

**ELMWOOD LOCAL SCHOOLS
BOARD OF EDUCATION**

**Regular Meeting – Monday, December 4, 2023 / 5:30 p.m.
Elmwood Schools Auditoria
Bloomdale, Ohio 44817**

Board minutes are not official until approved at the January 2024 Board of Education meeting.

Roll: Time 5:30 pm

Mrs. Davis	Present
Mr. Lee	Absent (arrived 6:33 pm)
Mr. Pennington	Present
Mrs. Reynolds	Present
Mrs. Silverwood	Present

Call to Order
Meeting called to order

Pledge of Allegiance

219-23

Acceptance of Minutes of Previous Meeting

- Regular Meeting, November 6, 2023

Motion by Mrs. Davis Seconded by Mr. Pennington

Mrs. Silverwood Yes Mr. Pennington Yes Mrs. Reynolds Yes Mrs. Davis Yes

Adjustment of Proposed Agenda for Tonight's Meeting

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

- Mrs. Reynolds asked for Greg Bishop be removed from Action Agenda/E and voted on separately

Superintendent's Recognition and Updates

- Student of the Month
- Cross Country Teams
- Retirees: Cindy Althaus and Paula Morgart

Hearing of the Public

No requests for public participation

***As a reminder, from this point on, the remainder of the meeting will be audiotaped.**

TREASURER'S REPORTS

Financial

220-23

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

Motion by Mr. Pennington Seconded by Mrs. Davis

Mrs. Reynolds Yes Mrs. Davis Yes Mr. Pennington Yes Mrs. Silverwood Yes

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221-23

It is recommended to approve the following supplemental appropriations:

300-9023	Running Club – Elementary	\$ 300.00	Increase
200-9120	HS Specialty Gifts & Crafts	\$ 300.00	Increase

Motion by Mr. Pennington Seconded by Mrs. Silverwood

Mrs. Silverwood Yes Mrs. Reynolds Yes Mr. Pennington Yes Mrs. Davis Yes

SUPERINTENDENT’S RECOMMENDATIONS & REPORTS

222-23

Consent Agenda

- a) It is recommended that the Wood County Substitute Teacher & Aide List additions and deletions for the past month and all subsequent revisions be approved for the 2023-2024 school year.

- b) It is recommended that the Board approve the Policy updates. (Exhibit A)

- c) It is recommended that Timothy Rupright be approved for appointment to the Wayne Public Library Board for a 7-year term. This term will begin 1/8/2024 and conclude 12/31/30.

- d) It is recommended that the following donations be accepted:

<u>Donator</u>	<u>Recipient</u>	<u>Amount</u>
Lady Royal Dugout Club	Elmwood HS Softball	\$1,500.00
Benschoter Hay & Straw, LLC	Elmwood Food Pantry	\$2,000.00
Susan & Ron Secrist	Elmwood Volleyball program	Jump Box (valued at \$120.00)

- e) It is recommended that the following resignation be accepted:

Beth Bateson – Cafeteria – effective November 17, 2023

- f) It is recommended to approve the Elmwood Local Schools Student Wellness and Success Funds and Disadvantaged Pupil Impact Aid Plan as required by Ohio Law for school years 2024 and 2025 (Exhibit B)

Motion by Mr. Pennington Seconded by Mrs. Davis

Mrs. Reynolds Yes Mrs. Silverwood Yes Mrs. Davis Yes Mr. Pennington Yes

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Action Agenda

223-23

It is recommended that the following expenditure be approved:

<u>Company</u>	<u>Purpose</u>	<u>Amount</u>
Rob Marsh	Softball backdrop	\$ 7,794.75

Motion by Mr. Pennington Seconded by Mrs. Silverwood

Mr. Pennington Yes Mrs. Silverwood Yes Mrs. Reynolds Yes Mrs. Davis Yes

224-23

It is recommended to approve the Memorandum of Understanding Agreement between the Elmwood Local School District Board of Education and the Elmwood Education Association, dealing with adding the Voya 403(b) plan to the union contract. (Exhibit C)

Motion by Mr. Pennington Seconded by Mrs. Davis

Mrs. Silverwood Yes Mrs. Davis Yes Mr. Pennington Yes Mrs. Reynolds Yes

225-23

It is recommended that the following individuals be hired as substitutes as indicated on an as needed basis for the 2023-2024 school year, pending BCII/FBI and licensure if applicable.

CAFETERIA
Julie Croghan

CUSTODIAN
Julie Croghan
Perry Hamman

Motion by Mrs. Davis Seconded by Mr. Pennington

Mrs. Davis Yes Mrs. Silverwood Yes Mr. Pennington Yes Mrs. Reynolds Yes

226-23

It is recommended that the following individual be approved for a supplemental position for the 2023-2024 school year, pending BCII/FBI and certification if applicable. For any non-licensed applicant, it is noted that the open position was first offered to those employees of the district who are licensed and no licensed employee qualified to fill the position accepted it, and then that it has advertised the position as available to any licensed individual who is qualified to fill it and who is not employed by the Board, and no such person has applied for and accepted the position.

High School

<u>Name</u>	<u>Position</u>	<u>Salary</u>
Heidy Monnin	Volunteer Assistant Wrestling Coach	Step 0

Motion by Mr. Pennington Seconded by Mrs. Silverwood

Mrs. Silverwood Yes Mrs. Davis Yes Mrs. Reynolds Yes Mr. Pennington Yes

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227-23

It is recommended that the following individuals be approved for supplemental positions for the 2024-2025 school year, pending BCII/FBI and certification if applicable. For any non-licensed applicant, it is noted that the open position was first offered to those employees of the district who are licensed and no licensed employee qualified to fill the position accepted it, and then that it has advertised the position as available to any licensed individual who is qualified to fill it and who is not employed by the Board, and no such person has applied for and accepted the position.

High School

<u>Name</u>	<u>Position</u>	<u>Salary</u>
Archer Spencer	Head Volleyball Coach	Step 2
Jason Barringer	Head Cross Country Coach	Step 8
Gerald Taft	Head Boys Golf Coach	Step 4
Kyle Hackenburg	Head Girls Golf Coach	Step 1
Jackie Rothenbuhler	Head Cheerleading Coach	Step 4

Motion by Mr. Pennington Seconded by Mrs. Silverwood

Mr. Pennington Yes Mrs. Reynolds Yes Mrs. Davis Yes Mrs. Silverwood Yes

228-23

It is recommended that the following individual be approved for supplemental positions for the 2024-2025 school year, pending BCII/FBI and certification if applicable. For any non-licensed applicant, it is noted that the open position was first offered to those employees of the district who are licensed and no licensed employee qualified to fill the position accepted it, and then that it has advertised the position as available to any licensed individual who is qualified to fill it and who is not employed by the Board, and no such person has applied for and accepted the position.

High School

<u>Name</u>	<u>Position</u>	<u>Salary</u>
Greg Bishop	Head Football Coach	Step 7

Motion by Mrs. Davis Seconded by Mr. Pennington

Mrs. Silverwood No Mrs. Reynolds No Mrs. Davis Yes Mr. Pennington Yes

Motion Failed

229-23

Ryan Lee is appointed as president pro tem for the organizational meeting on January 8, 2024.

Motion by Mrs. Reynolds Seconded by Mr. Pennington

Mr. Pennington Yes Mrs. Silverwood Yes Mrs. Reynolds Yes Mrs. Davis Yes

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Building Reports

High School

- The National Honor Society held their Red Cross Blood Drive on Wednesday, November 29th.
- Senior Composite pictures took place on Friday, November 17th. Retakes will be on Friday, December 8th.
- The Madrigal Dinner will be on Sunday, December 17th at 5:30pm.
- Mrs. Megan Hayes performed in the Macy's Thanksgiving Day Parade as part of the prestigious "Saluting America's Band Directors" marching band!
- We are providing End of Semester Assessment schedules for teachers wishing to give a traditional exam on December 19th and 20th. Teachers who do not give an assessment can use their class period however they wish. Student attendance is mandatory those days.
- The end of the 2nd 9 weeks is Thursday, January 18th.
- The 1st Annual "Frosh Fest" will be held on Sunday, January 14th from 5-7pm.

Middle School

- Parent-Teacher conferences were held November 20th and 21st during which 69 conferences were held between the four grades in the middle school which is a couple more than last year.
- Dare graduation is Thursday, December 14th at 1:15.
- Our middle school choirs will be performing a Holiday concert before break.
- Winter competitions are underway as girls and boys basketball have started their games already. Middle school wrestling starts their matches next week on Wednesday, December 13th at home vs. Liberty Benton and B.G.
- Congratulations to our Band Director, Mrs. Hayes, who was selected to march in a band that was in the Macy's Thanksgiving Day parade!!!
- Elmwood Middle School was notified last week that it has been selected by U.S News and World Reports as one of the best middle schools in the state of Ohio. According to the release, we were ranked 137th, which puts us in the top 6% of public and private middle schools in Ohio. This is a credit to our whole staff, students, and families.

Elementary

- Elementary students participated in Christmas Craft the week of November 27th. Thank you to PTO, Mrs. Farabee and the student volunteers for making the week possible.
- The 2nd grade Christmas program is December 5th at 7:00 in the Community Center. The students will perform for the elementary in the afternoon and then again during the evening for the community. A big thank you to the students, Mrs. Perez and the grade level teachers with their efforts in preparing for the performances.
- Parent Teacher Conferences were held November 20-21.
- Santa's Secret shop is the week of December 4th. A huge thank you to the PTO and all of the volunteers that worked throughout the week.
- PTO Royal Citizens of the Month for November are: Gavin Lafontaine, Campbell Brooks, Jade Nusser, Brantley Blachuta, Amelia Wickard, Jace Irick, Colt Cromley, Nash Burton, Brody Long, Ellie Mathias, Kennedy McEwen, Harper Bateson, Thomas Bateson, Jillian Bennett, Emma Depew, Anna Gonzales, Carly Simon, Grant Silverwood, Hadley Bickers, Easton Bankey, Victoria Carr.

Legislative Update

Committee Reports

Board Member Comments

- Outgoing Board Recognition: Melanie Davis, Debbie Reynolds & Kristy Silverwood
- The next Board meeting (Organizational and Regular) is scheduled for Monday, January 8, 2024 at 5:30pm in the Elmwood Schools Auditoria.

Mr. Lee arrived for the meeting at 6:33 pm

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230-23

It is recommended that the following individual be approved for supplemental positions for the 2024-2025 school year, pending BCII/FBI and certification if applicable. For any non-licensed applicant, it is noted that the open position was first offered to those employees of the district who are licensed and no licensed employee qualified to fill the position accepted it, and then that it has advertised the position as available to any licensed individual who is qualified to fill it and who is not employed by the Board, and no such person has applied for and accepted the position.

High School

<u>Name</u>	<u>Position</u>	<u>Salary</u>
Greg Bishop	Head Football Coach	Step 7

Motion by Mrs. Davis Seconded by Mr. Pennington

***Mrs. Silverwood No Mrs. Reynolds No Mrs. Davis Yes
Mr. Lee Yes Mr. Pennington Yes***

231-23

Executive Session: Time 6:41 pm

Superintendent Borton requested that the Board go into Executive Session to consider the employment of a public employee.

Motion by Mr. Pennington Seconded by Mrs. Davis

***Mr. Lee Yes Mrs. Silverwood Yes Mrs. Davis Yes
Mr. Pennington Yes Mrs. Reynolds Yes***

Return from Executive Session: Time 8:38 pm

President Lee certified that the Board did discuss the above aforementioned executive item.

232-23

Adjournment – Time 8:38 pm

Motion by Mr. Lee Seconded by Mr. Pennington

***Mr. Lee Yes Mrs. Reynolds Yes Mrs. Davis Yes
Mr. Pennington Yes Mrs. Silverwood Yes***

Jenalee Niese, Treasurer

Ryan Lee, Board President

BOARD POLICY UPDATES

(December 2023)

BYLAWS AND POLICIES

Bylaw 0141.2 - Conflict of Interest (Revised)

This bylaw has been revised to include the expanded scope of potential conflicts that must be disclosed by a Board member and require a Board member to refrain from debating or voting upon a contract.

Bylaw 0164 - Notice of Meetings (Revised)

This bylaw deals with board meetings of all kinds. The change is added that stresses board sub committees (like records commission) is a public meeting and must be advertised and minutes recorded.

Policy 2623.02 - Third Grade Reading Guarantee (Revised)

The House proposed a version of the budget bill that eliminated student retention under the third-grade reading guarantee. The final version of the bill maintained retention but with one important change. Beginning in the 2024-2025 school year, parents will have the authority to request that their children be promoted after consulting with the building principal and reading teacher even if their children are not reading at grade level. This appears to give parents the final decision on whether a child is retained based on their performance on the third-grade reading guarantee assessments. However, districts still have broad authority to retain or promote students in third grade for other reasons. The policy and administrative guidelines which cover third grade reading and school promotion and retention have been updated accordingly. Other changes to the third grade reading guarantee include a requirement that districts provide reading intervention services to students until they are reading at grade level, a requirement that districts provide "high-dosage" tutoring that meets certain statutory requirements, a directive that intervention services be aligned with the newly defined science of reading, and an addition to the notice that parents receive when their children are reading below grade level.

Policy 3120.08/4120.08 - Employment of Personnel for Co-Curricular/Extra-Curricular Activities (Revised)

Policy 8120 - Volunteers (Revised)

Qualifications for initial and renewal pupil activity/coach permits have been modified under HB 33 to require that individuals who coach interscholastic athletic programs complete a sudden cardiac arrest training course and they must also complete a student mental health training course.

Policy 5113.01 - Intra-District Open Enrollment (Revised)

Under state law, all districts are required to adopt an intra-district open enrollment policy that allows students to enroll in an alternative school within the district. HB 33 modified state law to require that School Districts report the number of students attending a school that is not the

school to which the student would normally be assigned to the Department of Education and Workforce. Additionally, if a school district uses a lottery to determine which applications will be approved for intra-district open enrollment, the lottery must be conducted on the second Monday of June each year. The intra-district open enrollment policy has been updated to incorporate these changes.

Policy 5320 - Immunization (Revised)

This policy has been revised to reflect changes in immunization requirements, adjusting age/grade-level groupings and vaccines as recommended by the U.S. Department of Health and Human Services.

Policy 5330.02 - Procurement and Use of Epinephrine Auto Injectors in Emergency Situations (New)

This policy is added to allow us to stock epinephrine auto injectors (example: Epi-pens) to be used in an emergency. In this emergency, the injector can be used for any student or staff even if they do not have a doctor's note on file.

Policy 5330.03 - Procurement and Use of Asthma Inhalers in Emergency Situations (New)

This policy is added to allow us to stock inhalers to be used in an emergency. In this emergency, the inhaler can be used for any student or staff even if they do not have a doctor's note on file.

Policy 5336 - Care of Students with Diabetes (Revised)

This policy is added to allow us to stock glucagon to be used in an emergency. In this emergency, the glucagon can be used for any student or staff even if they do not have a doctor's note on file.

Policy 5337 - Care of Students with Seizure Disorders (NEW)

Beginning this school year, school districts will be required to create a seizure action plan for all students who have been diagnosed with an active seizure disorder. The plan is developed in consultation with the parents or legal guardians and must be renewed annually. The plan must address administration of seizure medications that have been prescribed to the students. Staff and volunteers to regularly work with the student must be notified that the plan exists and must be properly trained to support the student's needs. There are additional training requirements as well. Each building in the district must have one individual who does not serve as the school

nurse to be trained every two years in seizure care and implementation of the plans. Further, all administrators, guidance counselors, teachers, and bus drivers must complete one (1) hour of in-person or self-study training on seizure disorders.

Policy 6240 - Board of Revision Complaints and Countercomplaints (NEW)

This new policy is offered at the request as a means to comply with the statutory provisions of HB 126 (R.C. 5715.19). Districts are limited in their ability to challenge tax valuation of properties in the District. Boards now have a limited role in real estate valuation appeals. This policy authorizes the Treasurer/CFO to act within the limits of the law.

Policy 6700 - Fair Labor Standards Act (FLSA) (Revised)

On December 29, 2022, President Biden signed the PUMP Act into law, which expands the rights granted by the Break Time for Nursing Mothers Act to include exempt employees of covered employers. This change, which expands coverage and now grants all salaried employees, such as teachers and administrators, similar protections.

Policy 7440 - Facility Security (Revised)

This policy has been updated to include an optional list of security measures that are utilized throughout school facilities. Language has also been added to declare that staff, students, and visitors who intentionally circumvent, interfere with, or disable security measures, systems, and devices may be subject to discipline, up to and including termination of employment, suspension, or expulsion from work or school, and may also face criminal charges.

Policy 8210 - School Calendar (Revised)

Under HB 33, R.C. 3313.482 which previously governed use of blizzard bags was repealed and rewritten. This change completely eliminated blizzard bags as an option to make up calamity days, and replaced it with a new option to provide virtual/online education to students when schools are closed. Just as with the old law, schools are required to adopt a plan by August 1st each year. The plan must incorporate certain elements. Local school districts with compliant plans may count up to three school days toward the minimum school year requirement.

Policy 8330 - Student Records (Revised)

A new law was enacted with passage of HB 33 that requires school districts to forward a student's cumulative records to a new public or nonpublic school upon request within five school days. The law defines records to include academic records, student assessment data, "or other information for which there is a legitimate educational interest." The law further authorizes a school district to withhold the student's records if the student has an outstanding debt of \$2,500 or more.

Policy 8600 - Transportation (Revised)

Policy 8650 - Transportation by School Van (Revised)

A number of transportation-related changes were adopted in the budget bill. School districts will be permitted to transport nonpublic school students to and from school using a van. The van must be designed to carry nine (9) or less students plus a driver. The District will be required to provide transportation as a related service to students with disabilities who live in the district and attend a nonpublic school if the school district is provided with supporting documentation from the child's individualized education program or an individual service plan developed by the county board of developmental disabilities. Additionally, the law now declares that students may not be delivered late to school. This does not alter the change in the previous budget bill that allows delivery of students up to thirty (30) minutes before school start and pickup of students up to thirty (30) minutes after school dismissal. And, because of other changes in HB 33, the stakes for violating transportation rules have gotten higher. New language in the revised code redefines "out of compliance"/noncompliance as to occur after five (5) consecutive days or ten (10) days total within a school year in which one (1) of the following violations occur: 1) students are dropped off at least thirty (30) minutes late to school; 2) students are picked up more than thirty (30) minutes after the end of the school day; 3) students are not transported at all because the bus does not show up; or 4) the district is considered noncompliant with any other transportation requirements under Chapter 3327. After the first occurrence of noncompliance, a district has one (1) week to submit a corrective action plan. For a subsequent occurrence, DEW will withhold twenty-five percent (25%) of the district's transportation funding for each day of noncompliance. Two (2) more occurrences are permitted before DEW withholds 100% of the district's transportation funding. The funds will be withheld until DEW determines the district is back in compliance. The count of noncompliance days resets each school year.

Policy 9160 - Public Attendance at School Events (Revised)

HB 33 adopted a new law which requires school districts that elect to participate in athletic events regulated by an interscholastic conference/organization to either accept cash at any school-affiliated event where admission is charged, or alternatively to provide a free ticket, if any remain available, to an individual who is able to demonstrate that they have sufficient cash to cover the cost of the ticket on the day of the event. School districts must also accept cash in at least one location per floor where concessions are sold.

Policy 9211 - District Support Organizations (Revised)

Policy updated to state that if support organizations have 501 (C) (3) status, they should give a copy of the letter to the treasurer.

Policy 9270 - Equivalent Education Outside the Schools & Participation in Extra-Curricular for Students Not Enrolled in the District (Revised)

HB 33 significantly modified the law governing home school student education in Ohio, and the policy and administrative guideline have been updated to reflect the changes. District superintendents will no longer be required to approve applications for home schooling, which is now officially referred to as "home education." Instead, superintendents will be provided with a simplified notice from a student's parent or legal guardian within five days after the student begins home education or moves into the district. The notice provides more limited information

EXHIBIT A continued

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than prior applications, specifically limited to the parent's name and address, the child's name, and an assurance that the child will receive education in all of the required subjects. The number of required subjects has been reduced to include only English language arts, mathematics, science, history, government, and social studies. Parents are no longer required to meet certain qualifications to instruct their children at home, and do not need to provide a minimum number of instructional hours. The superintendent is required to send written acknowledgment that the notice has been received within fourteen (14) calendar days. The law also modifies academic eligibility for home-educated students who participate in extracurricular activities.

Elmwood Local Schools
Student Wellness and Success Funds & Disadvantaged
Pupil Impact Aid Plan
– SY2024 and SY2025

Ohio's districts and schools receive Disadvantaged Pupil Impact Aid and Student Wellness and Success Funds to fund initiatives to support wraparound services for Ohio's students. These vital services help students overcome obstacles to learning, accelerate learning and prepare for future success. Elmwood Local School District's SWSF and DPIA Plan will include the following: Spend at least 50% of Student Wellness and Success Funds on physical or mental health services. The plan for using Student Wellness and Success Funds and Disadvantaged Pupil Impact Aid will collaborate with Children's Resource Center, Wood County Hospital Rehabilitation Services, Wood County Educational Service Center and Independence Health.

The Student Wellness and Success Fund and DPIA plan will be posted to our website within 30 days after development or amendment of the plan. The Superintendent and/or Treasurer will report annually to ODE how the district spent Student Wellness and Success Funds and Disadvantaged Pupil Impact Aid. Elmwood Local Schools will spend Student Wellness and Success Funds by the end of the next fiscal year after they are received. For funds received this fiscal year (FY24), they will be spent by June 30, 2025. Additionally, Student Wellness and Success Funds received in FY25 will be spent by June 30, 2026. Ohio law does not specify the timeline in which Disadvantaged Pupil Impact Aid must be spent, but our District will leverage these funds in a timely manner to support the critical needs of students. Ohio law outlines the uses for Disadvantaged Pupil Impact Aid and Student Wellness and Success Funds. For Fiscal Years 2024 and 2025, districts and schools are required to use funding to support the initiatives outlined by the Ohio Department of Education.

Student Wellness and Success Funds received by Elmwood Local Schools will be used to support the following initiatives during the 2024-2025 school years:

1. Physical Health Services – Continued employment of a School Health Nurse and Athletic Trainer to assess and treat student's physical health needs throughout the day.
2. Mental Health Services – Continued employment of a Therapist and/or Social Worker to provide mental health support to students including behavioral health services and recovery supports.

Disadvantaged Pupil Impact Aid Funds will be spent for the following initiatives:

1. Drop Out Preventions – Continued development of existing programs that feature support services such as mental health counseling, health and wellness services, career counseling, graduation pathways counseling and workforce credential programs through our Student Services and Student Success Center placing emphasis on those students at risk of dropping out of school.

2. School Safety Measures – Continued employment of a School Resource/DARE Officer to help maintain a safe school environment. In addition, we will work with students to connect them with community-based resources and ensure that staff is trained in trauma-informed care.

Administrators and staff members will annually review the plan and adjust as necessary for the benefit of all students. It is understood that Elmwood Local Schools will provide the services listed in a way that best serves the students of the school district for the duration of the availability of Student Wellness and Success Fund or similar funding source(s).

Elmwood Local Schools:	
By: _____	Date: _____
By: _____	Date: _____
Children's Resource Center:	
By: _____	Date: _____
By: _____	Date: _____
Wood County Hospital Rehabilitation Services:	
By: _____	Date: _____
By: _____	Date: _____
Wood County Educational Service Center:	
By: _____	Date: _____
By: _____	Date: _____
Independence Health:	
By: _____	Date: _____
By: _____	Date: _____
Wood County Sheriff's Office:	
By: _____	Date: _____
By: _____	Date: _____

EXHIBIT C

MEMORANDUM OF UNDERSTANDING
Regarding 403(b) Plan

WHEREAS, the Elmwood Local School District Board of Education ("Board") and the Elmwood Education Association ("EEA") are parties to a collective bargaining agreement ("Agreement") with effective dates of July 1, 2022 through June 30, 2025;

WHEREAS, the Association and Board recognize that it is the intent of the parties to provide tax advantages to retiring members in a legal manner; and,

WHEREAS, the Board has established a tax deferred annuity program known as the Elmwood Local Schools 403(b) Plan (the "Program"), which is intended to meet the requirements of Section 403(b) of the Internal Revenue Code of 1986, as amended, and the requirements of applicable state and/or local law; and

WHEREAS, the Board wishes to make a non-elective employer contribution to the Program to eligible employees, as defined in the Program, from unused accumulated sick pay and/or retirement incentive pay in accordance with the Internal Revenue Code of 1986, as amended, the regulations thereunder, and the requirements of applicable state and/or local law; and

WHEREAS, such eligible employees shall have no right to receive directly or indirectly as cash the amount of retirement incentive pay and/or unused accumulated sick pay in lieu of an employer non-elective contribution being allocated to their participant accounts under the Program.

NOW, THEREFORE, the Parties agree to the following, effective upon Board approval of this Agreement:

1. The second paragraph of Article XXX, Severance Pay, shall be amended as follows (deleted language is stricken, new language is inserted in bold and underlined):

The Member must, within ninety (90) days of the last date of employment with the Board, prove acceptance into the STRS or other Ohio public retirement system by having received and cashed the first retirement check. No severance pay will be paid until the Treasurer has received a copy of the first retirement check (or electronic notification) from STRS or other Ohio public retirement system to such bargaining unit member, who must retire from active service with the Board and have served a minimum of ten (10) consecutive years with the District. ~~If requested, the~~ All severance payments shall be made to a ~~tax-advantaged-accumulated-leave-or~~ the 403(b) plan, consistent with the rules of the plan. If contributions exceed the maximum permitted in one year to the plan, they will be paid out in the subsequent January of each following year.

2. It is the parties' intention that this MOU shall effectuate an amendment to the Agreement between the parties and shall be incorporated into future versions of the Agreement.

ELMWOOD EDUCATION
ASSOCIATION

Date

ELMWOOD LOCAL SCHOOL
DISTRICT BOARD OF EDUCATION

Board President

Date

Treasurer

Superintendent

EXHIBIT C

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