

**ELMWOOD LOCAL SCHOOLS
BOARD OF EDUCATION**

**Regular Meeting –Monday, April 13, 2020 / 6:00 p.m.
Virtual Meeting via ZOOM
Bloomdale, Ohio 44817**

Board minutes are not official until approved at the May 2020 Board of Education meeting.

Roll: Time 6:00 p.m.

Mrs. Davis	Present
Mrs. Endicott	Present
Mr. King	Present
Mr. Lee	Present
Mrs. Reynolds	Present

Call to Order

At this time, the meeting was called to order.

Pledge of Allegiance

58-20

Acceptance of Minutes of Previous Meeting:

- Regular Meeting, March 9, 2020

Motion by Mrs. Reynolds Seconded by Mrs. Endicott

***Mr. Lee Yes Mrs. Davis Yes Mrs. Endicott Yes
Mr. King Yes Mrs. Reynolds Yes***

Adjustment of Proposed Agenda for Tonight's Meeting

Superintendent Borton made any changes to the agenda at this time.

Superintendent's Recognition and Updates

Hearing of the Public

- On hold until regular, in person meetings resume.

TREASURER'S REPORTS

Financial

59-20

It is recommended that the financial statements for the month of March be approved as presented by the Treasurer.

Motion by Mrs. Endicott Seconded by Mrs. Reynolds

***Mrs. Davis Yes Mr. King Yes Mr. Lee Yes
Mrs. Reynolds Yes Mrs. Endicott Yes***

ELMWOOD BOARD OF EDUCATION

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60-20

It is recommended to approve the following supplemental appropriations:

022	OHSAA Tournaments	Increase	\$ 71.00
572	Title I	Increase	\$1,521.40
590	Title II-A	Increase	\$ 512.55

Motion by Mr. Lee Seconded by Mr. King

***Mrs. Endicott Yes Mrs. Reynolds Yes Mr. King Yes
Mrs. Davis Yes Mr. Lee Yes***

SUPERINTENDENT'S RECOMMENDATIONS & REPORTS

61-20

Consent Agenda

- a) It is recommended that the certified/non-certified staff be non-renewed at the end of the 2019-2020 school year, as listed (Exhibit A).

- b) It is recommended that the following donation be accepted:

<u>Donator</u>	<u>Recipient</u>	<u>Amount</u>
Portage Arbor Society/Gleaners	Elementary Library (toward purchase of books for Gleaner's Reading Day)	\$195.58

Motion by Mr. King Seconded by Mrs. Reynolds

***Mr. King Yes Mr. Lee Yes Mrs. Reynolds Yes
Mrs. Endicott Yes Mrs. Davis Abstained***

Action Agenda

62-20

It is recommended to accept the revised 2020-2021 school calendar with the addition of weekends and the kindergarten screening and HS ACT testing dates. (Exhibit B)

Motion by Mrs. Endicott Seconded by Mrs. Reynolds

***Mrs. Reynolds Yes Mrs. Endicott Yes Mrs. Davis Yes
Mr. Lee Yes Mr. King Yes***

63-20

It is recommended that the following retirements be accepted.

Sam Suman – Custodian – effective April 24, 2020
Peggy Keyes – 6th Grade Teacher – effective June 30, 2020
Sue Leathers – HS Teacher – effective June 30, 2020

Motion by Mr. Lee Seconded by Mrs. Endicott

Mr. Lee Yes Mr. King Yes Mrs. Endicott Yes
Mrs. Reynolds Yes Mrs. Davis Yes

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64-20

It is recommended that membership to the Northwestern Ohio Educational Research Council, Inc., be approved for \$250 for the 2020-2021 school year.

Motion by Mrs. Reynolds Seconded by Mr. Lee

Mrs. Endicott Yes Mrs. Davis Yes Mr. King Yes
Mrs. Lee Yes Mrs. Reynolds Yes

65-20

It is recommended that the contract with Northwest Ohio Educational Technology for the 2020-2021 school year be approved. Cost will be \$2,935.95. (Exhibit C)

Motion by Mr. Lee Seconded by Mr. King

Mrs. Davis Yes Mrs. Reynolds Yes Mr. Lee Yes
Mr. King Yes Mrs. Endicott Yes

66-20

It is recommended to approve the Memorandum of Agreement between the Elmwood Local School District Board of Education and the Elmwood Education Association, dealing with Evaluations/OTES/eLearning. (Exhibit D)

Motion by Mrs. Endicott Seconded by Mr. Lee

Mrs. Reynolds Yes Mr. King Yes Mrs. Davis Yes
Mrs. Endicott Yes Mr. Lee Yes

67-20

It is recommended to approve the Memorandum of Understanding Certified Employee Evaluation between the Elmwood Local School District Board of Education and the Elmwood Education Association, dealing with paying of supplementals. (Exhibit E)

Motion by Mr. Lee Seconded by Mrs. Endicott

Mr. King Yes Mrs. Endicott Yes Mrs. Reynolds Yes
Mr. Lee Yes Mrs. Davis Yes

68-20

It is recommended that the following individual be hired for a certified position for the 2020-2021 school year as indicated below, pending BCII/FBI and verification of employment, certification/licensure, and transcripts.

<u>Name</u>	<u>Tentative Placement</u>	<u>Contract</u>	<u>Column/Step</u>
Raegyn Price	Intervention Specialist	One-Year Limited	BS/0

Motion by Mrs. Reynolds Seconded by Mrs. Endicott

Mrs. Endicott Yes Mr. Lee Yes Mrs. Davis Yes
Mr. King Yes Mrs. Reynolds Yes

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69-20

It is recommended that the following individual be issued a Two Year, Administrative contract, effective August 1, 2020.

<u>Individual</u>	<u>Tentative Placement</u>	<u>Step</u>	<u>Contract</u>
Kevin Wolfe	HS/MS Asst. Principal/ HS/MS Athletic Director	M30/13	Two-Year Administrative, 2020-2022, 210 days

Motion by Mr. King Seconded by Mrs. Endicott

Mrs. Reynolds Yes Mrs. Davis Yes Mr. King Yes
Mrs. Endicott Yes Mr. Lee Yes

70-20

It is recommended to employ Kevin Wolfe, as HS/MS Asst. Principal/HS/MS Athletic Director, at a rate of \$300.00 per day for transitional purposes, for June and July, 2020, for a maximum of 10 days.

Motion by Mrs. Endicott Seconded by Mr. King

Mr. King Yes Mrs. Davis Yes Mr. Lee Yes
Mrs. Reynolds Yes Mrs. Endicott Yes

71-20

It is recommended to create a new teaching position for our Alternative Learning Center / Royal Academy / In School Detention Classroom. As part of this creation, it is recommended to accept the transfer of Adam Holcombe into this new position.

Motion by Mrs. Reynolds Seconded by Mr. Lee

Mrs. Davis Yes Mrs. Endicott Yes Mrs. Reynolds Yes
Mr. Lee Yes Mr. King Yes

72-20

It is recommended that the following individuals be approved for supplemental positions for the 2020-2021 school year, pending BCII/FBI and certification if applicable.

<u>Name</u>	<u>Position</u>	<u>Step/Rate</u>
Greg Bishop	Head Football Coach	Step 3
Jason Barringer	Head Cross Country Coach	Step 4
Gerald Taft	Head Boys Golf Coach	Step 0
Eric Poffenbaugh	Head Girls Golf Coach	Step 3
Ty Traxler	Head Boys Basketball Coach	Step 20
Nick Davis	Head Wrestling Coach	Step 5
Kevin Wolfe	HS/MS Athletic Director	Step 0

Motion by Mr. King Seconded by Mrs. Reynolds

Mr. Lee Yes Mrs. Reynolds Yes Mrs. Endicott Yes
Mr. King Yes Mrs. Davis Yes

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73-20

It is recommended that the following individual be approved for a supplemental position for the 2020-2021 school year, pending BCII/FBI and certification if applicable.

<u>Name</u>	<u>Position</u>	<u>Step/Rate</u>
Doug Reynolds	Head Girls Basketball Coach	Step 26

Motion by Mr. King Seconded by Mrs. Endicott

Mrs. Reynolds Abstained Mr. Lee Yes Mrs. Davis Yes
Mrs. Endicott Yes Mr. King Yes

74-20

It is recommended that the following expenditure be approved:

<u>Company</u>	<u>Purpose</u>	<u>Amount</u>
ViG Solutions	Dist. computer replacements & warranty	\$37,130.00

Motion by Mr. Lee Seconded by Mrs. Endicott

Mr. King Yes Mrs. Reynolds Yes Mr. Lee Yes
Mrs. Davis Yes Mrs. Endicott Yes

Building Reports

High School

- I am very impressed with HS Teachers and students transitioning to electronic delivery of classes. This is a “new world” to many, and they are stepping up to do the best that they can. I have surveyed all teachers and find that they are similar in expectations and number of assignments per week. I show that there is an “average” of 4 students per teacher who are not participating. Teachers have been in communication with students and parents. Mr. Bishop has been extremely helpful in providing technical assistance to those in need. Mrs. Brand has had a great deal of contact with Royal Academy students.
- Ms. Lotycz and the 2018-19 Yearbook staff have been nationally recognized by Jostens for excellence. A press release with details is included. Congratulations!
- We conducted a drive-through pick-up of graduation materials that were ordered by Seniors.
- The musical for this year has unfortunately been cancelled due to the current Stay at Home Order.
- The two most often asked questions that I am getting are about Prom and Graduation. Prom is scheduled for May 9. With the Stay at Home Order being extended to May 1, it is unlikely that the Prom will be able to be held at this time. Future decisions about Prom are therefore on hold for now. Graduation is scheduled for May 31. If we return to the school on or about May 1, then the date of Graduation is still intact. If further restrictions on large group gatherings continue beyond May 1, then we will start to look into the future for dates to reschedule a Graduation ceremony.

Middle School

- Our first run at electronic grade cards, as opposed to mailing hard copies, occurred Friday May 27th.
- The 5th grade overnight trip has been cancelled
- The staff has done a real nice job of trying to continue the curriculum via online assignments during these unprecedented times

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Building Reports continued

Elementary

- The elementary teachers are preparing the next round of lessons for students. Teachers are arranging times with parents about opportunities to drop off and pick up materials.
- The deadline for preschool and kindergarten packets to be submitted will be extended. Information will be provided to the community once the stay at home order is lifted if not before.

Legislative Update

Board Member Comments

- The next Regular Board meeting is scheduled for Monday, May 11, 2020 at 6:00 p.m.
- A Board work session will be held on Monday, May 11, 2020 at 3:00 p.m.

75-20

Adjournment – Time 6:53 p.m.

Motion by Mr. Lee Seconded by Mr. King

Mrs. Davis Yes Mr. Lee Yes Mr. King Yes

Mrs. Endicott Yes Mrs. Reynolds Yes

LuAnn Vanek, Treasurer

Melanie Davis, Board President

ELMWOOD BOARD OF EDUCATION

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EXHIBIT A

ELMWOOD BOARD OF EDUCATION

April 13, 2020

EXHIBIT B

ELMWOOD BOARD OF EDUCATION

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EXHIBIT C

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EXHIBIT D

ELMWOOD BOARD OF EDUCATION

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EXHIBIT E

ELMWOOD BOARD OF EDUCATION

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EXHIBIT A

2019-2020 NON-RENEWAL OF CERTIFIED/NON-CERTIFIED CONTRACTS	
Position	Employee
Sign Language Interpreter/Student Attendant	Kyle Parke
Classroom Aide (Attendant)	Kristina Westmark
Grounds Mowing	Joe Wright
Groundskeeper	Michael Marovich
5th/6th Quiz Bowl Advisor	Sandra Laborie
Elementary Yearbook Advisor	Christina Farabee
Assistant Band Director	Madison Lyons
Percussion Advisor	Alyssa Armstrong
Flag Corp Advisor	Amber Volschow
Majorette Advisor	Amber Volschow
Musical Director	Durrell Johnson
Musical Vocal Director	Matt Zwyer
Musical Technician (1/2 contract)	Nathan Dean
Musical Technician (1/2 contract)	Gregg Abke
Musical Choreographer	Cathleen Shinew
Accompanist	Kevin McGill
HS/MS Assistant Athletic Director	Terry Rothenbuhler
Assistant Volleyball Coach (1/2 contract)	Audra Benschoter
Freshman Volleyball Coach (1/2 contract)	Audra Benschoter
Assistant Football Coach	Jeff Weber
Assistant Football Coach (1/2 contract)	Lane Bishop
Assistant Football Coach (1/2 contract)	Jady Snyder
Assistant Football Coach (1/2 contract)	Zack Meggitt
Assistant Football Coach	Kurt Kolbow
Freshman Football Coach	Darren Morrison
Assistant Cross Country Coach	Jeremy Robinson
Assistant Boys Basketball Coach	Lon (Mickey) Shank
Freshman Boys Basketball Coach	Jeff Hannah
Freshman Girls Basketball Coach	Russell Long
JV Assistant Wrestling Coach (1/2 contract)	Rich Delamatre
JV Assistant Wrestling Coach (1/2 contract)	Sean Dong
JV Baseball Coach	Johnathon Sander
Head Girls Softball Coach	Matt Hoiles
JV Girls Softball Coach (1/2 contract)	Jeff Hannah
JV Girls Softball Coach (1/2 contract)	Chris Hoiles
Head Track Coach	Darren Morrison
Assistant Track Coach	Will Wiseman
Assistant Track Coach (1/2 contract)	Allison Arnold
Assistant Track Coach (1/2 contract)	Kenny Beucler
Assistant Track Coach (1/2 contract)	Jeremy Robinson
Assistant Track Coach (1/2 contract)	Kyle Prenger
Head Cheerleading Coach	Maribeth Tyson
Assistant Cheerleading Coach	Brittany Irick
MS Ticket Manager	Beth Bateson
8th Grade Volleyball Coach	Steve Twining
7th Grade Volleyball Coach	Kara Buchman
MS Football Coach	Charles Hoppie
7th Grade Boys Basketball Coach	Gerald Taft
MS Assistant Wrestling Coach	Mitchell Lee
MS Assistant Wrestling Coach	Dexter Lee
MS Track Coach	Austin Murphy
MS Cheerleading Coach	Olivia Myers

ELMWOOD BOARD OF EDUCATION

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EXHIBIT B

ELMWOOD LOCAL SCHOOLS EXHIBIT B

2020-2021 SCHOOL YEAR CALENDAR

2020-2021 School Calendar																																																																																																																																																																																																																																													
<ul style="list-style-type: none"> = No School (X) = Professional Development/Teacher Work Day (No School) (X) = Beginning/Last Day for Students = 2 Hour Delay (Staff Inservice) = Other Important Day Preschool Only 																																																																																																																																																																																																																																													
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2020-2021 NWOET CONTRACT

COMPREHENSIVE MEMBERSHIP

July 1, 2020 - June 30, 2021

Includes these NWOET services and more:

Included services valid as listed for contracts signed by 3/31/2020

\$1.95/student

• **NWOET "Live PD Via Video"**

NWOET teacher professional development by **LIVE VIDEO** before, during and after school. One hour 'Live PD Via Video' for each teacher included with your Comprehensive Membership! Need more "Live PD Via Video?" With your approval, 1 hr. in-district = 3 hrs 'Live PD via Video'.

• **Professional Development IN Your District** Total in-district hours: 18

NWOET Staff will come to your district and provide classroom technology PD, district tech planning, direct mentoring for staff, planning period help sessions and more. 4 hours/300 ADM, with a minimum of 6 hours for K-12 public districts with under 500 students

• **Workshops at NWOET are always FREE to Comprehensive Members**

or schedule in your district at no cost using the hours included with your membership. Does not include cost of graduate credit or equipment

• **District Technology Planning Support**

No charge for tech planning services including Tech Curriculum Review, PD planning and more by using included in-district hours to cover these services. You can use 'in-district hours' included with your Comprehensive Membership to pay for ANY NWOET service!

• **Classroom Tech PD customized to meet your needs and time frame.**

Any workshop we offer can be customized (almost always at no cost to you) to meet your needs.

• **Teacher planning period and 'drop-in' classroom tech demonstrations, help, Q & A**

An NWOET Tech coach comes to your building to help teachers with almost any classroom technology question.

2-Year NWOET COMPREHENSIVE MEMBERSHIP

July 1, 2020 - June 30, 2022

\$6,500.00

NWOET's Best-Value Service!

• **Two Years Membership includes 100 Hours District Services \$6,500**

You will have until June 2022 - that's TWO FULL YEARS to take advantage of a total of 100 hours in-district or 300 hours "Live PD Via Video" with NWOET staff. Mix and match services without rushing to finish on-going PD and tech projects. This is a great value for larger districts, or for any district looking to put an emphasis on improving your district plan and classroom teacher tech skills. Service begins the day you sign up, and extends through 6/30/2022. Additional hours available for purchase at just \$65/hr.

Superintendent _____ Date 4-13-20 PO# _____ or Invoice _____

District Elmwood Local School Dist. ADM 1121 Total Due \$ 2185.95
Please sign and return by March 31 to nwoet@nwoet.org or fax 419-372-7033 (\$1.95 x 112 ADM or 2-years for \$6,500)



NWOET EXTENDED SERVICE AGREEMENTS

Use through June 30, 2022

30, 40, 100 or more hours in YOUR district

- Use for any or all NWOET services
- Focus on Effective Classroom use of Tech
- 1 hour 'in-district' = 3 hrs "Live PD via Video"

NWOET COMPREHENSIVE MEMBERS

- \$3,500 - 30 hrs. in addition to those included with your Comp Membership
- \$4,500 - 40 hrs. in addition to those included with your Comp Membership
- \$6,500 - 100 hrs. plus TWO YEARS of all other Comp Member benefits
Just \$65.00/ hour purchased IN ADDITION to 40 or 100 hour service pkgs.

NWOET BASIC MEMBERS

- \$250 per 2 hrs. in-district (1st visit is free) for BASIC members
- Other services available at 150% Comprehensive Member rate.

May be used through June 30, 2022, (2020-2022 school years), two-hour minimum per visit; may also be used for PD at the NWOET training lab, as well as in-classroom mentoring and assistance.

Additional packages and per-hour rates available, email miniier@nwoet.org
 *Prices valid on contracts received and paid by 3/31/2020 v1.31.2020

2020 - 2021 LEARN360 Video Streaming

NW Ohio Area Media Center and NWOET offer video steaming in conjunction with LEARN360. For more information on LEARN360 video streaming, please call 800-966-9638 or e-mail nwoet@nwoet.org. Price valid for contracts signed before March 15, 2020, then subject to current rate.

Comprehensive Members Contract (July 1, 2020 through June 30, 2021):
 \$1.19 per student (\$475.00 minimum per building & \$750.00 maximum per building.
 You may attach a sheet listing additional buildings if needed. Thank You.

Building 1 Name: Elmwood \$1.19 x ADM 1121 = 750.00 (\$475.00 min., \$750.00 max.)

Building 2 Name: _____ \$1.19 x ADM _____ = _____ (\$475.00 min., \$750.00 max.)

Building 3 Name: _____ \$1.19 x ADM _____ = _____ (\$475.00 min., \$750.00 max.)

Basic & Non-Members: \$50.00 processing fee per building X _____ buildings = \$ _____

TOTAL STREAMING AMOUNT DUE \$ 750.00

\$2185.95 (NWOET contract cost) + \$750.00 (Learn360 cost) = \$2935.95
 TOTAL DUE

EXHIBIT C

ELMWOOD BOARD OF EDUCATION
 April 13, 2020

EXHIBIT D

MEMORANDUM OF AGREEMENT

WHEREAS, on March 14, 2020, Amy Acton, MD, MPH, Director of the Ohio Department of Health, ordered that all school buildings that provide any kindergarten through grade twelve instruction in the State of Ohio be closed to students beginning at 12:01 a.m. on March 17 and ending at 11:59 p.m. on April 3, 2020 to prevent the spread of COVID-19 into the State of Ohio;

WHEREAS in Dr. Acton's order she provided for the purpose of clarity, this closure does not include administrators, teachers, staff, vendors or contractors of a school and that the administration of each school shall determine the appropriate level of access in the school during the closure;

WHEREAS Dr. Acton's order provides that before and until April 3, 2020, this Order will be continuously evaluated and may be modified or extended by the Director of the Ohio Department of Health;

WHEREAS on March 30, 2020, Dr. Acton's order was extended through May 1, 2020;

WHEREAS the Elmwood Local School District Board of Education and the Elmwood Education Association ("EEA") are subject to a collective bargaining agreement effective July 1, 2019 through June 30, 2022 ("Agreement") that provides for payment of supplemental contract duties pursuant to a supplemental salary schedule;

WHEREAS the Agreement does not contemplate a lengthy school closure or address payment for supplemental salaries during a lengthy school closure;

WHEREAS the Elmwood Local School District Board of Education declares it to be a proper public purpose to continue to pay supplemental salaries during the current school closure, and any extension thereof, to ensure continuity of services in the event schools are reopened and to resolve any ambiguity regarding the issue of payment for supplemental salaries;

NOW, THEREFORE, the Elmwood Local School District Board of Education and the EEA agree as follows:

1. Teachers who have supplemental contracts to perform duties during the 2019-2020 will continue to be paid consistent with the Agreement during the current school closure and any extension thereof.
2. In the event school resumes, teachers will perform those duties as directed by the Superintendent.
3. The Board and the EEA further acknowledge, agree and understand that nothing contained herein shall be construed or utilized as "past practice" or "precedent setting" in any related or unrelated, current or future grievance, arbitration, litigation or matter of contract interpretation involving the Board and the EEA.

4. Except as delineated above, this Memorandum does not alter, modify or change any existing provision of the Agreement currently in effect between the parties or Board policy.

5. This Memorandum shall become a part of and affixed to the Agreement effective with the signatures of the parties.

IN WITNESS WHEREOF, the duly authorized representatives of the Elmwood Local School District Board of Education and the Elmwood Education Association have executed this Memorandum on the dates opposite their signatures.

ELMWOOD LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION

Date: _____ By: _____

ELMWOOD EDUCATION ASSOCIATION

Date: _____ By: _____

EXHIBIT D

ELMWOOD BOARD OF EDUCATION
April 13, 2020

Memorandum of Understanding Certified Employee Evaluation

This Memorandum of Understanding is entered into by and between the Elmwood Board of Education (Board) and the Elmwood Education Association (Association) this _____ day of April, 2020.

WHEREAS, the Board and Association have entered into a Collective Bargaining Agreement (CBA) which is effective from July 1, 2019 through June 30, 2022;

WHEREAS, the Ohio Legislature passed HB 197 on March 25, 2020 that modified the requirements under Ohio Rev. Code 3319 for the evaluation of teachers and other employees;

WHEREAS, the parties have agreed that it is impossible or impracticable to complete certain teacher evaluations for the 2019-2020 school year;

WHEREAS, the parties have entered into certain agreements with respect to the evaluation procedures for bargaining unit members that affects the parties CBA, and in that regard, desire to memorialize their agreements pertaining to same;

WHEREAS, Am. Sub. H.B. 197 permits the Board to adopt or amend its plan pursuant to Ohio Revised Code section 3313.482 to require students to access and complete lessons remotely in order to make up hours for the 2019-2020 school year that the schools were closed in compliance with the Ohio Director of Health's order, local board of health order, or an extension of an order;

WHEREAS, the parties intend to amend their current CBA as set forth hereinafter, and further intend that all remaining sections of the CBA, that are not inconsistent herewith, shall remain in full force and effect;

NOW THEREFORE, IT IS HEREBY AGREED by and between the Board and the Association that the following language shall constitute their Agreement as it relates to this matter:

1. The Board will provide distance learning in response to the COVID-10 crisis from March 16, 2020 until the earlier of: (1) the expiration of the Ohio Director of Health's order, local board of health order, or an extension of an order expires; or (2) the end of the 2019-2020 school year. The Board and Association ratify and provide written consent to provide distance learning consistent O.R.C. 3313.482 and Am. Sub. H. B. 197 in order to meet the minimum hours of instruction required by law. The Administration will communicate expectations for distance learning and will continue ongoing discussions about distance learning with the Association.
2. Any bargaining unit member who was missing an evaluation component required by the CBA or Ohio Rev. Code (e.g. observation/walkthrough/student growth measure) on March 16, 2020 shall be considered to have an incomplete evaluation for the 2019-2020 school year.

3. Any bargaining unit member with an incomplete evaluation during the 2019-2020 school year shall be subject to a complete evaluation cycle during the 2020-2021 school year, in compliance with the requirements of the CBA and Ohio Rev. Code.
4. Any bargaining unit member who had an incomplete evaluation shall retain their previous evaluation rating until they have completed a full evaluation cycle, as defined by the CBA and Ohio Rev. Code.
5. No bargaining unit member may be nonrenewed due to an incomplete evaluation for the 2019-2020 school year.
6. Any bargaining unit member whose evaluation cycle contained all the components required by the CBA and Ohio Rev. Code, as it existed on March 16, 2020 may, at the employee's option and with the Superintendent's approval, be considered a complete evaluation. The employee shall not be subject to an evaluation in the 2020-2021 school year, except as required by the CBA or Ohio Rev. Code. Should the employee choose to consider their evaluation cycle complete, the Board retains its right to make employment decisions using the summative evaluation rating, pursuant to the terms of the CBA and Ohio Rev. Code, and shall do so no later than June 1, 2020.
7. The Board and Association agree to extend the implementation of OTES 2.0 until the 2021-2022 school year.

The parties agree the terms of this MOU are not intended to create a case precedent or form the basis of a past practice between or among the parties.

This MOU shall automatically expire at such time as all bargaining unit members who had an incomplete evaluation under the terms of this agreement have received a summative evaluation rating pursuant to the provisions of the CBA and Ohio Rev. Code.

For the Association

For the Board of Education

BY: _____

BY: _____

EXHIBIT E

ELMWOOD BOARD OF EDUCATION
April 13, 2020