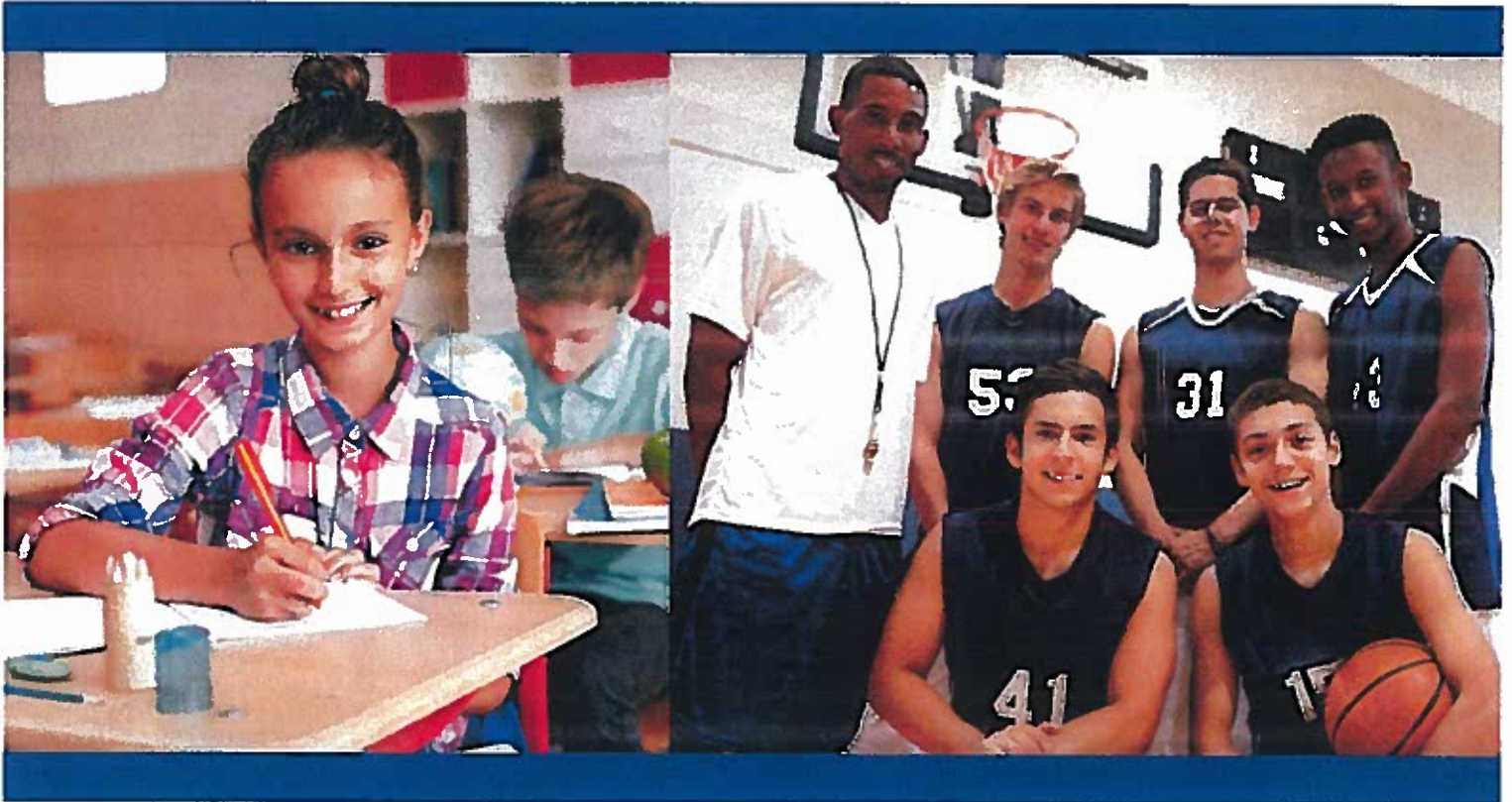
- Cover Letter from Executive Director Jerry Snodgrass
- Instruction sheet for completing and returning the Resolution Card.
- Pre-addressed and stamped return envelope using US Postal Service

2019-20 OHIO STUDENT ACCIDENT INSURANCE PROGRAM Multi-Benefit Protection

Registered by:

**Student
Protective
Agency**

300 Coshocton Ave.
Mount Vernon, OH 43050
1-800-278-2544



ACCIDENT INSURANCE PROTECTION HELPING PROVIDE:

For the Student - Sound coverage with a selection of plan options

For the Parent - Additional financial security to help in times of increasing medical costs

For You - The fulfillment of an administrative service and responsibility

Underwritten & Claims Administered by:

GTL | **GUARANTEE
TRUST
LIFE**

Guarantee Trust Life Insurance Company (GTL)
1275 Milwaukee Ave., Glenview, IL 60025
1-800-622-1993
www.gtlic.com



ACCIDENT INSURANCE PLANS

for all students and athletes



SCHOOL-TIME STUDENT ACCIDENT COVERAGE: Helps protect your students the entire school year, during regular school sessions, as well as participating in other school-sponsored activities requiring the attendance of the student. Also provides protection for your students while traveling directly to or from the student's Residence and school to attend or participate in school activities. The expiration date of coverage shall be the close of the regular nine month school term, except while the Insured is attending academic classroom sessions exclusively sponsored and solely supervised by the school during the summer.

24-HOUR-A-DAY ACCIDENT COVERAGE: Provides protection for your students 24-hours-a-day, year-round and continues until the end of the Policy Year. The student is protected AT HOME, AT SCHOOL, AT CAMP, ON VACATION. . . ANYWHERE ACCIDENTS CAN HAPPEN.

SPORTS ACCIDENT COVERAGE: Interscholastic sports (including practice) are covered by the School-Time and 24-Hour-A-Day Accident Coverage. Travel is also covered when going directly and uninterruptedly to and from practice or competition when traveling as a group in a Designated Vehicle. High school tackle football for grades 10 through 12 (including grade 9 if playing or practicing with grades 10 through 12) is only covered by the optional Football Only Accident Coverage, which requires an additional premium.

FOOTBALL ONLY ACCIDENT COVERAGE: Players in Grades 10 through 12 (including grade 9 if playing or practicing with grades 10 through 12) are covered for accidents occurring while participating in high school interscholastic tackle football practice or competition. Travel is also covered when going directly and uninterruptedly to and from such practice or competition when traveling as a group in a Designated Vehicle.

EFFECTIVE COVERAGE DATES: Coverage will be effective on the date of premium receipt by GTL, its representatives or school officials, or the official first day of school, whichever is later.

For interscholastic sports, coverage can pre-date the official first day of school for students who are participating in pre-school practice sessions, competition or covered travel sanctioned by the Ohio High School Athletic Association. In such cases coverage will be effective as of the date of premium receipt but only while participating in actual practice sessions, competitions or covered travel. Other aspects of coverage will not commence until the official first day of school.

Football Only Accident Coverage begins on the date of premium receipt by GTL, its representatives or school officials, but not prior to the first official date of practice and no earlier than August 1st as sanctioned by the Ohio High School Athletic Association and continues through the date of the last official game of the 2019 season, including playoffs. Other aspects of coverage will not commence until the official first day of school.

EXCESS PROVISION: All Covered Charges will be considered for payment on an Excess basis if any Other Valid and Collectible Insurance covers the Insured person.

2019-20 POLICY BENEFITS AND PREMIUMS

All Maximum amounts are per Injury except as specifically stated.

Injury means bodily injury due to an Accident which results directly and independently of disease, bodily infirmity, or any other causes; solely, directly and independently of all other causes, results in medical expense; occurs after the effective date of the Covered Person's coverage under the Policy; and occurs while the Policy is in force. All injuries sustained in any one Accident, including all related conditions and recurrent symptoms of these injuries are considered a single Injury.

COVERAGE AND BENEFITS		LOW OPTION	HIGH OPTION
Maximum Benefit Amount Per Injury		\$25,000.00	\$25,000.00
Deductible		\$0.00	\$0.00
Hospital Room and Board and general nursing care limited to a maximum of		\$150.00/day	\$300.00/day
Hospital Miscellaneous Expense limited to a maximum of		\$1,000.00	\$2,000.00
Hospital Emergency Care limited to a maximum of		\$150.00	\$300.00
Orthopedic Appliances furnished by the Hospital limited to a maximum of		\$100.00	\$200.00
Doctor's fees for surgery, in accordance with the Surgical Schedule using		\$80.00 per unit value	\$160.00 per unit value
Anesthesia Services, limited to		25% of the Surgical Schedule allowance	25% of the Surgical Schedule allowance
Non-Surgical Doctors' Visits, including Physical Therapy Physical Therapy is limited to a maximum benefit of 3 visits.		\$25.00	\$50.00
Dental Treatment, per tooth (for Injury to Sound, Natural Teeth) limited to Up to a maximum of		\$200.00 \$600.00	\$400.00 \$1,200.00
Imaging procedures, including X-rays and interpretation, limited to a maximum of amount of		\$100.00	\$200.00
MRI/CAT Scan, up to a maximum benefit of		\$125.00	\$250.00
Ambulance Expense, limited to a maximum of		\$100.00	\$200.00
Loss of Life		\$2,000.00	\$2,000.00
Loss of One Hand or One Foot or Entire Sight of Both Eyes		\$1,000.00	\$1,000.00
Loss of both Hands or Feet		\$10,000.00	\$10,000.00
PREMIUMS (ONE-TIME PAYMENT)		LOW OPTION	HIGH OPTION
SCHOOL-TIME ACCIDENT COVERAGE			
Students — Grades K - 6		\$23.00	\$46.00
Grades 7 - 12		\$37.00	\$74.00
24-HOUR-A-DAY ACCIDENT COVERAGE			
Students — Grades K - 6		\$79.00	\$158.00
Grades 7 - 12		\$91.00	\$182.00
OPTIONAL FOOTBALL ONLY ACCIDENT COVERAGE			
Per Player — Grades 10 - 12 (including grade 9 if playing or practicing with grades 10 through 12)		\$129.00	\$258.00

EXCLUSIONS

THE POLICY DOES NOT COVER: (1) Treatment, services or supplies which are not Medically Necessary; are not prescribed by a Doctor as necessary to treat an Injury; are Experimental/Investigational in nature; are received without charge or legal obligation to pay; are received from persons employed or retained by the Policyholder or any Family Member, unless otherwise specified; or are not specifically listed as Covered Charges in the Policy; (2) Intentionally self-inflicted Injury; (3) Injury sustained while violating or attempting to violate any duly enacted law; (4) Injury by acts of war, whether declared or not; (5) Injury received while traveling or flying by air, except as a fare paying passenger on a regularly scheduled commercial airline; (6) Injury covered by Worker's Compensation or the Occupational Disease Law; (7) Treatment of illness, disease or infections, except infections which result from an accidental Injury or infections which result from accidental, involuntary or an unintentional ingestion of a contaminated substance; (8) Hernia, any type; (9) Injury sustained fighting or brawling, except in self-defense; (10) Suicide or attempted suicide; (11) Loss resulting from the use of any drug or agent classified as a narcotic, psycholytic, psychedelic, hallucinogenic, or having a similar classification or effect, unless prescribed by a Doctor; (12) Injury sustained while operating, riding in or upon, mounting or alighting from, any two, three or four-wheeled recreational motor/engine driven vehicle, snowmobile or all-terrain vehicle (ATV); (13) Injury sustained while participating in or practicing for senior high interscholastic tackle football including grade 9 if playing with grade 10 or above, including travel, unless optional coverage has been purchased; (14) Cosmetic or plastic surgery, except for reconstructive surgery on an injured part of the body; (15) Treatment in any Veteran's Administration or federal Hospital, except if there is a legal obligation to pay; (16) Loss resulting from being legally intoxicated or under the influence of alcohol as defined by the laws of the state in which the Injury occurs; (17) Dental treatment, except as specifically stated; (18) Services of an assistant surgeon or Doctor when surgery is performed; (19) Eyeglasses, contact lenses, routine eye exams or prescriptions therefore; (20) Prescription Drugs, crutches, braces, artificial limbs, etc., except as specifically stated.

IMPORTANT INFORMATION

1. Treatment must begin within thirty (30) days of Accident.
2. Expense must be incurred within fifty-two (52) weeks of Accident.
3. Written proof of loss must be furnished within ninety (90) days of Accident.
4. No refunds are available.

Group Blanket Accident insurance products are issued on Form Series GP-2020 or GP-1200 by Guarantee Trust Life Insurance Company, Glenview, IL. These products and their features are subject to state availability and may vary by state. Certain exclusions and limitations may apply. The exact provisions governing the insurance are contained in the Policy issued to the Policyholder and certain provisions may be administered to conform to state requirements. The Policy shall control in the event of any conflict between the Policy and this brochure. For complete details of coverage please contact the agent administering the program.

GUARANTEE TRUST LIFE INSURANCE COMPANY

Glenview, Illinois

Application For Blanket Student Accident Insurance

Name of

Policyholder: _____

Address: _____

Street

City

State

Zip

County

Junior/Middle High Schools consist of grades _____ Senior High Schools consist of grades _____

Total District enrollment: _____ Please attach a list of all schools in the District.

Policy Number: 344-00P-

☐ STUDENT ACCIDENT COVERAGE

Coverage shall become effective on the date that premium is received by the Company or its representative, but in no event prior to the first day of school, which is _____. The termination date shall be _____, which is the opening day of the following fall term of the Policyholder. Termination of each individual's insurance will be as outlined in the Master Policy.

For interscholastic sports which begin prior to the first day of school, coverage begins on the first day of the earliest practice, which is _____. Coverage for each individual sport terminates at the end of its season, as determined by the State High School Athletic Association.

☐ FOOTBALL ONLY ACCIDENT COVERAGE

☐ IN EFFECT

☐ NOT IN EFFECT

Interscholastic Football Only Accident Coverage becomes effective at 12:01 a.m. on _____ and expires at 11:59 p.m. on December 31st of the same year. Spring Practice begins on _____. Each individual's football coverage shall become effective on the date the premium is paid, provided the Company receives the name and premium in an envelope postmarked not later than three days after coverage is to be effective. In the event that the name and premium are received at a later date, coverage shall be effective on the day after the date of postmark.

It is understood and agreed that Interscholastic Football Only Accident Coverage will be null and void unless Student Accident Coverage is offered by the school authorities to all students in all schools of the Policyholder.

The Student Accident Insurance Policy will cover those students who pay the required premium as shown below:						
<u>COVERAGE</u>	<u>GRADES</u>	<u>PREMIUMS</u>		<u>COVERAGE</u>	<u>GRADES</u>	<u>PREMIUMS</u>
24-Hour	K-6	Low	High	Football Only Per Player	10-12	Low / High
	7-12	\$79	\$158		(Including grade	\$129 \$258
School-Time	K-6	\$23	\$46		9 if playing or	
	7-12	\$37	\$74		practicing with	
					grades 10-12)	

It is agreed that any claim form presented by the Policyholder will certify that the claimant was actually injured while attending, playing, or practicing, or attending school as a student of the Policyholder.

Any person who, with intent to defraud or knowing that he is facilitating a fraud against an insurer, submits an application or files a claim containing a false or deceptive statement is guilty of insurance fraud.

All documents that form our insurance relationship will be provided to you in electronic format, unless otherwise requested.

Authorized Signature: _____ Date: _____

Agent Signature: _____ Date: _____

Ship supplies to address below:

Street Address: _____ Phone: _____

City: _____ State: _____ Zip: _____

Attention: _____ Requested Date of Shipment: _____

Please provide an email address to receive supplies electronically: _____

GA-15-KV-OH

INDEPENDENT CONTRACTOR AGREEMENT

This agreement is entered into on June 13, 2019 -June 12, 2020 by and between Field Local School District and Sheree Ricketts, an independent contractor, hereinafter referred to as a contractor.

The contractor shall:

1. Maintain status as a certified Teacher of the Visually Impaired (TVI), including attendance at continuing education programs, current certification and any other required areas;
2. Perform evaluations, assessments, treatment, participate in IEP meetings, complete all required paperwork (IEP's, ETR's and progress reports), consult with other team members, provide instruction in the use of assistive technology and braille, order and adapt materials as per the students IEP or as requested by the district;
3. Frequency and duration of service and instruction will be as per IEP but no sub is required. Minutes due to absence of the contractor will be made-up by the contractor.
4. Indemnify and hold Field Local Schools harmless from all losses, injuries or damages caused by the negligent, reckless or intentional acts or omissions of the contractor in rendering services pursuant to this agreement;
5. Maintain professional liability insurance;
6. Provide monthly billing/invoice sheets to Field Local Schools indicating details of service;
7. Consult on a regular basis with the director of special services regarding how best to carry out contractor's responsibilities under this agreement.
8. Contribute board and employee share to STRS in cooperation with Field Local School District

Field Local Schools shall:

1. Pay the contractor \$82 per hour for vision services, to be paid on a monthly basis, in response to invoices submitted by the contractor.
2. Employ contractor 16-20 hours per week with no make-up days if school is not in session on the contracted days. Contractor will only be paid for days and hours worked.

Signatures

Contractor

Date

Field Local School District -Superintendent

Date



Exhibit T-1
April 15, 2019

April 2, 2019

Group Rating Savings Projection

BWC Policy #36751051

Mr. Todd Carpenter
Field LSD
2900 State Route 43
Mogadore, OH 44260

We are pleased to invite you to participate in the Group Rating Program for the 2020 rate year 1/1/2020 to 12/31/2020 with the projected discount/savings of:

Participation Discount:	-44%
Final Discount with Break-Even Factor (BEF) Applied:	-38%
Individual Premium:	\$53,561
Group Rated Premium:	\$40,756
Projected Savings:	\$12,805

In addition to this savings, you will also receive the highest level of experienced consultative services and assistance with claims management, hearing representation, safety, and unemployment representation. Our dedicated team members that specialize in public employer workers' compensation currently work with over 300 schools, cities, villages, townships, libraries, and state agencies - most of which are group rated, group retrospectively rated, individually retrospectively rated or self-insured.

Plus savings beyond workers' comp. As The Human Resources People, Sheakley offers a variety of programs that help you save time, save money, and stay compliant with the ever-increasing regulations businesses face today. Learn more about how our services can help you at sheakley.com.

ENROLLMENT IS EASY!

While you are eligible for Group Rating and Group Retrospective Rating programs that both provide significant savings, you can only participate in one. To enroll, return your paperwork to the following address by the deadline:

Enrollment Deadline: Thursday May 30, 2019
Email: rating@sheakley.com
Mail: Sheakley, Attention: Rating Team
One Sheakley Way
Cincinnati, OH 45246

A special note: participation in our Unemployment Program is complimentary for group rating or retro participants. To enroll, please visit our website at www.sheakley.com/ClientAccess. Scroll to employers - Unemployment section to download the authorization form(s) and return those to the address above.

We look forward to serving you and appreciate your trust in Sheakley. For questions or assistance, please contact a Sheakley Representative at 513-618-1439 or rating@sheakley.com.



GROUP RATING PROGRAM

Savings Projection for Rate Year 1/1/2020 to 12/31/2020

BWC Policy # 36751051

SHEAKLEY / Optimal Health Initiatives

Enrollment Deadline: Thursday May 30, 2019

Prepared for: Field LSD

NCCI Code	Base Rate	Projected Annual Payroll*	Projected Individual Rate* -18%	Estimated Individual Premium	*Projected Group Rate* -38%	Estimated Group Premium with BEF
9434	0.0056	\$10,496,020	0.005103	\$53,561	0.003883	\$40,756

*Above rates include BWC administrative costs.

PROJECTED SAVINGS: \$12,805

Annual Service Fee: \$ 2,500

For your convenience, this fee fulfills your sponsor membership requirement per BWC regulations. Payment is not due until you are invoiced by Sheakley.

We look forward to continuing our partnership!

For questions or assistance, please contact a Sheakley Representative at 513-618-1439 or rating@sheakley.com.

All participants must be in compliance with BWC guidelines:

- Maintain a current membership with the sponsoring organization.
- Any premium lapses in excess of 40 days may result in ineligibility from future program participation.
- Failure to report your true-up payroll and pay any additional premium that may be due will result in ineligibility for the current program, future programs, and may also impact any refund from prior year program participations.
- Outstanding BWC balance may result in ineligibility for program participation.
- Forms MUST be signed by an officer of the company and CANNOT be signed by the CPA/TPA.
- Participant agrees to disclose in full to Sheakley any organizational restructuring, including but not limited to having a relationship with a PEO, purchase or acquisition of any portion of business operations, assets, or employees form another business entity or BWC policy, and/or successorship imposed by the BWC. Enrollment into our group acknowledges acceptance of these terms. Any participant that is not in agreement with these terms must notify Sheakley prior to the application deadline so that said policy can be excluded from our group rating program.

This projection is based on current claims costs at the time of review. Sheakley reserves the right to re-evaluate your organization's participation. Program participation as offered by the BWC is subject to current and future administrative, state, and federal rules and regulations.

Optimal Health Initiatives
Group Rating Agreement of Participation and Consent

Page 1 of 2

Sheakley UniService, Inc., One Sheakley Way, Cincinnati, OH 45246 ("Sheakley") hereby offers its services as consultants to: Field LSD ("Participant"), and, subject to final acceptance by the Ohio Bureau of Workers' Compensation, enrollment in the 2020 Group Rating Plan Year for the Optimal Health Initiatives Ohio Workers' Compensation Group Rating Program ("Program") for a service period of one year (12 months) beginning with the inception of this Agreement and subject to renewal as stated hereafter:

Said services consist of:

1. Filing of the completed Employer Statement for Group Rating Plan (BWC Form AC-26) and the Sponsoring Organization's Application for Group Rating Plan (BWC Form AC-24);
2. Providing regional industry education, safety, and claims management seminars;
3. Providing actuarial review of Participant's rating experience;
4. Providing claim management for work related injuries which impact Participant's premium rates; and
5. Providing consultation to Participant and representation of Participant, as permitted, before the Ohio Bureau of Workers' Compensation and Industrial Commission of Ohio upon proper notification on the following matters: manual classification, claim and rate protest, and adjudication.

All services are subject to current and future administrative, state, and federal rules and regulations as they may be amended periodically by the State of Ohio, the Ohio Bureau of Workers' Compensation ("BWC"), and the Industrial Commission of Ohio, including those that prohibit the practice of law by non-attorneys. The parties agree this Agreement shall be construed according to the laws of the State of Ohio. The provisions of this agreement are severable, and if any part of it is found unenforceable, the remaining parts shall remain fully valid and enforceable. It is understood that being a lay company, Sheakley can not, and will not, perform any functions before the BWC or Industrial Commission that may be construed or interpreted as the practice of law. As permitted, Sheakley will assist in the administrative work incidental to the filing of claims and appeals. By signing this Agreement, the undersigned grants Sheakley the authority to execute and endorse, on behalf of the Participant, any documents related to the administration of its workers' compensation program, including but not limited to the filing of appeals, waivers of appeal, motions, request for reconsideration, or any other document which may be necessary to comply with the obligations of this Agreement.

Participant confirms and agrees that it is a member in good standing with the Optimal Health Initiatives ("OHI") and is compliant with the following BWC Rules and Regulations: (a) has not had a lapse in coverage exceeding 40 days; (b) if entered into a partial payment agreement with the BWC, must be current on payment schedule; (c) cannot have unpaid undisputed monies owed to the BWC that are more than 45 days past due as of the application deadline; and (d) cannot participate in more than one group rating plan for the said plan year. Participant also agrees to comply with all current and future BWC Rules and Regulations. Participant further agrees that it is not a Professional Employer Organization/Leasing Company ("PEO") nor does it have currently nor has it had in the past two (2) years a relationship with a PEO, and that it has no pending or completed merger, acquisition or business reorganization which will impact the experience of the group. In addition, prior to any future changes, Participant agrees to disclose in full to Sheakley any organizational restructuring, including but not limited to becoming a PEO, entering into a relationship with a PEO, purchase or acquisition of any portion of business operations, assets or employees from another business entity or BWC risk/policy, and/or successorship imposed by the BWC. If it is determined by Sheakley that future organization restructuring results in negative impact to the Program, Participant agrees to either stop processing of the restructuring or voluntarily request removal from the Program. Failure to disclose this information, or submission of incorrect information, may result in the assessment of additional service fees and/or monetary penalties or assessments against Participant. The amount of such fees, penalties, and/or assessments shall be determined by Sheakley, in its discretion and with approval from the OHI, considering the impact of the additional administrative work and group costs and any additional premiums imposed by the BWC on the Program and/or its participants. Any monies collected for additional premiums will be held by Sheakley and distributed on an equitable basis to any participating members required to remit additional BWC premiums.

Participant agrees to pay, as invoiced, prior to registration in the Program, an administrative and service fee which has been jointly approved by the OHI and Sheakley. Participant acknowledges and agrees that the administrative and service fee is subject to change annually and that payment of this administrative fee does not guarantee participation, or continued participation, in the Program. In the event Participant becomes ineligible for group participation, or the OHI and/or Sheakley determines that Participant is ineligible for participation in the Program, payment received shall be applied to Participant's fee for all other administrative services as outlined in this Agreement. If Participant desires to withdraw from this Program and requests a refund of monies paid, it is understood and accepted that the refunded amount will be prorated for services rendered less a \$75 processing fee. Participant may withdraw their enrollment up to the first Monday in May for that application year by submitting a written request to Sheakley UniService, Inc., Rating Department, One Sheakley Way, Cincinnati, Ohio 45246.

The Program will seek, through Sheakley and the OHI, to improve safety, accident prevention and claims handling for Participant and Participant agrees to participate in and cooperate with such programs as a condition of continued participation. Participant agrees to comply with all current and future BWC Rules and Regulations related to safety training and accident prevention requirements. It is also required Participant attends regionally held safety/claims management seminars on an annual basis if Participant has a claim in the green period (01/01/2018 to 03/31/2019).

Participant agrees that if Sheakley and/or the OHI recommend at any time that certain action be undertaken by Participant with respect to a claim or risk which could adversely impact the group or the Program, including but not limited to settlement of a claim, contesting a claim, payment of wages in lieu of compensation, or engagement of counsel, and if Participant refuses or fails to take such action, the OHI and/or Sheakley may take such refusal or failure into account and may thereafter exclude Participant from the Program on such basis.

**Optimal Health Initiatives
Group Rating Agreement of Participation and Consent**

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Participant hereby agrees to release and hold harmless the OHI, Sheakley, and their members, officers, directors, employees and agents, from and against all claims, liabilities, demands, obligations, costs or expenses, of any nature and whether known or unknown, arising out of or connected in any way to (a) the decision of OHI or Sheakley to offer the Program, (b) Participant's contribution, premium, assessment, or distribution levels, (c) any questions of workers' compensation coverage or lapse of coverage, (d) any termination of Participant's involvement in the Program, (e) any abandonment or failure to apply or qualify for group rating status in any year, and (f) any decision by the OHI, Sheakley, or the BWC regarding an applicant's eligibility to participate in the Program. Participants' eligibility for participation is defined by requirements demonstrated in this agreement, as well as other contributing factors, and is at the sole discretion of the OHI and Sheakley. Participant's certification of any claim, or condition in any claim, shall release Sheakley UniService, Inc. of any further obligation of said claim. Sheakley may provide further management of said claim, as it sees fit, and at its sole discretion.

Participant acknowledges, represents and agrees that neither the OHI, Sheakley UniService, Inc., nor any persons connected in any way, have made any statements, representations, or guarantees to Participant with respect to premium or cost savings that will or may be realized by Participant by reason of participation in the Program, and that Participant has voluntarily chosen to participate herein without reliance upon any such statement, prediction, estimate or representation. Participant acknowledges that Group Rating is not a guaranteed savings program.

Participant, if eligible and qualified, shall be eligible to participate in the Program as offered by BWC for the plan year 1/1/2020 to 12/31/2020. This Agreement and Participant's involvement shall thereafter be automatically extended for successive like one (1) year periods, provided that the Agreement and/or such participation is not terminated earlier. Participant acknowledges and agrees the OHI shall have no obligation to continue the Agreement or Participant's involvement in the Program for any successive year, and that current and continued participation shall be at the sole discretion of the OHI and Sheakley.

Participant acknowledges that Sheakley UniService, Inc. is not a managed care organization and is not acting as such.

It is understood that this Agreement supersedes any prior Agreement, both written and verbal, between said parties and can only be modified by the introduction of a new Agreement, which has been mutually agreed to and executed by both parties.

In the event that Participant becomes ineligible to participate in subsequent group rating plan years, the aforementioned enumerated services will continue to be performed for the service period as stated in this Agreement, or until such time as former Participant renders written notice to the contrary at least 60 days prior to the expiration date of this Agreement. If Participant wishes to retain only unemployment services, Participant must contact Sheakley to negotiate a new annual administrative service fee, and enroll in a new Agreement for said services.

In WITNESS WHEREOF, the parties have executed the Agreement on the _____ day of _____, 20 _____

Optimal Health Initiatives

Applicant/Participant: **Field LSD**

By Captain A. Meyer

Title President

Sheakley Larry A. Sheakley

By _____

Title CEO

By _____
(signature)

Title _____

Employer Policy No. 36751051

Email todd.carpenter@fieldlocalschools.org



4-600500

*** Please verify the above policy number is correct.



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