

Record of Proceedings Minutes of Regular Meeting

**Board of Education
Regular Meeting**

**Monday
April 13, 2020**

The Field Local School District Board of Education held its virtual Regular Meeting on Monday April 13, 2020 at 7:00 P.M.

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

Steve Calcei-Yes, Julie Kline-Yes, Ethan Miller-Yes, Larry Stewart-Yes, Randy Porter-Yes
Student Representative-Jordan McComb-No

Member Calcei moved, seconded by Member Stewart that the Field Local Board of Education approve the minutes from the March 9, 2020 regular meeting. **20-0031**
Roll Call: Calcei-Yes, Stewart-Yes, Kline-Yes, Miller-Yes, Porter-Yes.
President declared the motion carried

Member Kline moved, seconded by Member Miller that the Field Local Board of Education adopt the following agenda for the April 13, 2020 regular meeting. **20-0032**
Roll Call: Kline-Yes, Miller-Yes, Calcei-Yes, Stewart-Yes, Porter-Yes.
President declared the motion carried

Board Item

Board Policy- Member Stewart moved, seconded by Member Kline that the Field Local Board of Education approve the first reading of the policy below and waive the second reading to adopt immediately. **20-0033**
Roll Call: Stewart-Yes, Kline-Yes, Calcei-Yes, Miller-Yes, Porter-Yes.
President declared the motion carried

1.15 Board of Education Meetings (revision)

1.16 Public Participation at Board Meetings (suspending until end of school closure)

Student Representative Report

Superintendent's Report - Mr. Heflinger gave thanks to the staff on how hard they are working. The principals and teachers have done an incredible amount of work with the online learning. We are hearing that it is going well. The staff has embraced the challenge and have learned a lot. They are excelling at this time. A special thank you to Jill Klettlinger who is an Intervention Specialist, is coming back early from maternity leave to make sure that her students do not struggle./ You will see on the agenda tonight the retirement of Bob Harris middle school math teacher. We wish him happiness and a healthful

retirement./ Carl Adorni who retired a year or so ago is also on the agenda tonight to be rehired by the district to fill the part time maintenance position./ The contract for the parking lot is on the agenda tonight for your approval. We are really happy with the bids that came in. The bids ranged from 2.6 million to the winning bidder who is Karvo with a bid which came in a little under 2.1 million. We are hoping that Karvo can begin with an earlier start date. However, even with an early start date, it will not impact the school calendar for next year. There is no way to guarantee a finish date so the school calendar will not change so that everybody can plan. / As far as COVID-19, things are moving very slowly. Even if things start to reopen, I would be stunned if we are physically back to school this year. Graduation will depend on what the state determines about large gatherings. For now, we will take it one week at a time and go from there.

Legislative Liaison Report - Mr. Stewart stated that he was just trying to find out when we might get back to normal. The word from the OHSAA was that maybe they would start the baseball season on May 6th and run the season through the 3rd week in June. Hopefully everything will work out for the best and that we will somehow get back to normal.

Upon further discussion, Mrs. Kline questioned when a final decision would be made for spring sports. Mr. Calcei also wanted to know if there was some date at which point the district would make the final determination. Mr. Heflinger stated the Governors next announcement would most likely give direction on if students would return to school or if schools would be closed for the rest of the year. We will wait to hear and then move forward.

- **Recognition of visitors**

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 visitor's 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)

SUPERINTENDENT CONSENT AGENDA

Member Miller moved, seconded by Member Calcei that the Field Local Board of Education approve the Superintendent consent agenda items as presented.
Roll Call: Miller-Yes, Calcei-Yes, Kline-Yes, Stewart-Yes, Porter-Yes.
President declared the motion carried

20-0034

Superintendent Items

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

Certified Employment

1. Jill Klettlinger, Intervention Specialist at Middle School will return to her position effective March 19, 2020 for the remainder of the school year. If students return to school before the close of the school year, Mrs. Klettlinger will return to maternity leave.

2. Awarding of extra time supplementary contracts for the 2020-2021 school year.

Blair Stockley, High School Counselor	15 extended days
Bonnie Schuck, Middle School/High School Counselor	10 extended days
Kristine Baker, District Librarian	10 extended days
Katie Kuzas, Elementary Guidance Counselor	10 extended days
Melanie Crookston, Speech/Language Pathologist	5 extended days
Kim Heflin, Speech/Language Pathologist	5 extended days

3. Approve the employment of Summer Transition Back to School Instructors for the 2020-2021 school year. Rate of pay is \$30.00 per hour.

Laci McIntyre Kelly Hinkle Jennifer Smith Elise Gall Amanda Karpinecz

4. Melanie Crookston, Extended School Year Speech/Language Services at \$38.00 per hour for the 2020-2021 school year.
5. Elise Gall, Extended School Year Teaching Services at \$38.00 per hour for the 2020-2021 school year.
6. Sarah Smith, Science Teacher at High School
Interim Contract – effective March 27, 2020 through end of the 2019-2020 school year.
MA Degree, Step 0. Rate of pay per Negotiated Agreement.
7. Judy Jones, Kindergarten Teacher at Brimfield
Interim Contract – effective March 25, 2020 through end of the 2019-2020 school year.
Degree, Step 0

Classified Employment

Carl Adorni, 5.5 Hour Grounds/Maintenance, effective March 14, 2020 for the remaining 100 days of the 2019-2020 school year. Rate of pay per Negotiated Agreement.

Classified Substitute Employment

Donald Reckner for the remaining days of the 2019-2020 school year.

OAPSE Employment

1. Awarding of a one year limited contract to classified personnel beginning with the 2020-2021 school year. Rate of pay per OAPSE Negotiated Agreement.

<u>Name</u>	<u>Position</u>	<u>Experience</u>	<u>Step</u>
Rona Arquilla	Study Hall Monitor	0	7

2. Awarding of two year limited contracts to classified personnel beginning with the 2020-2021 school year. Rate of pay per OAPSE Negotiated Agreement.

<u>Name</u>	<u>Position</u>	<u>Experience</u>	<u>Step</u>
Carl Adorni	Grounds/Main	0	0 (R/R)
Janice Bell	Paraprofessional	1	1
Beth Fulst	Paraprofessional	1	3
Debra Germano	Cook/Cashier	1	1
Amy Grant	Paraprofessional	1	1
Cathy Griggy	Cook/Cashier	0	0
Michelle Hahn	Principal's Secretary	1	6
Leigh Harris	Bus Driver	0	0
Daniel Hartley	Head Custodian	1	1
Martha Long	Bus Driver	1	1
Thomas Madrin	Bus Driver	0	0
Heather Matijakovic	Paraprofessional	1	1
Melissa McAmis	Playground Monitor	1	1
Kelly Pringle	8 Hour Asst. Custodian	1	1
Toni Rahe	Paraprofessional	0	0
Tracy Rumschlag	8 Hour Asst. Custodian	0	2
Brenton Sears	Bus Assistant	0	0
John Sollers	Head Custodian	1	1

3. Awarding of continuing contracts to classified personnel beginning with the 2020-2021 school year. Rate of pay per OAPSE Negotiated Agreement.

<u>Name</u>	<u>Position</u>	<u>Experience</u>	<u>Step</u>
Paul Beck	Paraprofessional	0	0 (R/R)
Dalton Brainard	Bus Driver	3	2
Wanda Cain	Paraprofessional	3	3
Victoria Casamento	Paraprofessional	3	3
Pamela Lowe	Head Custodian	3	3
Michael Reichart	5.5 Hour Custodian	3	3
Amanda Steiner	Bus Driver	3	3
Lisa Whitely	Paraprofessional	3	3

- **Salary Notices** – The Superintendent recommends that the Field Local Board of Education authorize salary notices to be sent to the following classified personnel who hold continuing contracts or contracts not expiring in 2020.

<u>Name</u>	<u>Position</u>	<u>Field Experience</u>	<u>Classification Experience</u>	<u>Step</u>
Marcia Ammons	Bus Driver	34	34	15
Janine Balzer	Paraprofessional	2	2	2
Erin Barbetta	Paraprofessional	6	6	6
Mark Beck	Head Mechanic	27	27	15
Kimberly Boarman	Cook/Cashier	14	14	14
Kimberly Burke	Principal's Secretary	21	18	15
Myrlena Burton	Cafeteria Manager	23	23	15
Sheila Catalano	Cook/Cashier	13	11	11
Ayasha Coles	Bus Driver	22	22	15
Howard Coles	Asst. Custodian	5	5	5
Cindy Cook	Principal's Secretary	16	12	12
Leland Cook	Grounds/Maint.	6	6	6
Michelle Coury	Paraprofessional	7	7	7
Elizabeth Dalziel	EMIS Secretary	15	10	10
Paula Doepel	Cook/Cashier	14	14	14
Sandra Evangelist	Library Secretary	16	12	12
Carolyn Evans	Cook/Cashier	14	7	15
Jennifer Evans	CLC Paraprofessional	14	2	2
Laura Eveleth	Library Secretary	12	2	2
Randy Ewing	Bus Driver	2	2	2
Erika Gainer	Paraprofessional	2	2	2
Sue Gorney	Bus Driver	0	0	0 (R/R)
Lorain Graves	Paraprofessional	9	7	7
Laureen Grund	Principal's Secretary	15	12	12

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<u>Name</u>	<u>Position</u>	<u>Field Experience</u>	<u>Classification Experience</u>	<u>Step</u>
Barb Guldeman	Library Secretary	20	13	13
Jennifer Hachita	Playground Monitor	14	14	14
Carolyn Harris	Bus Driver	9	9	9
Karen Hartung	Cafeteria Manager	21	21	15
Mary Hengle	Cook/Cashier	2	2	2
Brenda Hershberger	Cook/Cashier	4	4	4
Patricia Howe	Bus Driver	12	12	12
Kelly Hurd	EMIS Secretary	19	15	15
Melissa Jarvis	Cook/Cashier	2	2	2
Kelly Jones	Paraprofessional	1	1	1
Jennifer Knapp	Cook/Cashier	6	6	6
Nancy Krontz	Cook/Cashier	20	18	15
Nichole Lerch	CLC Paraprofessional	7	2	2
Debra Lipford	Trans. Secretary	26	21	15
Jean McCarty	Paraprofessional	17	17	15
Kelli Mensch	Paraprofessional	2	2	2
Michelle Noble	EMIS Secretary	8	5	5
Nikki Parkhill	Study Hall Monitor	2	1	1
John Patch	Asst. Custodian	11	11	11
Aliza Pennington	Sub/Trans. Secretary	2	1	1
Kelly Peterson	Cafeteria Coordinator	14	14	14
Jill Pigg	Bus Driver	0	0	0 (R/R)
Sheal Price	Paraprofessional	11	11	11
Melissa Quintrell	Cook/Cashier	1	1	1
Randi Reese	Paraprofessional	4	4	4
Brenda Richmond	Athletic Secretary	19	15	15
Pam Rodenbucher	5.5 Hour Custodian	19	11	11
Michelle Ronowski	Playground Monitor	7	7	7
Kathy Rowland	Paraprofessional	19	19	15
Russell Shaffer	Bus Driver	2	2	2
Tammy Shaffer	Bus Assistant	1	1	1
Heather Shinsky	Playground Monitor	8	8	8
Danielle Skvarka	Bus Assistant	1	1	1
Cortney Smith	Playground Monitor	7	7	7
Sherrie Smith	Cafeteria Manager	23	23	15
Jodi Sollers	EMIS Secretary	14	7	7
Joanne Sprague	Bus Driver	0	0	0 (R/R)
Darlene Steiner	Head Custodian	19	14	14
Ken Weaver	Bus Driver	9	9	9
Michelle White	Paraprofessional	10	10	10
Jessica Wiley	Paraprofessional	2	2	2
Tracie Winters	Paraprofessional	14	14	14
Deborah Yeich	Guidance Secretary	22	13	13

R/R=retire/rehire

- **Non-Renewals** – The Superintendent recommends that the tutor listed below not be re-employed at the expiration of the current limited one year tutor contract for the 2020-2021 school year.

Megan Eader-District Tutor

- **Supplemental Employment** - The Superintendent recommends that the Field Local Board of Education approve the non-renewal of certified/non-certified supplemental coaching, advisor and LPDC contracts as presented that are expiring in 2020 (Exhibit S-1).
- **Salary Notices** – The Superintendent recommends that the Field Local Board of Education authorize salary notices to be sent to the following certificated personnel who hold a two year supplemental contract expiring in 2021, or a three year LPDC contract expiring in 2021/2022 (Exhibit S-2).
- **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 2020-2021 school year (Exhibit S-3).
- **Resignations** – The Superintendent recommends that the Field Local Board of Education accept the resignation(s) of the following:
 1. Robert Harris, Math Teacher at Middle School effective July 1, 2020 due to retirement.
- **Resolution** – The Superintendent recommends that the Field Local Board of Education approve the awarding of a contract for the main campus parking lot project to Karvo Companies: Base Bid \$2,044,601.33 Bid Alternate #1 \$33,208.75 (Exhibit S-4).

TREASURER CONSENT AGENDA

Member Stewart moved, seconded by member Kline that the Field Local Board of Education approve the Treasurer consent agenda items as presented.
Roll Call: Stewart-Yes, Kline-Yes, Calcei-Yes, Miller-Yes, Porter-Yes.
President declared the motion carried

20-0035

Regular Meeting
April 13, 2020

Treasurer Items

- **Fiscal** – The Treasurer recommends that the Field Local Board of Education approve the following:
 1. Financial reports for the period ending February 29, 2020.
 2. Enrollment for 2021 in the Optimal Health Initiatives Group Rating Agreement of Participation and Consent for Workers Compensation at a projected savings of \$13,914.00 (Exhibit T-1).

There being no further business to come before the Field Local Board of Education
Member Kline moved, seconded by Member Calcei to adjourn the April 13, 2020
regular meeting.

20-0036


Roll Call: Kline-Yes, Calcei-Yes, Miller-Yes, Stewart-Yes, Porter-Yes.

President declared the motion carried

The meeting was adjourned at 7:18 P.M.



Randy Porter, President



Attest: Todd Carpenter, Treasurer

Effective July 1, 2019 3.25% Increase
FY 2020

\$35,276.00 Base

Supplemental Activity	NAME	Base		Step 1		Step 2		Step 3		YRS COMPLET	EXP	TYPE	EXPIR	AMOUNT
		Index	0 Yrs. Exp	Index	5 Yrs. Exp	Index	10 Yrs Exp	Index	15 Yrs Exp					
High School English	Chris Burke	0.0300	1,058							6	2	2020		1,058
High School Special Education	Melanie Crookston	0.0150	529							0	1	2020		529
High School Special Education	Lauren Pally	0.0150	529							0	1	2020		529
Health/PE Department Head	Samantha Wilson	0.0300	1,058							2	1	2020		1,058

Effective July 1, 2019 3.25% Increase
FY 2020 \$35,276.00 Base

\$35,276.00 Base																
Supplemental Activity	NAME	Base Index	Base Yrs. Exp	Step 1 Index	Step 1 Completed	Step 2 Index	Step 2 Completed	Step 3 Index	Step 3 Completed	YRS CONT	CONT	EXP	TYPE	EXPIR.	AMOUNT	
Art Department Head	Amy Madden	0.0300	1,058							6	2	2020			1,058	
CIVICS MIDDLE SCHOOL																
CIVICS HIGH SCHOOL																
Student Council	Sara Sanzone	0.0400	1,411							2	1	2020			1,411	
National Honor Society	Connie Tenney	0.0400	1,411							4	2	2020			1,411	
Yearbook	Chris Burke	0.0500	1,764							11	2	2020			1,764	
Quiz Bowl Advisor	Marisa Ritchey	0.0200	706							0	1	2020			706	
Teenage Institute	Heather Mowcomber	0.0400	1,411							0	1	2020			1,411	
French Club	Shayna DiBona	0.0130	459							0	1	2020			459	
Sophomore Class Advisor	Bonnie Schuck	0.0385	1,358							2	1	2020			1,358	
Junior Class Advisor	Miranda Tito	0.0385	1,358							2	1	2020			1,358	
Junior Class Advisor	Jenna Ramskygler	0.0385	1,358							0	1	2020			1,358	
Senior Class Advisor	Ashley Mauger	0.0385	1,358							6	2	2020			1,358	
MIDDLESCHOOL CIVICS POOL (0.02 BASE)																
HIGH SCHOOL CIVICS POOL (0.030 BASE)																
SPORTS																
Faculty Manager - Boys	NOT FILLING	0.0500	1,764												1,764	
Faculty Manager - Girls	NOT FILLING	0.0500	1,764												1,764	
Fitness Fall	Levi Miller	0.0300	1,058							4	2	2020			1,058	
Fitness Winter (50%)	James Dutched	0.0150	529							0	1	2020			529	
Fitness Spring	Levi Nelson	0.0300	1,058							1	1	2020			1,058	
OTHER																
Mentor Teacher	Lad McIntyre	0.0500	1,764								1	2020			1,764	
Mentor Teacher	Laura Goldman	0.0500	1,764								1	2020			1,764	
Mentor Teacher	Alicia Antol	0.0500	1,764								1	2020			1,764	

Effective July 1, 2019 FY 2020	3.25% Increase
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\$35,276.00 Base

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Effective July 1, 2019 3.25% Increase
FY 2020

\$35,276.00 Base

Supplemental Activity	NAME	Base Index 0 Yrs. Exp	Base Index 5 Yrs. Exp	Step 1 Completed Index	Step 1 Completed 10 Yrs Exp	Step 2 Completed Index	Step 2 Completed 15 Yrs Exp	Step 3 Completed Index	Step 3 Completed 15 Yrs Exp	YRS CONT	CONTRACT	AMOUNT
FINE ARTS & MUSIC												
Asst. Director Percussion	Tristan Acker	0.0750	2,646	0.0840	2,963	0.1020	3,598	0.1200	4,233	0	1	2020 2,646
Asst. Director Color Guard	Megan Snyder	0.0750	2,646	0.0840	2,963	0.1020	3,598	0.1200	4,233	2	1	2020 2,646
BASEBALL												
Varsity Asst. Coach	Tim Conlani	0.0800	3,175	0.1008	3,556	0.1224	4,318	0.1440	5,080	1	1	2020 3,175
JV/Asst. Coach	Andrew Pikel	0.0600	2,117	0.0672	2,371	0.0816	2,879	0.0960	3,386	1	1	2020 2,117
BOYS BASKETBALL												
Varsity Coach	Ben Swinerton N/C	0.1650	5,821	0.1848	6,519	0.2244	7,916	0.2640	9,313	0	1	2020 5,821
JV/Asst. Coach	Clifford Guley N/C	0.1100	3,880	0.1232	4,346	0.1486	5,277	0.1760	6,209	2	1	2020 3,880
Freshman/Asst. Coach	Mariah Siedler	0.0800	3,175	0.1008	3,556	0.1224	4,318	0.1440	5,080	0	1	2020 3,175
8th Grade Coach	Matt Wilmoth N/C	0.0600	2,117	0.0672	2,371	0.0816	2,879	0.0960	3,386	0	1	2020 2,117
7th Grade Coach	Cameron Brown N/C	0.0600	2,117	0.0672	2,371	0.0816	2,879	0.0960	3,386	0	1	2020 2,117
BOYS SOCCER												
High School Head Coach	Juan Barreto N/C	0.1200	4,233	0.1344	4,741	0.1632	5,757	0.1920	6,773	2	1	2020 4,233
Junior Varsity/Asst. Coach	Dru Pikel N/C	0.0650	2,293	0.0758	2,674	0.0974	3,436	0.1190	4,198	2	1	2020 2,293
MIDDLE SCHOOL SOCCER												
Girls/Boys Coach	Jessica Kelafos	0.0600	2,117	0.0672	2,371	0.0816	2,879	0.0960	3,386	0	1	2020 2,117
FOOTBALL												
High School Head Coach	Lewi Nelson	0.1650	5,821	0.1848	6,519	0.2244	7,916	0.2640	9,313	1	1	2020 5,821
High School Assistant Coach	Tony Alzakli N/C	0.1100	3,880	0.1232	4,346	0.1486	5,277	0.1760	6,209	1	1	2020 3,880
High School Assistant Coach	John Darallo N/C	0.1100	3,880	0.1232	4,346	0.1486	5,277	0.1760	6,209	1	1	2020 3,880
High School Assistant Coach	Caleb Wohlwend N/C	0.1100	3,880	0.1232	4,346	0.1486	5,277	0.1760	6,209	2	1	2020 3,880
High School Assistant Coach	Shane Reed N/C	0.1100	3,880	0.1232	4,346	0.1486	5,277	0.1760	6,209	1	1	2020 3,880
Freshman/Asst. Coach	Quinton Dobson N/C	0.0800	3,175	0.1008	3,556	0.1224	4,318	0.1440	5,080	0	1	2020 3,175
Freshman/Asst. Coach	NOT FILLING	0.0800	3,175	0.1008	3,556	0.1224	4,318	0.1440	5,080	-	-	-
Middle School Head Coach	George Weizel	0.0900	3,175	0.1008	3,556	0.1224	4,318	0.1440	5,080	19	2	2020 5,080

3/31/2020

9:09 AM

Exhibit S1 April 13, 2020 Supplemental Non Renewal

Effective July 1, 2019 3.25% Increase
FY 2020

\$35,276.00 Base

Supplemental Activity	NAME	Base Index	Base 0 Yrs. Exp	Step 1		Step 2		Step 3		Completed YRS	CONT	CONT	AMOUNT
				Index	Completed	Index	Completed	Index	Completed				
CROSS COUNTRY													
High School Head Coach	Ed Conroy	0.1200	4,233	0.1344	4,741	0.1632	5,757	0.1920	6,773	25	2	2020	6,773
Varsity Assistant Coach	Rebecca Scott	0.0900	3,175	0.1008	3,556	0.1224	4,318	0.1440	5,080	4	2	2020	3,175

Effective July 1, 2019 3.25% Increase:
FY 2020

\$35,276.00 Base

Supplemental Activity	NAME	Base Index	Base Yrs. Exp	Step 1 Index	Step 1 Completed 5 Yrs. Exp	Step 2 Index	Step 2 Completed 10 Yrs Exp	Step 3 Index	Step 3 Completed 15 Yrs Exp	YRS EXP	CONTCOUNT	CONTCOUNT	EXP	TYPE	EXP	AMOUNT
BOYS GOLF																
Varsity Coach	Robert Harris	0.0900	3,175	0.1008	3,556	0.1224	4,316	0.1440	5,090	1	1	2020				3,175
GIRLS GOLF																
Varsity Coach	Robert Harris	0.0900	3,175	0.1008	3,556	0.1224	4,316	0.1440	5,090	1	1	2020				3,175
GOLF BOYS/GIRLS																
Junior Varsity/Assistant Coach	NOT FILLING	0.0600	2,117	0.0672	2,371	0.0816	2,879	0.0960	3,386	-	-	-				--
TRACK																
High School Head Coach	Ed Conroy	0.1400	4,938	0.1568	5,531	0.1804	6,717	0.2240	7,902	19	2	2020				7,902
High School Assistant Coach	George Wetzel	0.0900	3,175	0.1008	3,556	0.1224	4,316	0.1440	5,090	8	2	2020				3,556
High School Assistant Coach	James Duiched	0.0900	3,175	0.1008	3,556	0.1224	4,316	0.1440	5,090	0	1	2020				3,175
High School Assistant Coach	Lew Miller	0.0900	3,175	0.1008	3,556	0.1224	4,316	0.1440	5,090	4	2	2020				3,175
Middle School Head Coach	Michael McKinney	0.0808	2,822	0.0896	3,161	0.1088	3,836	0.1280	4,515	8	2	2020				3,161
Middle School Assistant Coach	Tina Kruse	0.0608	2,117	0.0672	2,371	0.0816	2,879	0.0960	3,386	13	2	2020				2,879
WRESTLING																
Varsity Coach	Dave Tenney N/C	0.1650	5,821	0.1848	6,518	0.2244	7,916	0.2640	9,313	15	1	2020				9,313
Middle School Head Coach	Tim Fox N/C	0.0900	3,175	0.1008	3,556	0.1224	4,316	0.1440	5,090	5	1	2020				3,556
GIRLS BASKETBALL																
Varsity Coach	Grant Spalle N/C	0.1650	5,821	0.1848	6,518	0.2244	7,916	0.2640	9,313	2	1	2020				5,821
Junior Varsity/Asst. Coach	Dana Tingler N/C	0.1100	3,880	0.1232	4,346	0.1486	5,277	0.1760	6,209	2	1	2020				3,880
Freshmen/Asst. Coach	Rebecca Muldowney N	0.0900	3,175	0.1008	3,556	0.1224	4,316	0.1440	5,090	2	1	2020				3,175
8th Grade Coach	Maeghan Rooney	0.0600	2,117	0.0672	2,371	0.0816	2,879	0.0960	3,386	2	1	2020				2,117
7th Grade Coach	Ashley Mack	0.0600	2,117	0.0672	2,371	0.0816	2,879	0.0960	3,386	0	1	2020				2,117
GIRLS SOCCER																
High School Head Coach	Kevin Sleak	0.1200	4,233	0.1344	4,741	0.1632	5,757	0.1920	6,773	0	1	2020				4,233
SOFTBALL																

3/31/2020

9:09 AM

Effective July 1, 2019 3.25% Increase
FY 2020

\$35,276.00 Base

Supplemental Activity	NAME	Base Index	Base Yrs. Exp	Step 1		Step 2		Step 3		Completed YRS	CONT	CONT	AMOUNT
				Index	Completed	Index	Completed	Index	Completed				
					5 Yrs. Exp		10 Yrs Exp		15 Yrs Exp	EXP	TYR	EXP	AMOUNT
Varsity/Asst. Coach	Bob Bauer	0.0900	3.175	0.1008	3.556	0.1224	4.318	0.1440	5.080	9	1	2020	3.556
JV/Asst. Coach	Dan Battaglia	0.0600	2.117	0.0672	2.371	0.0816	2.879	0.0960	3.386	4	2	2020	2.117

Effective July 1, 2019 3.25% Increase
FY 2020

\$35,276.00 Base

Supplemental Activity	NAME	Base	Base	Step 1	Step 1	Step 2	Step 2	Step 3	Step 3	YRS. COMPLETION	AMOUNT
		Index	0 Yrs. Exp	Index	Completed	Index	Completed	Index	Completed		
0											
VOLLEYBALL											
Junior Varsity/Asst. Coach	Dan Battaglia	0.0900	3.175	0.1008	3,556	0.1224	4,316	0.1440	5,080	4	2 2020 3,175
Freshman Coach	Lauren Harris	0.0600	2.117	0.0672	2,371	0.0816	2,679	0.0860	3,366	0	1 2020 2,117
8th Grade Coach	Elise Gail	0.0600	2.117	0.0672	2,371	0.0816	2,679	0.0960	3,366	2	1 2020 2,117
7th Grade Coach	Anne Carlson N/C	0.0600	2.117	0.0672	2,371	0.0816	2,679	0.0960	3,366	3	1 2020 2,117
CHEERLEADING											
HS Head Advisor	Hannah Cassedy N/C	0.0900	3.175	0.1008	3,556	0.1224	4,316	0.1440	5,080	3	1 2020 3,175
HS Asst. Advisor - JV	Shelly Dile N/C	0.0600	2.117	0.0672	2,371	0.0816	2,679	0.0960	3,366	1	1 2020 2,117
MS Head Advisor	Falyn Davis N/C	0.0300	1.058	0.0336	1,165	0.0408	1,439	0.0480	1,693	1	1 2020 1,058
TENNIS											
Exhibit S1 April 13, 2020 Supplemental Non Renewal											
TOTAL EXTRA CURRICULARS											
		4.365									161,833
TOTAL SUPPLEMENTALS											
		6.2870									229,105

Effective July 1, 2019
FY 2020

3.25% Increase

\$35,276.00 Base

Supplemental Activity	NAME	Base Index	Base Yrs. Exp	Step 1 Index	Step 1 Completed 5 Yrs. Exp	Step 2 Index	Step 2 Completed 10 Yrs. Exp	Step 3 Index	Step 3 Completed 15 Yrs. Exp	YRS. CONTIGUOUS	AMOUNT
DRAMA											
FINE ARTS											
HS Band	Chuck Collins	0.0600	2,117							33	2,117
MS Band	Denise Souleby	0.0600	2,117							33	2,117
MS Art	Taylor Goseack	0.0200	706							3	706
LPDC											
LPDC	Staci Lowden	0.0400	1,411							0	1,411
LPDC	Michelle Yoho	0.0400	1,411							1	1,411
LPDC	Danielle Underwood	0.0400	1,411							0	1,411
Chaperson	Lori Brake	0.0200	706							0	706
DEPARTMENT HEADS											
Intermediate Brainfield	Michelle Yoho	0.0300	1,058							13	1,058
Primary Suffield	Staci Lowden	0.0300	1,058							5	1,058
Intermediate Suffield	Meredith Lawrence	0.0300	1,058							5	1,058
Special Education Suffield 2nd sem	Melanie Crookston	0.0300	529								
Middle School English (50%)	Denise Leek	0.0150	529							13	529
High School Science	Danielle Underwood	0.0300	1,058							9	1,058
High School Math	Sue Vilko	0.0300	1,058							9	1,058
Music Department Head	Denise Souleby	0.0300	1,058							19	1,058
CIVICS MIDDLE SCHOOL											
Student Council Advisor	Bonnie Schuck	0.0400	1,411							6	1,411
Pen Ohio Advisor	Dan Battaglia	0.0400	1,411							5	1,411
National Honor Society Advisor	Laura Goldman	0.0400	1,411							3	1,411
Spelling Bee Advisor	Beth McHenry	0.0200	706							3	706
CIVICS HIGH SCHOOL											
Pen Ohio Advisor	Connie Tenney	0.0400	1,411							3	1,411
Freshman Class Advisor	Viki Dahl	0.0385	1,358							5	1,358
Senior Class Advisor	George Weizel	0.0385	1,358							16	1,358

Effective July 1, 2019 3.25% Increase
FY 2020

\$35,276.00 Base

Supplemental Activity	NAME	Base Index	Base 0 Yrs. Exp	Step 1 Index	Step 1 Completed 5 Yrs. Exp	Step 2 Index	Step 2 Completed 10 Yrs. Exp	Step 3 Index	Step 3 Completed 15 Yrs. Exp	YRS. CONT	CONTR	AMOUNT	
0													
FINE ARTS & MUSIC													
Band Director	Chuck Collins	0.1500	5,291	0.1680	5,926	0.2040	7,196	0.2400	8,466	33	2	2021	8,466
1st Assistant Director	Danise Soulsby	0.1100	3,880	0.1232	4,346	0.1496	5,277	0.1760	6,209	33	2	2021	6,209
Middle School Jazz Band	Danise Soulsby	0.0350	1,235	0.0392	1,383	0.0476	1,679	0.0560	1,875	33	2	2021	1,975
BASEBALL													
Varsity Coach	Joe Peterson	0.1200	4,233	0.1344	4,741	0.1632	5,757	0.1920	6,773	15	2	2021	6,773
BOYS BASKETBALL													
BOYS SOCCER													
MIDDLE SCHOOL SOCCER													
FOOTBALL													
Middle School Asst. Coach	Brandon Morris	0.0900	3,175	0.1008	3,556	0.1224	4,318	0.1440	5,080	5	2	2021	3,556
CROSS COUNTRY													
Middle School Head Coach	Michael McKinney	0.0600	2,117	0.0672	2,371	0.0816	2,879	0.0960	3,386	11	2	2021	2,879

Effective July 1, 2019 3.25% Increase
FY 2020

\$35,276.00 Base

Supplemental Activity	NAME	Base Index	Base Yrs. Exp	Step 1 Index	Step 1 Completed	Step 1 Yrs. Exp	Step 2 Index	Step 2 Completed	Step 2 Yrs. Exp	Step 3 Index	Step 3 Completed	YRS. COMPLET	EXP. TO REEXP.	AMOUNT
BOYS GOLF														
GIRLS GOLF														
GOLF BOYS/GIRLS														
Junior Varsity/Assistant Coach	NOT FILLING	0.0600	2,117	0.0672	2,371	0.0816	2,879	0.0980	3,386	-	-	-	-	-
TRACK														
Middle School Assistant Coach	Clark Bookman	0.0600	2,117	0.0672	2,371	0.0816	2,879	0.0980	3,386	8	2	2021	2,371	2,371
Middle School Assistant Coach	Rebecca Scott	0.0600	2,117	0.0672	2,371	0.0816	2,879	0.0980	3,386	5	2	2021	2,371	2,371
WRESTLING														
Junior Varsity/Asst. Coach	Clark Bookman	0.1100	3,880	0.1232	4,346	0.1486	5,277	0.1760	6,209	5	2	2021	4,346	4,346
GIRLS BASKETBALL														
GIRLS SOCCER														
Junior Varsity/Asst. Coach	Miranda Tiko	0.0650	2,293	0.0758	2,674	0.0974	3,436	0.1180	4,198	3	2	2021	2,293	2,293
SOFTBALL														
Varsity Coach	Beth Dyer	0.1200	4,233	0.1344	4,741	0.1632	5,757	0.1920	6,773	15	2	2021	6,773	6,773

Exhibit S2 April 13, 2020 Supplemental Salary Notices

Effective July 1, 2019		3.25% Increase											
FY 2020		\$35,276.00 Base											
Supplemental Activity	NAME	Base Index	Base Yrs. Exp	Step 1 Index	Step 1 Completed Yrs. Exp	Step 2 Index	Step 2 Completed Yrs. Exp	Step 3 Index	Step 3 Completed Yrs. Exp	CONTRACT	AMOUNT		
VOLLEYBALL													
Varsity Coach	Beth Dyer	0.1200	4,233	0.1344	4,741	0.1632	5,757	0.1920	6,773	6	2	2021	4,741
CHEERLEADING													
Exhibit S2 April 13, 2020 Supplemental Salary Notices													
TENNIS													
Varsity Boys Head Coach - Spring	Blair Stockley	0.0900	3,175	0.1008	3,556	0.1224	4,318	0.1440	5,080	21	2	2021	5,080
Varsity Girls Head Coach - Fall	Blair Stockley	0.0900	3,175	0.1008	3,556	0.1224	4,318	0.1440	5,080	21	2	2021	5,080
TOTAL EXTRA CURRICULARS			1,340										62,011
TOTAL SUPPLEMENTALS			2,1220										92,790

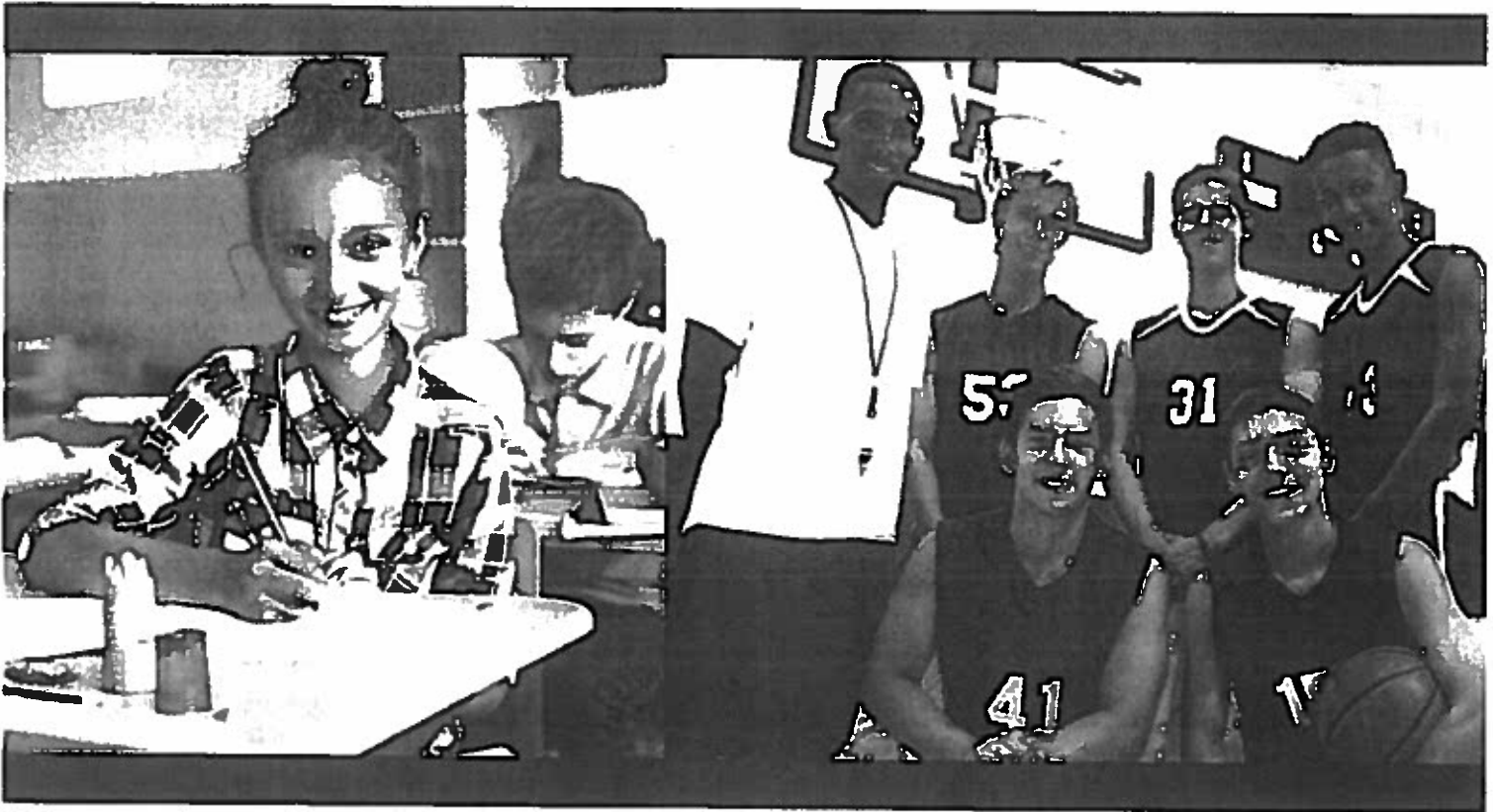
Exhibit S-3
April 13, 2020

2020-21 OHIO STUDENT ACCIDENT INSURANCE PROGRAM Multi-Benefit Protection

Administered 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 2020 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.

2020-21 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) Any penalty imposed by Other Valid and Collectible Insurance or Plan for failure to follow plan procedures; (12) 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; (13) 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); (14) 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; (15) Cosmetic or plastic surgery, except for reconstructive surgery on an injured part of the body; (16) Treatment in any Veteran's Administration or federal Hospital, except if there is a legal obligation to pay; (17) 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; (18) Dental treatment, except as specifically stated; (19) Services of an assistant surgeon or Doctor when surgery is performed; (20) Eyeglasses, contact lenses, routine eye exams or prescriptions therefore; (21) 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.

Blanket Accident insurance products are issued on Form Series GP-2030, 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: Field Local Schools

Address: 2900 St. Rt. 43 Mogadore, OH 44260

Street City State Zip County
Junior/Middle High Schools consist of grades 6-8 Senior High Schools consist of grades 9-12
Total District enrollment: 1999 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 9/14/2020. The termination date shall be 6/14/2020, 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 8/1/2020. 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>		
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: beverly.bable@fieldlocalschools.org



Exhibit S-4
April 13, 2020

ARCHITECTS. ENGINEERS. PLANNERS.

April 6, 2020

Field Local School District
2900 State Route 43
Mogadore, OH 44260

***Parking Lot Improvements and Paving Project
Field Local School District Board of Education
Recommendation to Award Contract***

We hereby request the Board legislation consider the award of the above referenced project as follows:

- Engineer's Estimate:
 - The Engineer's Official Estimate of Probable Cost for the Base Bid is: \$ 2,882,534.60.
 - The Engineer's Official Estimate of Probable Cost for Bid Alternate #1 is: \$ 47,375.00.
- The Engineer (OHM Advisors) has reviewed all bids and hereby provides the following list of Bidders and bid prices:

Bidder	Base Bid	Bid Alternate #1
1. Karvo Companies*	\$2,044,601.33	\$33,208.75
2. Cavanaugh	\$2,172,743.00	\$45,930.00
3. Ohio Paving**	\$2,175,439.14	\$39,372.50
4. Tri Mor Corp.	\$2,382,847.00	\$38,155.00
5. Eclipse Co.***	\$2,418,280.62	\$31,705.00
6. Lockhart Concrete	\$2,674,710.35	\$35,581.25

Review Notes

*Karvo Companies had the following mathematical errors:

REF No. 212	written amount \$27,000.00	calculated \$27,018.00	
REF No. 302	written amount \$11,995.90	calculated \$11,995.50	
REF No. 606	written amount \$11,999.90	calculated \$11,108.90	
REF No. 1305	written amount \$ 105.00	calculated \$ 113.75	
Total Base Bid written amount	\$2,045,474.33	Total calculated \$2,044,601.33	Difference (\$873.00)
Total Bid Alt #1 written amount	\$33,200.00	Total calculated \$33,208.75	Difference \$2.08

**Ohio Paving had the following mathematical error:

Total Base Bid written amount \$2,184,439.14 Total calculated \$2,175,439.14 Difference (\$9,000)

***Eclipse Company had the following mathematical error:

REF No. 11 written amount \$5,335.00 calculated \$5,355.00 Difference \$20.00

OHM Advisors

388 SOUTH MAIN STREET, SUITE 301
AKRON, OHIO 44311

T 330.913.1080
F 330.319.8691

OHM-Advisors.com



Summary of Award

- Upon review of references, equipment, materials, suppliers, subcontractors, and all documents submitted as required by the bid documents, the Engineer hereby recommends the award of the contract to the following lowest and best bidder:

Karvo Companies: Base Bid - \$2,044,601.33 and Bid Alternate #1 - \$33,208.75

Should you have any questions or require additional documentation, please let me know.

Sincerely,
OHM Advisors

Chad M. Lewis, PE
Project Manager

Part 1: General Information		Part 2: Financial Summary		Part 3: Detailed Financial Data		Part 4: Additional Information	
Line Item	Description	Amount	Unit	Amount	Unit	Amount	Unit
1	Operating Expenses	100	100	100	100	100	100
2	Depreciation	20	20	20	20	20	20
3	Interest	10	10	10	10	10	10
4	Taxes	10	10	10	10	10	10
5	Other	60	60	60	60	60	60
6	Operating Income	90	90	90	90	90	90
7	Interest Income	10	10	10	10	10	10
8	Other Income	10	10	10	10	10	10
9	Total Income	110	110	110	110	110	110
10	Income Tax	22	22	22	22	22	22
11	Net Income	88	88	88	88	88	88
12	Dividends	44	44	44	44	44	44
13	Retained Earnings	44	44	44	44	44	44
14	Capital Gains	10	10	10	10	10	10
15	Other	10	10	10	10	10	10
16	Total Assets	110	110	110	110	110	110
17	Liabilities	20	20	20	20	20	20
18	Equity	90	90	90	90	90	90
19	Total Liabilities and Equity	110	110	110	110	110	110



Exhibit T-1
April 13, 2020

March 3, 2020
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 2021 rate year 1/1/2021 to 12/31/2021 with the projected discount/savings of:

Participation Discount:	-50%
Final Discount with Break-Even Factor (BEF) Applied:	-39%
Individual Premium:	\$51,851
Group Rated Premium:	\$37,937
Projected Savings:	\$13,914

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 28, 2020
Email: rating@sheakley.com
Mail: Sheakley, Attention: Rating Team
One Sheakley Way
Cincinnati, OH 45246

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.

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 1/1/2021 to 12/31/2021

BWC Policy # 36751051

SHEAKLEY / Optimal Health Initiatives

Enrollment Deadline: Thursday May 28, 2020

Prepared for: Field LSD

NCCI Code	Base Rate	Projected Annual Payroll	Projected Individual Rate -17%	Estimated Individual Premium	Projected Group Rate -39%	Estimated Group Premium with BEF
9434	0.0049	\$10,904,593	0.004755	\$51,851	0.003479	\$37,937

*Above rates and estimated individual premium include BWC administrative costs and EM adjustment factor.

PROJECTED SAVINGS: \$13,914

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 from 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 BWC data 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**

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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 2021 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 (01/01/2019 to 03/31/2020).

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 1/1/2021 to 12/31/2021. 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

By _____
(signature)

Title President

Title _____

Sheakley Tammy A. Sheakley

Employer Policy No. 36751051

By _____

Email todd.carpenter@fieldlocalschools.org

Title CEO



4644755

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