

New Lexington, Ohio

August 26, 2019

The New Lexington School District Board of Education met in special meeting at 4:00 p.m. in the New Lexington Middle School Media Center, 2549 Panther Dr., New Lexington, Ohio.

Members present: John McGaughey, Mike Davisson, Bill Nutt, and Jason Givens.

Pursuant to Section 121.22 {F}, Revised Code, the local news media along with the members of the Board of Education were informed of the meeting.

- A. It was moved by Givens and seconded by Nutt to adjourn to Executive Session at 4:03 p.m. under the provisions of O.R.C. 121.22(G)(1) to discuss discipline of personnel.

**THE VOTE: Givens, yes; Nutt, yes; Davisson, yes; McGaughey, yes.
President McGaughey declared the motion carried.**

Board President declared the meeting in open session at 4:12 p.m.

- B. It was moved by Davisson and seconded by Givens to approve Resolution #19-13 issuing order of termination of limited employment contract of licensed teaching employee Nate Wycinski effective immediately pursuant to Ohio Revised Code Section 3319.16 on the grounds as stated in Resolution #19-13 and to direct Treasurer to issue copy of order with accompanying Resolution #19-13 to Nate Wycinski in accordance with the terms set forth in the attached Resolution #19-13 and to direct this order be reflected in the minutes of this special meeting of the New Lexington School District Board of Education this 26th day of August, 2019.

WHEREAS, at a special meeting of the New Lexington School District Board of Education (“Board”) held on August 12, 2019, the Board took official public action pursuant to Ohio Revised Code Section 3319.16 to initiate termination proceedings effective immediately with respect to the limited teaching contract of employee Nate Wycinski (“Wycinski”) for good and just cause on the grounds set forth in the Board’s resolution, to wit:

-As a result of an internal investigation regarding reports of you engaging in inappropriate and harassing conduct involving minor female students of the New Lexington School District, you were found to have engaged in the following conduct which constitutes violations of the Board’s Anti-Harassment Policy, 5517:

- Sexual propositions, invitations, solicitations, innuendoes, comments and flirtations with minor female students of the New Lexington School District;

- Inappropriate physical and/or sexual contact with minor female students of the New Lexington School District;
- Inappropriate boundary invasions of minor female students of the New Lexington School District;
- Inappropriate written/electronic communications with minor female students of the New Lexington School District, using personal cell phones of such students, to make contact with such students beyond the school day and for non-school purpose;
- Taking undue interest in minor female students of the New Lexington School District;

-The above-described conduct also constitutes violations of Board Policies 3210, Staff Ethics; and 3213, Student Supervision and Welfare.

-The above-described conduct constitutes good and just cause for termination of your employment contract with the District; and

WHEREAS, in the same official public action, the Board placed Wycinski on a suspension without pay pending such termination proceedings, with such action effective immediately; and

WHEREAS, on August 13, 2019, the Treasurer issued formal written notice of same to Wycinski, with copy of the Board's resolution, via certified U.S. mail, return receipt requested as required pursuant to Ohio Revised Code Section 3319.16; and

WHEREAS, the return receipt from said notice indicates a delivery date to Wycinski of August 14, 2019; and

WHEREAS, on August 15, 2019, said formal written notice with copy of the Board's resolution was also delivered to Wycinski via Federal Express; and

WHEREAS, Ohio Revised Code Section 3319.16 provides that "[b]efore terminating any contract, the employing board shall furnish the teacher a written notice signed by its treasurer of its intention to consider the termination of the teacher's contract with full specification of the grounds for such consideration. The board shall not proceed with formal action to terminate the contract until after the tenth day after receipt of the notice by the teacher"; and

WHEREAS, the tenth day after Wycinski's receipt of the notice issued by the Treasurer occurred on August 24, 2019; and

WHEREAS, Ohio Revised Code Section 3319.16 further provides that "[w]ithin ten days after receipt of the notice from the treasurer of the board, the teacher may file with the treasurer a written demand for a hearing before the board or before a referee, and the board shall set a time for the hearing"; and WHEREAS, Wycinski did not file with the Treasurer a written demand for a hearing

before the board or before a referee; and

WHEREAS, the Board is now authorized under the provisions of Ohio Revised Code Section 3319.16 to take official public action to terminate the limited teaching contract of employee Nate Wycinski for good and just cause as set forth above herein; and

WHEREAS, the Superintendent has presented the Board with the evidence of the grounds for termination as set forth above, and with a recommendation that the Board take official public action to terminate Wycinski's employment contract with the District; and

WHEREAS, the Board has considered such evidence, and has determined that the evidence presented represents a serious matter that warrants the Board taking official public action on the Superintendent's recommendation to terminate the employment contract of Wycinski with the District and to issue an order of same;

NOW, THEREFORE BE IT RESOLVED, that the New Lexington School District Board of Education hereby acts pursuant to Ohio Revised Code Section 3319.16 to terminate the limited teaching contract of employee Nate Wycinski for good and just cause on the grounds set forth above herein with such order of termination to be effective immediately;

BE IT FURTHER RESOLVED that the New Lexington School District Board of Education hereby directs its Treasurer to issue written notice of same to Wycinski forthwith via certified mail, return receipt requested, as well as regular U.S. mail, along with a copy of said resolution, and to take any and all actions necessary and/or otherwise required under Ohio Revised Code Section 3319.16 to effectuate this action.

**THE VOTE: Davisson, yes; Givens, yes; Nutt, yes; McGaughey, yes.
President McGaughey declared the motion carried.**

It was moved by Nutt and seconded by Davisson to approve the following agenda consent items:

C. Approve 2019-20 Licensed Personnel supplemental Contracts:

<u>Name</u>	<u>Position</u>	<u>Exp.</u>	<u>Salary</u>
Terri Studer	HS Musical Advisor	6	\$2,520
Kelly Wells	HS Fall Play Advisor	6	\$2,160
Terri Studer	HS Thespian Advisor	6	\$2,160
Amanda Holcomb	HS Senior Class Advisor	0	\$ 720 (shared)
Kelly Wells	HS Senior Class Advisor	4	\$ 900 (shared)
Brad Blair	HS Junior Class Advisor	0	\$1,440
Bev Watson	HS Sophomore Class Adv.	4	\$1,260
Bo Dupler	HS Freshman Class Advisor	2	\$1,080
Kristal Dupler	HS National Honor Soc. Adv.	6	\$1,800
Dave Burkhart	HS Yearbook Advisor	2	\$1,440
Jennifer Stenson	HS Student Council Advisor	6	\$1,800
Bev Watson	HS Spanish Club Advisor	4	\$1,080
Coleman McCoy	HS FPS Advisor	6	\$1,620
Kristal Dupler	HS Science Olympiad Adv.	6	\$1,440
Mike Boley	HS Art Competition	6	\$2,160
Ann Hankinson	Lead Mentor 6-12	4	\$2,520
Dani Lamonica	NLE Student Inc. Adv.	6	\$1,440
Haley McGreevy	Lead Mentor K-5	6	\$2,880

Jenny Starner	JCE Student Incentive Adv.	5	\$ 540 (shared)
Amy Bethel	JCE Student Incentive Adv.	6	\$ 720 (shared)
Jody Newlon	MS Student Incentive Adv.	6	\$1,800
Jody Newlon	MS Student Council Adv.	5	\$1,080
Jacob Reyher	MS Science Olympiad Adv.	1	\$ 720

- D. Having found no interested nor qualified licensed person employed or not employed by the Board of Education pursuant to Section 3319.22 and 3313.53, Ohio Revised Code, and upon the recommendation of Superintendent Coffey, it was moved to adopt the following resolution #19-14 hereby approving the following non-licensed employee pupil activity contracts for the 2019-20 school year.

<u>Name</u>	<u>Position</u>	<u>Exp.</u>	<u>Salary</u>
Carrie Barker	JCE Annual Advisor	4	\$1,440

- E. Having found no interested nor qualified licensed person employed or not employed by the Board of Education pursuant to Section 3319.22 and 3313.53, Ohio Revised Code, and upon the recommendation of Superintendent Coffey, it was moved to adopt the following resolution #19-15 hereby approving the following non-licensed non-employee pupil activity contracts for the 2019-20 school year.

<u>Name</u>	<u>Position</u>	<u>Exp.</u>	<u>Salary</u>
Bill Kimble	HS Asst. Football Coach	6+	\$3,961

- F. Approve 1-Year Long Term Substitute for the 2019-20 School Year:

<u>Name</u>	<u>Position</u>	<u>Salary</u>
Sara Wiseman	3 rd Grade – NLE	\$95/day*

*Salary will be at the substitute rate for the first sixty workdays. A per diem rate based on training and experience will be paid beginning on day 61.

- G. Approve Adrienne Hiles as full-time bus driver for the 2019-20 school year.
- H. Approve Brittani Burkhardt as 3-hr. Cook at New Lexington High School.
- I. Approve amending Maggie Hill’s supplemental contract for the 2019-20 school year listed as Non-Licensed, Non-Employee Pupil Activity Contract to a Licensed Personal Supplemental Contract for HS Asst. Volleyball Coach.
- J. Approve the following non-licensed substitutes for the 2019-20 school year:
- Carlissa Barnette – secretary, aide

K. Approve the following volunteers for the 2019-20 school year:

Football – Nick Phillips
Soccer – Kimberly Jeffers

**THE VOTE: Nutt, yes; Davisson, yes; Givens, yes; McGaughey, yes.
President McGaughey declared the motion carried.**

It was moved by Davisson and seconded by Nutt to adjourn the meeting.

**THE VOTE: Davisson, yes; Nutt, yes; Givens, yes; McGaughey, yes.
President McGaughey declared the motion carried.**

President

Treasurer