



**Nordonia Hills City School District  
Nordonia Board of Education Meetings  
January Regular Board Meeting  
January 11, 2021, 7:00 pm - 9:00 pm  
Virtual Meeting**

**MINUTES and DOCUMENTS**

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## MINUTES

**Nordonia Hills City School District  
Nordonia Board of Education Meetings  
January Regular Board Meeting  
Monday, January 11, 2021, 7:00 pm - 9:00 pm  
Virtual Meeting**

### A. PRESIDENT'S REPORT

1. Roll Call
2. Pledge of Allegiance
3. Approval of Agenda  
Resolution#
4. Communications:  
Dr. Clark: Ohio School Board Appreciation Month
5. Committee Reports:  
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Nordonia Hills Foundation Liaison  
Tax Incentive Review Board  
Technology and Information Systems  
Special Education Liaison  
NDEIC Liaison

### B. SUPERINTENDENT'S RECOMMENDATIONS

1. Approve Consent Items:  
Adopt School Calendar  
Adopt School Calendar for the 2022-23 school year.

Pay increase for classified substitutes due to change in State Minimum Wage.

Substitute Student Supervisor, Paraprofessional, Special Needs Aide, Food Service, and Buildings/Grounds Monitor will receive an increase from \$8.70/hr., to \$8.80/hr., due to the change in State Minimum Wage, effective 1/1/2021.

Resolution#

2. Approve Settlement and Release Agreement for Grenig v. ADA Architects, Inc. et. al.

Resolution#

3. Approve Mass Dispensing/Vaccination Sites Agreement with Summit County Public Health Resolution#

4. Approve Personnel Items:  
Resolution#

a. Administrative

i. Resignation/Retirement:

Karen Obratil, Treasurer/CFO, retirement effective 8/1/2021

ii. Appointment

Carol Sides-Tonsing, from LE Eaton Associate Principal to LE Principal, Step I (9), \$106,307, effective 8/1/2021 - 7/30/2024

iii. Renewal of Administrative/Supervisor Contracts

The following Administrative contracts are effective 8/1/2021-7/31/2024:

Anthony Buckler, Associate Principal  
Kristen Cottrell, Elementary Principal  
Carrie Hutchinson, Director of Pupil Services  
Marc Kaminicki, Elementary Principal  
Jacqueline O'Mara, Elementary Principal  
Shon Smith, Associate Principal  
Casey Wright, High School Principal

The following Supervisor contract is effective 7/1/2021 - 6/30/2024:

Susan Petonic, Food Service Supervisor

b. Certified:

i. Retirement/Resignation

Cynthia Maher, resignation effective end of 2020-21 school year

ii. New Appointment/Assignment:

None

iii. Long-Term Substitute

Megan Holland (subbing for Melissa Di Gennaro, LV Grade 3), effective 1/15/2021 - approximately 3/12/2021.

Amanda Lefeld (subbing for Angela Guzman, LE Grade 5), effective approximately 2/23/21 - end of 2020-21 school year.

iv. Home Instruction

Angela Hartman, paid at the curriculum rate of \$29.36/hr., as needed, effective 1/11/2021.

v. Curriculum

(All are paid at the curriculum rate of \$29.36/hr., unless otherwise noted.)

LE Title I Math Worker, effective 11/1/20 to 5/14/21, paid through Title I Federal Grant:

Amanda Lefeld

- vi. Supplementals (based on BA/0-\$41,957

HS Athletics:

Boys' Varsity Bowling Coach, Ty Lachowsky, 6.00%, \$2,517.42

Girls' Varsity Bowling Coach, Larry Strimple, 6.75%, \$2,832.10

- c. Classified:

- i. Resignation/Retirement

None

- ii. New Assignment

None

- iii. Change of Assignment

None

- iv. Temporary Assignment

Rebecca Sunday, NF Building Interventionist, increase from 4.0 hours per day to 4.5 hours per day, 5 days per week, effective until the end of the 2020-21 school year.

- v. Substitute

None

#### C. TREASURER'S RECOMMENDATIONS

1. Approve Consent Items:

December 21, 2020 - Special Board Meeting Minutes

December 21, 2020 - Regular Board Meeting Minutes

Financial Statements - December, 2020

Financial Presentation for December 2020

Educational Focus on Property Valuations

Resolution#

2. Request for Advance of Local Taxes

Resolution#

#### D. EXECUTIVE SESSION

To discuss the employment of a public official.

Resolution#

#### E. ADJOURNMENT

The next Regular meeting of the Board will be held on Monday, February 22, 2021, at 7 PM at Northfield Elementary School, 9374 Olde Eight Road, Northfield, Ohio 44067

Resolution#

# 2022-2023 NORDONIA CALENDAR (Board Approved 1/11/21)

August 2022							September 2022							October 2022						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
	1	2	3	4	5	6					1	2	3							1
7	8	9	10	11	12	13	4	5	6	7	8	9	10	2	3	4	5	6	7	8
14	15	16	17	18	19	20	11	12	13	14	15	16	17	9	10	11	12	13	14	15
21	22	23	24	25	26	27	18	19	20	21	22	23	24	16	17	18	19	20	21	22
28	29	30	31				25	26	27	28	29	30		23	24	25	26	27	28	29
8/22-8/24 Teacher Inservice							9/5 Labor Day							10/14 Teacher Inservice/NEOE Day						
8/25 First Day of School							9/16 Teacher Inservice							10/28 End of Quarter 1						
														△ 10/28 End of Quarter 1						
November 2022							December 2022							January 2023						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
		1	2	3	4	5					1	2	3	1	2	3	4	5	6	7
6	7	8	9	10	11	12	4	5	6	7	8	9	10	8	9	10	11	12	13	14
13	14	15	16	17	18	19	11	12	13	14	15	16	17	15	16	17	18	19	20	21
20	21	22	23	24	25	26	18	19	20	21	22	23	24	22	23	24	25	26	27	28
27	28	29	30				25	26	27	28	29	30	31	29	30	31				
○ 11/3 Evening Conferences							12/22-1/2 Winter Break							1/3 School Resumes						
○ 11/7 Evening Conferences														△ 1/13 End of Quarter 2						
11/8 Teacher Inservice/Election Day														1/16 Martin Luther King Jr. Day						
11/23-11/28 Thanksgiving/Conf. Comp														1/17 Teacher Records Day						
February 2023							March 2023							April 2023						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4				1	2	3	4							1
5	6	7	8	9	10	11	5	6	7	8	9	10	11	2	3	4	5	6	7	8
12	13	14	15	16	17	18	12	13	14	15	16	17	18	9	10	11	12	13	14	15
19	20	21	22	23	24	25	19	20	21	22	23	24	25	16	17	18	19	20	21	22
26	27	28					26	27	28	29	30	31		23	24	25	26	27	28	29
2/17 Teacher Inservice							△ 3/17 End of Quarter 3							30						
2/20 Presidents Day														4/3-4/7 Spring Break						
														4/10 Teacher Inservice						
May 2023							June 2023							July 2023						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
	1	2	3	4	5	6					1	2	3							1
7	8	9	10	11	12	13	4	5	6	7	8	9	10	2	3	4	5	6	7	8
14	15	16	17	18	19	20	11	12	13	14	15	16	17	9	10	11	12	13	14	15
21	22	23	24	25	26	27	18	19	20	21	22	23	24	16	17	18	19	20	21	22
28	29	30	31				25	26	27	28	29	30		23	24	25	26	27	28	29
5/29 Memorial Day							△ 6/1 Last Day of School/Early Dismissal							30						
							6/2 Teacher Records Day							31						
Key																				
No School for Staff or Students							△ End of Grading Period													
No School for Students							○ P/T Conferences													

**RESOLUTION TO APPROVE SETTLEMENT AND RELEASE AGREEMENT**

Grenig v. ADA Architects, Inc., et al., Cuyahoga County  
Court of Common Pleas, Case No. CV 20 928930

The Board of Education of the Nordonia Hills City School District, Summit County, Ohio, met in \_\_\_\_\_ session on the \_\_\_\_\_ day of January, 2021, at the offices of said Board, with the following members present:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

The Treasurer advised the Board that the notice requirements of R.C. 121.22 and Section 12 of H.B. 197, and any amendments thereto, were complied with for the meeting.

\_\_\_\_\_ moved the adoption of the following resolution:

BE IT RESOLVED, by the Board of Education of the Nordonia Hills City School District, Ohio, that:

Section 1: The Board of Education of the Nordonia Hills City School District (“the Board”) was named as a defendant in the case of Grenig v. ADA Architects, Inc., et al., Cuyahoga County Court of Common Pleas, Case No. CV 20 928930, alleging that the Grenigs began to experience flooding at their property following construction of the new high school softball field (“the Litigation”). All parties desire to settle the Litigation. Accordingly, the Board hereby approves the attached Settlement Agreement and Release (“Agreement”), and Stipulation for Dismissal and Journal Entry (“Entry”). As set forth in the Settlement Agreement and Release, the Board’s share of the settlement amount is Twelve Thousand Five Hundred Dollars (\$12,500.00), which shall be paid, in its entirety, by the Board’s liability carrier, the Ohio School Plan.

Section 2: The Superintendent is authorized and directed to execute and deliver the Agreement on behalf of the Board. The Board’s legal counsel from Pepple & Waggoner, Ltd., is authorized and directed to execute and deliver the Entry on behalf of the Board. Further on behalf of the Board, the Superintendent, Treasurer, and Business Director are hereby authorized to perform any actions necessary to execute the terms and conditions of the Agreement.

Section 3: It is found and determined that all formal actions of this Board concerning and relating to the adoption of this resolution were adopted in an open meeting of this Board, and that all deliberations of this Board and any of its committees that resulted in such formal action were in meetings open to the public and in compliance with all legal requirements, including R.C. 121.22 and Section 12 of H.B. 197, and any amendments thereto.

\_\_\_\_\_ seconded the Motion and upon roll call, the vote resulted as follows:

\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Motion passed and adopted this \_\_ day of January , 2021.

\_\_\_\_\_  
President, Board of Education

ATTEST:

\_\_\_\_\_  
Treasurer

\_\_\_\_\_  
Date



## **Memorandum of Agreement for Mass Dispensing / Vaccination Sites**

This Memorandum of Agreement is entered into this the \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_ between \_\_\_\_\_ (Business/Organization) and the Summit County Combined General Health District a/k/a Summit County Public Health (SCPH).

The Business/Organization named above hereby acknowledges that it will serve as a Point of Dispensing (POD): Mass Dispensing / Vaccination Site in the event that mass prophylaxis/immunization is necessary to address a large-scale public health emergency.

This agreement will be formally activated when it is determined by Summit County Public Health (SCPH) the need to provide mass prophylaxis/immunization as a result of a large-scale public health emergency.

### Definitions / Acronyms:

1. SCPH: Summit County Public Health
2. SNS: Strategic National Stockpile
3. VMI: Vendor Managed Inventory
4. PODS: Point of Dispensing Site
5. Business/Organization: Business/Organization willing to provide facilities for Public PODS activation/operations.

### Recitals

**WHEREAS**, the Centers for Disease Control and Prevention (CDC) has established the Strategic National Stockpile (SNS) and Vendor Managed Inventory (VMI) to assist in the event of a catastrophic biological incident or an incident requiring the use of medical materiel maintained in the SNS or other providers in the VMI system ; and

**WHEREAS**, the SCPH will function as the lead agency in events where medical materiel are deployed or in instances where an incident requires such operation and the use of public points of dispensing site; and

**WHEREAS**, the CDC, through the Ohio Department of Health and the State of Ohio, will provide the SNS or VMI which includes medications, vaccine, and medical supplies, to the SCPH; and

**WHEREAS**, the need for mass dispensing / mass vaccination operations, the SCPH will have need of large venues to provide these mass dispensing operations to Summit County residents.

**NOW THEREFORE**, in consideration of the foregoing, the parties hereto agree as follows:

### **I. Business / Organization**

The owner/manager agrees to provide the following:

- Immediate use of the agreed facilities and/or properties during an event;
- Periodic access to the facilities and/or properties prior to an event for inspection and exercises;
- 24/7 Contact information:
  - An **Administrative** point of contact, who will serve as the primary point of contact. This person should have authority over properties associated with the Business / Organization.
  - A **Facilities** point of contact, who will work with SCPH personnel to coordinate the access and maintenance of the facilities and/or properties.
- Office equipment, including telephones, copy machines, computers, fax machines (where available);
- Tables, chairs, desks, cots, wheelchairs (where available);
- Refrigerators; (where available);
- Parking areas;
- Driveways / Access Roads;
- Accessible Automated External Defibrillator;
- Internet Access; (where available); and
- Maintenance Support (where available);

In addition the Business / Organization will:

1. Comply with confidentiality needs at the time of the event
2. Allow facility to be visited by members of the SCPH, local law enforcement, and, if applicable, local, state, and federal officials for the development and maintenance of a site dispensing / vaccination plan.
3. Allow facility to be listed in a confidential annex to local and state plans.

### **II. Summit County Public Health**

SCPH shall do the following:

1. Provide a point of contact person to answer questions that the business / organization may have about these arrangements.
2. See approval and coordinate access with the business / organization to approved / available facilities in advance of public notice.
3. Assure the replacement or reimbursement to the business / organization for any used supplies (including telephone charges, faxes, copying supplies, etc.), damages, or claims as a result of SCPH Operations.

4. Assure health and security professionals will, to the best of their ability, prevent contagious people from entering the building.
5. Provide and coordinate the necessary security personnel.
6. Assure that any post-event cleanup that may be needed is performed including but not limited to: sweeping, returning furniture to correct place, decontamination procedures, etc.).
7. Provide training for business / organization personnel who may provide support at the dispensing clinic. For example; setting up tables, tensabarriers, operating facility equipment, etc.
8. Store, organize, and maintain pharmaceutical and medical materials delivered through the SNS, VMI, or other modality for use at the dispensing / vaccination site.
9. Ensure facilities utilized are restored to original/pre-event condition.

### **III. Time of Performance**

This agreement shall be effective on \_\_\_\_\_, \_\_\_\_\_ or when all parties have signed, whichever is later. This agreement will expire five years from the date of signing with the option for renewal.

### **IV. Confidentiality**

To the extent permitted by law the facility owners, their employees or agents shall not disclose that their facility is a designated "POD" site and shall keep confidential all conversations and correspondence related to this agreement of negotiations leading up to the execution hereof. The facility owners, their employees or agents shall not share this information with anyone other than the designated SCPH point of contact.

### **V. Termination**

This Agreement may be terminated by either party by giving written notice at least 90 days prior to the effective date of such termination. This agreement will expire five years from the date of signing with the option for renewal.

The parties to the Agreement hereby agree to any and all provisions as stipulated above.



# NORDONIA HILLS CITY SCHOOL DISTRICT

Northfield, Ohio

## ADMINISTRATOR'S CONTRACT

### TERMS OF EMPLOYMENT

#### 1. TERM OF CONTRACT

The Board, in accordance with its action as will be found in the minutes of its meeting held on the 11th day of January, 2021, will employ **Carol Sides-Tonsing**, Elementary Principal for a period commencing on the 1st day of August, 2021, and ending on the 31st day of July, 2024.

#### 2. PROFESSIONAL CERTIFICATION

The Principal shall maintain and furnish to the Board evidence of maintaining, throughout the life of this contract, a valid and appropriate certificate to act as Principal in accordance with the laws of the State of Ohio.

#### 3. DUTIES

The Principal shall perform the duties specified in the job description for Elementary Principal as adopted by the Board, as it may be amended from time to time during the term of this contract. Such job description as so amended, is incorporated in Board Policy.

#### 4. COMPENSATION

The Board shall pay Carol Sides-Tonsing at the scheduled salary, to be paid in 24 equal installments in accordance with Board policy. The Board may increase the salary of the Principal during the term of this contract, but in no event shall the Principal's salary be reduced, except as provided by law. If an adjustment in salary is made during the term of the contract, all other provisions of this contract, including its termination date, shall remain as stated herein.

5. **LONGEVITY PAY**

The Administrator will be paid longevity pay in equal installments over twenty-four (24) pays starting with the first pay after August 1, 2021, based upon a percentage of the Administrator's salary as set forth below:

For the 2021-2022 school year: zero percent (0 %).

For the 2022-2023 school year: zero percent (0 %).

For the 2023-2024 school year: zero percent (0 %).

6. **PERFORMANCE INCENTIVE**

A. The Board will pay a performance incentive (the "Incentive") to the Administrator as set forth below. Such Incentive will be paid within thirty (30) days of the release of the Final Report Card by the Ohio Department of Education. The Administrator will only qualify for this Incentive if:

1. The Administrator has earned at least one (1) year of service credit as an administrator under STRS/SERS with the District as of the date of the release of the State Report Card; and,
2. The Administrator is employed under an administrative contract with the District at the time the Incentive is to be paid.

If the Administrator changes assignments from one school year to the next, the Incentive shall be paid based upon the assignment the Administrator held during the year reflected in the State Report Card. It is understood and agreed by the Administrator that the non-payment of this Incentive in any contract year shall not constitute an unlawful salary reduction for purposes of Sections 3319.02, 3319.08, 3319.12 and/or other relevant sections of the Ohio Revised Code. In the case the State Report Card does not assign an overall rating, the overall rating from the last Report Card to include an overall rating shall be used, with any payment being made in the September 30 pay.

B. For any year that the Building to which the Administrator is assigned receives an overall rating of "A" on its State Report Card, or the highest achievable overall rating if the State changes its reporting system, the Administrator shall receive an Incentive payment of Four Thousand Five Hundred Dollars (\$4,500.00).

- C. For any year that the Building to which the Administrator is assigned receives an overall rating of "B" on its State Report Card, or the highest achievable overall rating if the State changes its reporting system, the Administrator shall receive an Incentive payment of Two Thousand Two Hundred Fifty Dollars (\$2,250.00).
- D. For any year that the District receives an overall rating of "A" on its State Report Card, or the highest achievable overall rating if the State changes its reporting system, the Administrator shall receive an Incentive payment of One Thousand Five Hundred Dollars (\$1,500.00).
- E. For any year that the District receives an overall rating of "B" on its State Report Card, or the highest achievable overall rating if the State changes its reporting system, the Administrator shall receive an Incentive payment of Seven Hundred Fifty Dollars (\$750.00).

7. **OTHER COMPENSATION**

The Board shall provide the Principal with all benefits applicable to administrative employees, in accordance with Board policy and guidelines for Administrative Compensation.

8. **PROFESSIONAL GROWTH**

That the Principal shall be encouraged to attend professional meetings, and the actual and necessary expenses of said attendance to be paid by the District in accordance with Board policy.

9. **DAYS TO BE WORKED**

Annual contract workdays shall be two hundred sixteen (216). The Principal shall devote such time and energies as are necessary to perform the duties specified in the job description. The duties will generally be performed during normal business hours, but it is expressly agreed that the duties of this position will require the Principal to work during times other than normal business hours.

10. **SICK LEAVE**

The Principal shall be entitled to the use of and accumulation of sick leave in accordance with Ohio law and Board policy.

**11. EXPENSES**

The Board of Education shall reimburse the Principal for all actual and necessary travel and other expenses required in the performance of the official duties during the employment under contract subject to such limitations as provided by law and by Board policy.

**12. EVALUATION**

The Principal will be evaluated annually by the Superintendent of Schools.

**13. CONTRACT TERMINATION**

This employment contract may be terminated by:

- (a) mutual agreement of the parties
- (b) retirement, disability, or death of the Principal
- (c) termination by the Board in accordance with the laws of Ohio

**14. INDEMNIFICATION**

The Board agrees that it shall defend, hold harmless and indemnify the Principal from any and all demands, claims, suits, actions or legal proceedings brought against the Principal in his individual capacity or in his official capacity as agent and employee of the Board, provided the incident arose while the Principal was acting within the scope of his employment (excluding specifically criminal litigation or claims with respect to the Principal's certificate) and that any such liability coverage is within the authority of the Board to provide under Ohio law. In no case will individual Board Members be considered personally liable for indemnification of the Principal against such demand, claims, suits, actions or legal proceedings.

**15. SAVINGS CLAUSE**

If any portion of this contract is deemed to be illegal due to conflict with state or federal law, the remainder of the contract shall remain in full force and effect.

\_\_\_\_\_  
Carol Sides-Tonsing,  
Principal

\_\_\_\_\_  
President, Board of Education

\_\_\_\_\_  
Karen Obratil,  
Treasurer/CFO, Board of Education

\_\_\_\_\_  
Date



**NORDONIA HILLS CITY SCHOOL DISTRICT**

**Northfield, Ohio**

**ADMINISTRATOR'S CONTRACT**

**TERMS OF EMPLOYMENT**

**1. TERM OF CONTRACT**

The Board, in accordance with its action as will be found in the minutes of its meeting held on the 11th day of January, 2021, will employ **Anthony Buckler**, Associate Principal at Nordonia High School for a period commencing on the 1st day of August, 2021, and ending on the 31st day of July, 2024.

**2. PROFESSIONAL CERTIFICATION**

The Associate Principal shall maintain and furnish to the Board evidence of his maintaining, throughout the life of this contract, a valid and appropriate certificate to act as Associate Principal in accordance with the laws of the State of Ohio.

**3. DUTIES**

The Associate Principal shall perform the duties specified in the job description for Associate Principal as adopted by the Board, as it may be amended from time to time during the term of this contract. Such job description as so amended is incorporated in Board Policy.

**4. COMPENSATION**

The Board shall pay Anthony Buckler at the scheduled salary, to be paid in 24 equal installments in accordance with Board policy. The Board may increase the salary of the Associate Principal during the term of this contract, but in no event shall the Associate Principal's salary be reduced, except as provided by law. If an adjustment in salary is made during the term of the contract, all other provisions of this contract, including its termination date, shall remain as stated herein.

**5. LONGEVITY PAY**

The Administrator will be paid longevity pay in equal installments over twenty-four (24) pays starting with the first pay after August 1, 2021, based upon a percentage of the Administrator's salary as set forth below:

For the 2021-2022 school year: zero percent (0 %).

For the 2022-2023 school year: zero percent (0 %).

For the 2023-2024 school year: zero percent (0 %).

**6. PERFORMANCE INCENTIVE**

A. The Board will pay a performance incentive (the "Incentive") to the Administrator as set forth below. Such Incentive will be paid within thirty (30) days of the release of the Final Report Card by the Ohio Department of Education. The Administrator will only qualify for this Incentive if:

1. The Administrator has earned at least one (1) year of service credit as an administrator under STRS/SERS with the District as of the date of the release of the State Report Card; and,
2. The Administrator is employed under an administrative contract with the District at the time the Incentive is to be paid.

If the Administrator changes assignments from one school year to the next, the Incentive shall be paid based upon the assignment the Administrator held during the year reflected in the State Report Card. It is understood and agreed by the Administrator that the non-payment of this Incentive in any contract year shall not constitute an unlawful salary reduction for purposes of Sections 3319.02, 3319.08, 3319.12 and/or other relevant sections of the Ohio Revised Code. In the case the State Report Card does not assign an overall rating, the overall rating from the last Report Card to include an overall rating shall be used, with any payment being made in the September 30 pay.

B. For any year that the Building to which the Administrator is assigned receives an overall rating of "A" on its State Report Card, or the highest achievable overall rating if the State changes its reporting system, the Administrator shall receive an Incentive payment of Four Thousand Five Hundred Dollars (\$4,500.00).

- C. For any year that the Building to which the Administrator is assigned receives an overall rating of "B" on its State Report Card, or the highest achievable overall rating if the State changes its reporting system, the Administrator shall receive an Incentive payment of Two Thousand Two Hundred Fifty Dollars (\$2,250.00).
- D. For any year that the District receives an overall rating of "A" on its State Report Card, or the highest achievable overall rating if the State changes its reporting system, the Administrator shall receive an Incentive payment of One Thousand Five Hundred Dollars (\$1,500.00).
- E. For any year that the District receives an overall rating of "B" on its State Report Card, or the highest achievable overall rating if the State changes its reporting system, the Administrator shall receive an Incentive payment of Seven Hundred Fifty Dollars (\$750.00).

**7. OTHER COMPENSATION**

The Board shall provide the Associate Principal with all benefits applicable to administrative employees, in accordance with Board policy and guidelines for Administrative Compensation.

**8. PROFESSIONAL GROWTH**

That the Associate Principal shall be encouraged to attend professional meetings and the actual and necessary expenses of said attendance to be paid by the District in accordance with Board policy.

**9. DAYS TO BE WORKED**

Annual contract workdays shall be two hundred six (206). The Associate Principal shall devote such time and energies as are necessary to perform the duties specified in the job description. The duties will generally be performed during normal business hours, but it is expressly agreed that the duties of this position will require the Associate Principal to work during times other than normal business hours.

**10. SICK LEAVE**

The Associate Principal shall be entitled to the use of and accumulation of sick leave in accordance with Ohio law and Board policy.

**11. EXPENSES**

The Board of Education shall reimburse the Associate Principal for all actual and necessary travel and other expenses required in the performance of the official duties during the employment under contract subject to such limitations as provided by law and by Board policy.

**12. EVALUATION**

The Associate Principal will be evaluated annually by the Principal.

**13. CONTRACT TERMINATION**

This employment contract may be terminated by:

- (a) mutual agreement of the parties
- (b) retirement, disability, or death of the Principal
- (c) termination by the Board in accordance with the laws of Ohio

**14. INDEMNIFICATION**

The Board agrees that it shall defend, hold harmless and indemnify the Associate Principal from any and all demands, claims, suits, actions or legal proceedings brought against the Associate Principal in his individual capacity or in his official capacity as agent and employee of the Board, provided the incident arose while the Associate Principal was acting within the scope of his employment (excluding specifically criminal litigation or claims with respect to the Associate Principal's certificate) and that any such liability coverage is within the authority of the Board to provide under Ohio law. In no case will individual Board Members be considered personally liable for indemnification of the Associate Principal against such demand, claims, suits, actions or legal proceedings.

**15. SAVINGS CLAUSE**

If any portion of this contract is deemed to be illegal due to conflict with state or federal law, the remainder of the contract shall remain in full force and effect.

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Anthony Buckler,  
Associate Principal

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President, Board of Education

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Karen Obratil,  
Treasurer/CFO, Board of Education

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Date

**NORDONIA HILLS CITY SCHOOL DISTRICT**

**Northfield, Ohio**

**ADMINISTRATOR'S CONTRACT**

**TERMS OF EMPLOYMENT**

**1. TERM OF CONTRACT**

The Board, in accordance with its action as will be found in the minutes of its meeting held on the 11th day of January, 2021, will employ **Kristen Cottrell**, Elementary Principal for a period commencing on the 1st day of August, 2021, and ending on the 31st day of July, 2024.

**2. PROFESSIONAL CERTIFICATION**

The Principal shall maintain and furnish to the Board evidence of her maintaining, throughout the life of this contract, a valid and appropriate certificate to act as Principal in accordance with the laws of the State of Ohio.

**3. DUTIES**

The Principal shall perform the duties specified in the job description for Elementary Principal as adopted by the Board, as it may be amended from time to time during the term of this contract. Such job description as so amended, is incorporated in Board Policy.

**4. COMPENSATION**

The Board shall pay Kristen Cottrell at the scheduled salary, to be paid in 24 equal installments in accordance with Board policy. The Board may increase the salary of the Principal during the term of this contract, but in no event shall the Principal's salary be reduced, except as provided by law. If an adjustment in salary is made during the term of the contract, all other provisions of this contract, including its termination date, shall remain as stated herein.

5. **LONGEVITY PAY**

The Administrator will be paid longevity pay in equal installments over twenty-four (24) pays starting with the first pay after August 1, 2021, based upon a percentage of the Administrator's salary as set forth below:

For the 2021-2022 school year: One-Half percent (0.5%).

For the 2022-2023 school year: One-Half percent (0.5%).

For the 2023-2024 school year: One percent (1.0%)

6. **PERFORMANCE INCENTIVE**

A. The Board will pay a performance incentive (the "Incentive") to the Administrator as set forth below. Such Incentive will be paid within thirty (30) days of the release of the Final Report Card by the Ohio Department of Education. The Administrator will only qualify for this Incentive if:

1. The Administrator has earned at least one (1) year of service credit as an administrator under STRS/SERS with the District as of the date of the release of the State Report Card; and,
2. The Administrator is employed under an administrative contract with the District at the time the Incentive is to be paid.

If the Administrator changes assignments from one school year to the next, the Incentive shall be paid based upon the assignment the Administrator held during the year reflected in the State Report Card. It is understood and agreed by the Administrator that the non-payment of this Incentive in any contract year shall not constitute an unlawful salary reduction for purposes of Sections 3319.02, 3319.08, 3319.12 and/or other relevant sections of the Ohio Revised Code. In the case the State Report Card does not assign an overall rating, the overall rating from the last Report Card to include an overall rating shall be used, with any payment being made in the September 30 pay.

B. For any year that the Building to which the Administrator is assigned receives an overall rating of "A" on its State Report Card, or the highest achievable overall rating if the State changes its reporting system, the Administrator shall receive an Incentive payment of Four Thousand Five Hundred Dollars (\$4,500.00).

- C. For any year that the Building to which the Administrator is assigned receives an overall rating of “B” on its State Report Card, or the highest achievable overall rating if the State changes its reporting system, the Administrator shall receive an Incentive payment of Two Thousand Two Hundred Fifty Dollars (\$2,250.00).
- D. For any year that the District receives an overall rating of “A” on its State Report Card, or the highest achievable overall rating if the State changes its reporting system, the Administrator shall receive an Incentive payment of One Thousand Five Hundred Dollars (\$1,500.00).
- E. For any year that the District receives an overall rating of “B” on its State Report Card, or the highest achievable overall rating if the State changes its reporting system, the Administrator shall receive an Incentive payment of Seven Hundred Fifty Dollars (\$750.00).

**7. OTHER COMPENSATION**

The Board shall provide the Principal with all benefits applicable to administrative employees, in accordance with Board policy and guidelines for Administrative Compensation.

**8. PROFESSIONAL GROWTH**

That the Principal shall be encouraged to attend professional meetings, and the actual and necessary expenses of said attendance to be paid by the District in accordance with Board policy.

**9. DAYS TO BE WORKED**

Annual contract workdays shall be two hundred six (206). The Principal shall devote such time and energies as are necessary to perform the duties specified in the job description. The duties will generally be performed during normal business hours, but it is expressly agreed that the duties of this position will require the Principal to work during times other than normal business hours.

**10. SICK LEAVE**

The Principal shall be entitled to the use of and accumulation of sick leave in accordance with Ohio law and Board policy.



**11. EXPENSES**

The Board of Education shall reimburse the Principal for all actual and necessary travel and other expenses required in the performance of the official duties during the employment under contract subject to such limitations as provided by law and by Board policy.

**12. EVALUATION**

The Principal will be evaluated annually by the Superintendent of Schools.

**13. CONTRACT TERMINATION**

This employment contract may be terminated by:

- (a) mutual agreement of the parties
- (b) retirement, disability, or death of the Principal
- (c) termination by the Board in accordance with the laws of Ohio

**14. INDEMNIFICATION**

The Board agrees that it shall defend, hold harmless and indemnify the Principal from any and all demands, claims, suits, actions or legal proceedings brought against the Principal in her individual capacity or in her official capacity as agent and employee of the Board, provided the incident arose while the Principal was acting within the scope of her employment (excluding specifically criminal litigation or claims with respect to the Principal's certificate) and that any such liability coverage is within the authority of the Board to provide under Ohio law. In no case will individual Board Members be considered personally liable for indemnification of the Principal against such demand, claims, suits, actions or legal proceedings.

**15. SAVINGS CLAUSE**

If any portion of this contract is deemed to be illegal due to conflict with state or federal law, the remainder of the contract shall remain in full force and effect.

\_\_\_\_\_  
Kristen Cottrell,  
Principal

\_\_\_\_\_  
President, Board of Education

\_\_\_\_\_  
Karen Obratil,  
Treasurer/CFO, Board of Education

\_\_\_\_\_  
Date

# NORDONIA HILLS CITY SCHOOL DISTRICT

Northfield, Ohio

## ADMINISTRATOR'S CONTRACT

### TERMS OF EMPLOYMENT

#### 1. TERM OF CONTRACT

The Board, in accordance with its action as will be found in the minutes of its meeting held on the 11th day of January, 2021, will employ **Carrie Hutchinson**, Director of Pupil Services for a period commencing on the 1st day of August, 2021, and ending on the 31st day of July, 2024.

#### 2. PROFESSIONAL CERTIFICATION

The Director shall maintain and furnish to the Board evidence of her maintaining, throughout the life of this contract, a valid and appropriate certificate to act as Director in accordance with the laws of the State of Ohio.

#### 3. DUTIES

The Director shall perform the duties specified in the job description for Director as adopted by the Board, as it may be amended from time to time during the term of this contract. Such job description, as so amended, is incorporated in Board Policy.

#### 4. COMPENSATION

The Board shall pay **Carrie Hutchinson** at the scheduled salary, to be paid in 24 equal installments in accordance with Board policy. The Board may increase the salary of the Director during the term of this contract, but in no event shall the Director's salary be reduced, except as provided by law. If an adjustment in salary is made during the term of the contract, all other provisions of this contract, including its termination date, shall remain as stated herein.

#### 5. OTHER COMPENSATION

The Board shall provide the Director with all benefits applicable to administrative employees, in accordance with Board policy and guidelines for Administrative Compensation.

**6. LONGEVITY PAY**

The Administrator will be paid longevity pay in equal installments over twenty-four (24) pays starting with the first pay after August 1, 2021, based upon a percentage of the Administrator's salary as set forth below:

For the 2021-2022 school year: One percent (1.0 %).

For the 2022-2023 school year: One and one-half percent (1.5 %).

For the 2023-2024 school year: One and one-half percent (1.5 %).

**7. PERFORMANCE INCENTIVE**

A. The Board will pay a performance incentive (the "Incentive") to the Administrator as set forth below. Such Incentive will be paid within thirty (30) days of the release of the Final Report Card by the Ohio Department of Education. The Administrator will only qualify for this Incentive if:

1. The Administrator has earned at least one (1) year of service credit as an administrator under STRS/SERS with the District as of the date of the release of the State Report Card; and,
2. The Administrator is employed under an administrative contract with the District at the time the Incentive is to be paid.

It is understood and agreed by the Administrator that the non-payment of this Incentive in any contract year shall not constitute an unlawful salary reduction for purposes of Sections 3319.02, 3319.08, 3319.12 and/or other relevant sections of the Ohio Revised Code. In the case the State Report Card does not assign an overall rating, the overall rating from the last Report Card to include an overall rating shall be used, with any payment being made in the September 30 pay.

- B. For any year that the District receives an overall rating of "A" on its State Report Card, or the highest achievable overall rating if the State changes its reporting system, the Administrator shall receive an Incentive payment of Six Thousand Dollars (\$6,000.00).
- C. For any year that the District receives an overall rating of "B" on its State Report Card, or the highest achievable overall rating if the State changes its reporting system, the

Administrator shall receive an Incentive payment of Three Thousand Dollars (\$3,000.00).

**8. PROFESSIONAL GROWTH**

That the Director shall be encouraged to attend professional meetings, and the actual and necessary expenses of said attendance to be paid by the District in accordance with Board policy.

**9. DAYS TO BE WORKED**

Annual contract work days shall be two hundred sixty (260). The Director shall devote such time and energies as are necessary to perform the duties specified in the job description. The duties will generally be performed during normal business hours, but it is expressly agreed that the duties of this position will require the Director to work during times other than normal business hours.

**10. VACATIONS**

The Director of Pupil Services shall be entitled to 20 days of vacation each year this contract is in effect. Vacation days shall not be counted as part of the 260 work days. Vacation days should be used during the year earned, but the Director of Pupil Services is authorized to carry over from one contract year to the next an amount of vacation equal to 5 days accumulation. The Director of Pupil Services shall have no more than 25 days of vacation in any given contract year. Vacation shall be scheduled by the Director of Pupil Services so as to minimize disruption of school district operations and at times acceptable to the Board.

**11. HOLIDAYS**

The Director of Pupil Services shall be entitled to twelve (12) paid holidays to be determined by the school calendar adopted by the Board.

New Year's Day	President's Day
Martin Luther King Day	Good Friday
Memorial Day	Independence Day
Labor Day	Thanksgiving Day (two days)
Christmas Day (two days)	New Year's Eve Day

**12. SICK LEAVE**

The Director shall be entitled to the use of and accumulation of sick leave in accordance with Ohio law and Board policy.

**13. EXPENSES**

The Board of Education shall reimburse the Director for all actual and necessary

travel and other expenses required in the performance of the official duties during the employment under this contract subject to such limitations as provided by law and by Board policy.

**14. EVALUATION**

The Director will be evaluated by the Superintendent of Schools.

**15. CONTRACT TERMINATION**

This employment contract may be terminated by:

- (a) mutual agreement of the parties
- (b) retirement, disability, or death of the Director
- (c) termination by the Board in accordance with the laws of Ohio

**16. INDEMNIFICATION**

The Board agrees that it shall defend, hold harmless and indemnify the Director from any and all demands, claims, suits, actions or legal proceedings brought against the Director in her individual capacity or in her official capacity as agent and employee of the Board, provided the incident arose while the Director was acting within the scope of her employment (excluding specifically criminal litigation or claims with respect to the Director's certificate) and that any such liability coverage is within the authority of the Board to provide under Ohio law. In no case will individual Board Members be considered personally liable for indemnification of the Director against such demand, claims, suits, actions or legal proceedings.

**17. SAVINGS CLAUSE**

If any portion of this contract is deemed to be illegal due to conflict with state or federal law, the remainder of the contract shall remain in full force and effect.

\_\_\_\_\_  
Carrie Hutchinson,  
Director of Pupil Services

\_\_\_\_\_  
President, Board of Education

\_\_\_\_\_  
Karen Obratil,  
Treasurer/CFO, Board of Education

\_\_\_\_\_  
Date

**NORDONIA HILLS CITY SCHOOL DISTRICT**

**Northfield, Ohio**

**ADMINISTRATOR'S CONTRACT**

**TERMS OF EMPLOYMENT**

**1. TERM OF CONTRACT**

The Board, in accordance with its action as will be found in the minutes of its meeting held on the 11th day of January, 2021, will employ **Marc Kaminicki**, Elementary Principal for a period commencing on the 1st day of August, 2021, and ending on the 31st day of July, 2024.

**2. PROFESSIONAL CERTIFICATION**

The Principal shall maintain and furnish to the Board evidence of maintaining, throughout the life of this contract, a valid and appropriate certificate to act as Principal in accordance with the laws of the State of Ohio.

**3. DUTIES**

The Principal shall perform the duties specified in the job description for Elementary Principal as adopted by the Board, as it may be amended from time to time during the term of this contract. Such job description as so amended, is incorporated in Board Policy.

**4. COMPENSATION**

The Board shall pay Marc Kaminicki at the scheduled salary, to be paid in 24 equal installments in accordance with Board policy. The Board may increase the salary of the Principal during the term of this contract, but in no event shall the Principal's salary be reduced, except as provided by law. If an adjustment in salary is made during the term of the contract, all other provisions of this contract, including its termination date, shall remain as stated herein.

**5. LONGEVITY PAY**

The Administrator will be paid longevity pay in equal installments over twenty-four (24) pays starting with the first pay after August 1, 2021, based upon a percentage of the Administrator's salary as set forth below:

For the 2021-2022 school year: zero percent (0 %).  
For the 2022-2023 school year: zero percent (0 %).  
For the 2023-2024 school year: one-half percent (0.5%)

**6. PERFORMANCE INCENTIVE**

A. The Board will pay a performance incentive (the "Incentive") to the Administrator as set forth below. Such Incentive will be paid within thirty (30) days of the release of the Final Report Card by the Ohio Department of Education. The Administrator will only qualify for this Incentive if:

1. The Administrator has earned at least one (1) year of service credit as an administrator under STRS/SERS with the District as of the date of the release of the State Report Card; and,
2. The Administrator is employed under an administrative contract with the District at the time the Incentive is to be paid.

If the Administrator changes assignments from one school year to the next, the Incentive shall be paid based upon the assignment the Administrator held during the year reflected in the State Report Card. It is understood and agreed by the Administrator that the non-payment of this Incentive in any contract year shall not constitute an unlawful salary reduction for purposes of Sections 3319.02, 3319.08, 3319.12 and/or other relevant sections of the Ohio Revised Code. In the case the State Report Card does not assign an overall rating, the overall rating from the last Report Card to include an overall rating shall be used, with any payment being made in the September 30 pay.

B. For any year that the Building to which the Administrator is assigned receives an overall rating of "A" on its State Report Card, or the highest achievable overall rating if the State changes its reporting system, the Administrator shall receive an Incentive payment of Four Thousand Five Hundred Dollars (\$4,500.00).

- C. For any year that the Building to which the Administrator is assigned receives an overall rating of "B" on its State Report Card, or the highest achievable overall rating if the State changes its reporting system, the Administrator shall receive an Incentive payment of Two Thousand Two Hundred Fifty Dollars (\$2,250.00).
- D. For any year that the District receives an overall rating of "A" on its State Report Card, or the highest achievable overall rating if the State changes its reporting system, the Administrator shall receive an Incentive payment of One Thousand Five Hundred Dollars (\$1,500.00).
- E. For any year that the District receives an overall rating of "B" on its State Report Card, or the highest achievable overall rating if the State changes its reporting system, the Administrator shall receive an Incentive payment of Seven Hundred Fifty Dollars (\$750.00).

**7. OTHER COMPENSATION**

The Board shall provide the Principal with all benefits applicable to administrative employees, in accordance with Board policy and guidelines for Administrative Compensation.

**8. PROFESSIONAL GROWTH**

That the Principal shall be encouraged to attend professional meetings, and the actual and necessary expenses of said attendance to be paid by the District in accordance with Board policy.

**9. DAYS TO BE WORKED**

Annual contract workdays shall be two hundred six (206). The Principal shall devote such time and energies as are necessary to perform the duties specified in the job description. The duties will generally be performed during normal business hours, but it is expressly agreed that the duties of this position will require the Principal to work during times other than normal business hours.

**10. SICK LEAVE**

The Principal shall be entitled to the use of and accumulation of sick leave in accordance with Ohio law and Board policy.



**11. EXPENSES**

The Board of Education shall reimburse the Principal for all actual and necessary travel and other expenses required in the performance of the official duties during the employment under contract subject to such limitations as provided by law and by Board policy.

**12. EVALUATION**

The Principal will be evaluated annually by the Superintendent of Schools.

**13. CONTRACT TERMINATION**

This employment contract may be terminated by:

- (a) mutual agreement of the parties
- (b) retirement, disability, or death of the Principal
- (c) termination by the Board in accordance with the laws of Ohio

**14. INDEMNIFICATION**

The Board agrees that it shall defend, hold harmless and indemnify the Principal from any and all demands, claims, suits, actions or legal proceedings brought against the Principal in his individual capacity or in his official capacity as agent and employee of the Board, provided the incident arose while the Principal was acting within the scope of his employment (excluding specifically criminal litigation or claims with respect to the Principal's certificate) and that any such liability coverage is within the authority of the Board to provide under Ohio law. In no case will individual Board Members be considered personally liable for indemnification of the Principal against such demand, claims, suits, actions or legal proceedings.

**15. SAVINGS CLAUSE**

If any portion of this contract is deemed to be illegal due to conflict with state or federal law, the remainder of the contract shall remain in full force and effect.

\_\_\_\_\_  
Marc Kaminicki,  
Principal

\_\_\_\_\_  
President, Board of Education

\_\_\_\_\_  
Karen Obratil,  
Treasurer/CFO, Board of Education

\_\_\_\_\_  
Date

**NORDONIA HILLS CITY SCHOOL DISTRICT**

**Northfield, Ohio**

**ADMINISTRATOR'S CONTRACT**

**TERMS OF EMPLOYMENT**

**1. TERM OF CONTRACT**

The Board, in accordance with its action as will be found in the minutes of its meeting held on the 11th day of January, 2021, will employ **Jacqueline O'Mara**, Elementary Principal for a period commencing on the 1st day of August, 2021, and ending on the 31st day of July, 2024.

**2. PROFESSIONAL CERTIFICATION**

The Principal shall maintain and furnish to the Board evidence of her maintaining, throughout the life of this contract, a valid and appropriate certificate to act as Principal in accordance with the laws of the State of Ohio.

**3. DUTIES**

The Principal shall perform the duties specified in the job description for Elementary Principal as adopted by the Board, as it may be amended from time to time during the term of this contract. Such job description as so amended, is incorporated in Board Policy.

**4. COMPENSATION**

The Board shall pay Jacqueline O'Mara at the scheduled salary, to be paid in 24 equal installments in accordance with Board policy. The Board may increase the salary of the Principal during the term of this contract, but in no event shall the Principal's salary be reduced, except as provided by law. If an adjustment in salary is made during the term of the contract, all other provisions of this contract, including its termination date, shall remain as stated herein.

**5. LONGEVITY PAY**

The Administrator will be paid longevity pay in equal installments over twenty-four (24) pays starting with the first pay after August 1, 2021, based upon a percentage of the Administrator's salary as set forth below:

For the 2021-2022 school year: Four percent (4.0%).

For the 2022-2023 school year: Four percent (4.0%).

For the 2023-2024 school year: Four and one half percent (4.5%)

**6. PERFORMANCE INCENTIVE**

A. The Board will pay a performance incentive (the "Incentive") to the Administrator as set forth below. Such Incentive will be paid within thirty (30) days of the release of the Final Report Card by the Ohio Department of Education. The Administrator will only qualify for this Incentive if:

1. The Administrator has earned at least one (1) year of service credit as an administrator under STRS/SERS with the District as of the date of the release of the State Report Card; and,
2. The Administrator is employed under an administrative contract with the District at the time the Incentive is to be paid.

If the Administrator changes assignments from one school year to the next, the Incentive shall be paid based upon the assignment the Administrator held during the year reflected in the State Report Card. It is understood and agreed by the Administrator that the non-payment of this Incentive in any contract year shall not constitute an unlawful salary reduction for purposes of Sections 3319.02, 3319.08, 3319.12 and/or other relevant sections of the Ohio Revised Code. In the case the State Report Card does not assign an overall rating, the overall rating from the last Report Card to include an overall rating shall be used, with any payment being made in the September 30 pay.

B. For any year that the Building to which the Administrator is assigned receives an overall rating of "A" on its State Report Card, or the highest achievable overall rating if the State changes its reporting system, the Administrator shall receive an Incentive payment of Four Thousand Five Hundred Dollars (\$4,500.00).

- C. For any year that the Building to which the Administrator is assigned receives an overall rating of "B" on its State Report Card, or the highest achievable overall rating if the State changes its reporting system, the Administrator shall receive an Incentive payment of Two Thousand Two Hundred Fifty Dollars (\$2,250.00).
- D. For any year that the District receives an overall rating of "A" on its State Report Card, or the highest achievable overall rating if the State changes its reporting system, the Administrator shall receive an Incentive payment of One Thousand Five Hundred Dollars (\$1,500.00).
- E. For any year that the District receives an overall rating of "B" on its State Report Card, or the highest achievable overall rating if the State changes its reporting system, the Administrator shall receive an Incentive payment of Seven Hundred Fifty Dollars (\$750.00).

7. **OTHER COMPENSATION**

The Board shall provide the Principal with all benefits applicable to administrative employees, in accordance with Board policy and guidelines for Administrative Compensation.

8. **PROFESSIONAL GROWTH**

That the Principal shall be encouraged to attend professional meetings and the actual and necessary expenses of said attendance to be paid by the District in accordance with Board policy.

9. **DAYS TO BE WORKED**

Annual contract workdays shall be two hundred six (206). The Principal shall devote such time and energies as are necessary to perform the duties specified in the job description. The duties will generally be performed during normal business hours, but it is expressly agreed that the duties of this position will require the Principal to work during times other than normal business hours.

10. **SICK LEAVE**

The Principal shall be entitled to the use of and accumulation of sick leave in accordance with Ohio law and Board policy.

**11. EXPENSES**

The Board of Education shall reimburse the Principal for all actual and necessary travel and other expenses required in the performance of the official duties during the employment under contract subject to such limitations as provided by law and by Board policy.

**12. EVALUATION**

The Principal will be evaluated annually by the Superintendent of Schools.

**13. CONTRACT TERMINATION**

This employment contract may be terminated by:

- (a) mutual agreement of the parties
- (b) retirement, disability, or death of the Principal
- (c) termination by the Board in accordance with the laws of Ohio

**14. INDEMNIFICATION**

The Board agrees that it shall defend, hold harmless and indemnify the Principal from any and all demands, claims, suits, actions or legal proceedings brought against the Principal in her individual capacity or in her official capacity as agent and employee of the Board, provided the incident arose while the Principal was acting within the scope of her employment (excluding specifically criminal litigation or claims with respect to the Principal's certificate) and that any such liability coverage is within the authority of the Board to provide under Ohio law. In no case will individual Board Members be considered personally liable for indemnification of the Principal against such demand, claims, suits, actions or legal proceedings.

**15. SAVINGS CLAUSE**

If any portion of this contract is deemed to be illegal due to conflict with state or federal law, the remainder of the contract shall remain in full force and effect.

\_\_\_\_\_  
Jacqueline O'Mara,  
Principal

\_\_\_\_\_  
President, Board of Education

\_\_\_\_\_  
Karen Obratil,  
Treasurer/CFO, Board of Education

\_\_\_\_\_  
Date

**BOARD OF EDUCATION**  
**NORDONIA HILLS CITY SCHOOL DISTRICT**  
**Northfield, Ohio**

**ADMINISTRATOR'S CONTRACT**

**TERMS OF EMPLOYMENT**

**1. TERM OF CONTRACT**

The Board, in accordance with its action as will be found in the minutes of its meeting held on the 11th day of January, 2021 will employ **Shon Smith**, Associate Principal for a period commencing on the 1st day of August, 2021, and ending on the 31st day of July, 2024.

**2. PROFESSIONAL CERTIFICATION**

The Associate Principal shall maintain and furnish to the Board evidence of his maintaining, throughout the life of this contract, a valid and appropriate certificate to act as Associate Principal in accordance with the Laws of the State of Ohio.

**3. DUTIES**

The Associate Principal shall perform the duties specified in the job description for Associate Principal as adopted by the Board, as it may be amended from time to time during the term of this contract. Such job description, as so amended is incorporated in Board Policy.

**4. COMPENSATION**

The Board shall pay Shon Smith at the scheduled salary, to be paid in 24 equal installments in accordance with Board policy. The Board may increase the salary of the Associate Principal during the term of this contract, but in no event shall the Associate Principal's salary be reduced, except as provided by law. If an adjustment in salary is made during the term of the contract, all other provisions of this contract, including its termination date, shall remain as stated herein.

**5. LONGEVITY PAY**

The Administrator will be paid longevity pay in equal installments over twenty-four (24) pays starting with the first pay after August 1, 2021, based upon a percentage of the Administrator's salary as set forth below:

For the 2021-2022 school year: Two percent (2.0%).

For the 2022-2023 school year: Two percent (2.0%).

For the 2023-2024 school year: Two and one half percent (2.5%)

**6. PERFORMANCE INCENTIVE**

A. The Board will pay a performance incentive (the "Incentive") to the Administrator as set forth below. Such Incentive will be paid within thirty (30) days of the release of the Final Report Card by the Ohio Department of Education. The Administrator will only qualify for this Incentive if:

1. The Administrator has earned at least one (1) year of service credit as an administrator under STRS/SERS with the District as of the date of the release of the State Report Card; and,
2. The Administrator is employed under an administrative contract with the District at the time the Incentive is to be paid.

If the Administrator changes assignments from one school year to the next, the Incentive shall be paid based upon the assignment the Administrator held during the year reflected in the State Report Card. It is understood and agreed by the Administrator that the non-payment of this Incentive in any contract year shall not constitute an unlawful salary reduction for purposes of Sections 3319.02, 3319.08, 3319.12 and/or other relevant sections of the Ohio Revised Code. In the case the State Report Card does not assign an overall rating, the overall rating from the last Report Card to include an overall rating shall be used, with any payment being made in the September 30 pay.

B. For any year that the Building to which the Administrator is assigned receives an overall rating of "A" on its State Report Card, or the highest achievable overall rating if the State changes its reporting system, the Administrator shall receive an Incentive payment of Four Thousand Five Hundred Dollars (\$4,500.00).

- C. For any year that the Building to which the Administrator is assigned receives an overall rating of “B” on its State Report Card, or the highest achievable overall rating if the State changes its reporting system, the Administrator shall receive an Incentive payment of Two Thousand Two Hundred Fifty Dollars (\$2,250.00).
- D. For any year that the District receives an overall rating of “A” on its State Report Card, or the highest achievable overall rating if the State changes its reporting system, the Administrator shall receive an Incentive payment of One Thousand Five Hundred Dollars (\$1,500.00).
- E. For any year that the District receives an overall rating of “B” on its State Report Card, or the highest achievable overall rating if the State changes its reporting system, the Administrator shall receive an Incentive payment of Seven Hundred Fifty Dollars (\$750.00).

**7. OTHER COMPENSATION**

The Board shall provide the Associate Principal with all benefits applicable to administrative employees, in accordance with Board policy and guidelines for Administrative compensation.

**8. PROFESSIONAL GROWTH**

That the Associate Principal shall be encouraged to attend professional meetings and the actual and necessary expenses of said attendance to be paid by the District in accordance with Board policy.

**9. DAYS TO BE WORKED**

Annual contract workdays shall be two hundred six (206). The Associate Principal shall devote such time and energies as are necessary to perform the duties specified in the job description. The duties will generally be performed during normal business hours, but it is expressly agreed that the duties of this position will require the Associate Principal to work during times other than normal business hours.

**10. SICK LEAVE**

The Associate Principal shall be entitled to the use of and accumulation of sick leave in accordance with Ohio law and Board policy.



**11. EXPENSES**

The Board of Education shall reimburse the Associate Principal for all actual and necessary travel and other expenses required in the performance of the official duties during the employment under this contract subject to such limitations as provided by law and by Board Policy.

**12 EVALUATION**

The Associate Principal will be evaluated annually by the Principal.

**13 CONTRACT TERMINATION**

This employment contract may be terminated by:

- (a) mutual agreement of the parties
- (b) retirement, disability, or death of the Associate Principal
- (c) termination by the Board in accordance with the laws of Ohio

**14. INDEMNIFICATION**

The Board agrees that it shall defend, hold harmless and indemnify the Associate Principal from any and all demands, claims, suits, actions or legal proceedings brought against the Associate Principal in his individual capacity or in his official capacity as agent and employee of the Board, provided the incident arose while the Associate Principal was acting within the scope of his employment (excluding specifically criminal litigation or claims with respect to the Associate Principal's certificate) and that any such liability coverage is within the authority of the Board to provide under Ohio law. In no case will individual Board Members be considered personally liable for indemnification of the Associate Principal against such demand, claims, suits, actions or legal proceedings.

**15. SAVINGS CLAUSE**

If any portion of this contract is deemed to be illegal due to conflict with state or federal law, the remainder of the contract shall remain in full force and effect.

\_\_\_\_\_  
Shon Smith,  
Associate Principal

\_\_\_\_\_  
President, Board of Education

\_\_\_\_\_  
Karen Obratil,  
Treasurer/CFO, Board of Education

\_\_\_\_\_  
Date

**NORDONIA HILLS CITY SCHOOL DISTRICT**

**Northfield, Ohio**

**ADMINISTRATOR'S CONTRACT**

**TERMS OF EMPLOYMENT**

**1. TERM OF CONTRACT**

The Board, in accordance with its action as will be found in the minutes of its meeting held on the 11th day of January, 2021, will employ **Casey Wright**, Principal at Nordonia High School for a period commencing on the 1st day of August, 2021, and ending on the 31st day of July, 2024.

**2. PROFESSIONAL CERTIFICATION**

The Principal shall maintain and furnish to the Board evidence of his maintaining, throughout the life of this contract, a valid and appropriate certificate to act as Principal in accordance with the laws of the State of Ohio.

**3. DUTIES**

The Principal shall perform the duties specified in the job description for Principal as adopted by the Board, as it may be amended from time to time during the term of this contract. Such job description as so amended, is incorporated in Board Policy.

**4. COMPENSATION**

The Board shall pay Casey Wright at the scheduled salary, to be paid in 24 equal installments in accordance with Board policy. The Board may increase the salary of the Principal during the term of this contract, but in no event shall the Principal's salary be reduced, except as provided by law. If an adjustment in salary is made during the term of the contract, all other provisions of this contract, including its termination date, shall remain as stated herein.

5. **LONGEVITY PAY**

The Administrator will be paid longevity pay in equal installments over twenty-four (24) pays starting with the first pay after August 1, 2021, based upon a percentage of the Administrator's salary as set forth below:

For the 2021-2022 school year: Two and one half percent (2.5%).

For the 2022-2023 school year: Three percent (3.0%).

For the 2023-2024 school year: Three percent (3.0%)

6. **PERFORMANCE INCENTIVE**

A. The Board will pay a performance incentive (the "Incentive") to the Administrator as set forth below. Such Incentive will be paid within thirty (30) days of the release of the Final Report Card by the Ohio Department of Education. The Administrator will only qualify for this Incentive if:

1. The Administrator has earned at least one (1) year of service credit as an administrator under STRS/SERS with the District as of the date of the release of the State Report Card; and,
2. The Administrator is employed under an administrative contract with the District at the time the Incentive is to be paid.

If the Administrator changes assignments from one school year to the next, the Incentive shall be paid based upon the assignment the Administrator held during the year reflected in the State Report Card. It is understood and agreed by the Administrator that the non-payment of this Incentive in any contract year shall not constitute an unlawful salary reduction for purposes of Sections 3319.02, 3319.08, 3319.12 and/or other relevant sections of the Ohio Revised Code. In the case the State Report Card does not assign an overall rating, the overall rating from the last Report Card to include an overall rating shall be used, with any payment being made in the September 30 pay.

- B. For any year that the Building to which the Administrator is assigned receives an overall rating of "A" on its State Report Card, or the highest achievable overall rating if the State changes its reporting system, the Administrator shall receive an Incentive payment of Four Thousand Five Hundred Dollars (\$4,500.00).
- C. For any year that the Building to which the Administrator is assigned receives an overall rating of "B" on its State Report Card, or the highest achievable overall rating if the State changes its reporting system, the Administrator shall receive an Incentive payment of Two Thousand Two Hundred Fifty Dollars (\$2,250.00).

- D. For any year that the District receives an overall rating of “A” on its State Report Card, or the highest achievable overall rating if the State changes its reporting system, the Administrator shall receive an Incentive payment of One Thousand Five Hundred Dollars (\$1,500.00).
- E. For any year that the District receives an overall rating of “B” on its State Report Card, or the highest achievable overall rating if the State changes its reporting system, the Administrator shall receive an Incentive payment of Seven Hundred Fifty Dollars (\$750.00).

**7 OTHER COMPENSATION**

The Board shall provide the Principal with all benefits applicable to administrative employees, in accordance with Board policy and guidelines for Administrative Compensation.

**8. PROFESSIONAL GROWTH**

That the Principal shall be encouraged to attend professional meetings and the actual and necessary expenses of said attendance to be paid by the District in accordance with Board policy.

**9 DAYS TO BE WORKED**

Annual contract workdays shall be two hundred sixty (260). The Principal shall devote such time and energies as are necessary to perform the duties specified in the job description. The duties will generally be performed during normal business hours, but it is expressly agreed that the duties of this position will require the Principal to work during times other than normal business hours.

**10. VACATIONS**

The Principal shall be entitled to 20 days of vacation each year this contract is in effect. Vacation days shall not be counted as part of the 260 work days. Vacation days should be used during the year earned, but the Principal is authorized to carry over from one contract year to the next an amount of vacation equal to 5 days accumulation. The Principal shall have no more than 25 days of vacation in any given contract year. Vacation shall be scheduled by the Principal so as to minimize disruption of school district operations and at times acceptable to the Board.

**11. HOLIDAYS**

The Principal shall be entitled to twelve (12) paid holidays to be determined by the school calendar adopted by the Board.

New Year's Day	President's Day
Martin Luther King Day	Good Friday
Memorial Day	Independence Day
Labor Day	Thanksgiving Day (two days)
Christmas Day (two days)	New Year's Eve Day

**12. SICK LEAVE**

The Principal shall be entitled to the use of and accumulation of sick leave in accordance with Ohio law and Board policy.

**13. EXPENSES**

The Board of Education shall reimburse the Principal for all actual and necessary travel and other expenses required in the performance of the official duties during the employment under contract subject to such limitations as provided by law and by Board policy.

**14. EVALUATION**

The Principal will be evaluated annually by the Superintendent of Schools.

**15. CONTRACT TERMINATION**

This employment contract may be terminated by:

- (a) mutual agreement of the parties
- (b) retirement, disability, or death of the Principal
- (c) termination by the Board in accordance with the laws of Ohio

**16. INDEMNIFICATION**

The Board agrees that it shall defend, hold harmless and indemnify the Principal from any and all demands, claims, suits, actions or legal proceedings brought against the Principal in his individual capacity or in his official capacity as agent and employee of the Board, provided the incident arose while the Principal was acting within the scope of his employment (excluding specifically criminal litigation or claims with respect to the Principal's certificate) and that any such liability coverage is within the authority of the Board to provide under Ohio law. In no case will individual Board Members be considered personally liable for indemnification of the

Principal against such demand, claims, suits, actions or legal proceedings.

17. **SAVINGS CLAUSE**

If any portion of this contract is deemed to be illegal due to conflict with state or federal law, the remainder of the contract shall remain in full force and effect.

\_\_\_\_\_  
Casey Wright,  
Principal

\_\_\_\_\_  
President, Board of Education

\_\_\_\_\_  
Karen Obratil,  
Treasurer/CFO, Board of Education

\_\_\_\_\_  
Date

**BOARD OF EDUCATION**

**NORDONIA HILLS CITY SCHOOL DISTRICT  
Northfield, Ohio**

**SUPERVISORY POSITION EMPLOYEE CONTRACT**

THIS AGREEMENT, entered into between the Board of Education of the Nordonia Hills City School District, Summit County, Ohio, hereinafter referred to as "Board" and **SUSAN PETONIC**, hereinafter referred to as "Employee". Said employee agrees to be employed in the district for a period of three years beginning July 1, 2021 and ending on June 30, 2024.

During this period, a total of 196 days per contract year must be worked in accordance with the dates specified on the Annual Salary Notice.

Said Employee further agrees to perform his/her assigned duties and to abide by the laws of the State of Ohio and rules and regulations now in force or hereafter adopted by said Board or Administration for the government of the schools of said district.

IN CONSIDERATION, of such services, the Board agrees to pay said employee the salary as set forth in the Annual Salary Notice, less contributions to the School Employees Retirement System, Federal Withholding Tax, any voluntary deductions and/or deductions that may be required by the law or by the rules and regulations of the Board. Said Annual Salary Notice shall be given to said employee no later than July 1 of each year, and shall become a part of this contract as though fully set forth herein.

Entered into at Northfield, Ohio, this 11<sup>th</sup> day of January, 2021.

**NORDONIA HILLS BOARD OF EDUCATION**

By: \_\_\_\_\_  
Susan Petonic,  
Employee

By: \_\_\_\_\_  
President, Board of Education

By: \_\_\_\_\_  
Karen Obratil  
Treasurer/CFO, Board of Education



## MINUTES

**Nordonia Hills City School District  
Nordonia Board of Education Meetings  
December Special Board Meeting  
Monday, December 21, 2020, 6:00 pm - 6:53 pm  
Virtual Meeting**

### **In Attendance**

Chad Lahrmer; Judy Matlin; Liz McKinley; Tammy Strong; William Busse

#### A. PRESIDENT'S REPORT

1. Roll Call

#### B. BOARD DISCUSSION ITEMS

Facilities Planning

Discussion of Board Committees

Discussion of President Pro Tempore for January 11 Organizational Meeting

Discussion of Regular Meeting Dates for 2021:

January 11

February 22

March 22

April 26

May 24

June 21

July 19

August 30

September 27

October 25

November 22

December 20

List of dates will be presented in January 2021

The board discussed the committees and agreed to keep the same committee assignments.

Mrs. Strong nominated Mr. Lahrmer to serve as President Pro Tempore at the January 11, 2021 organizational meeting.

There was a discussion of the regular meeting dates for 2021. The dates will be modified and presented at the January 11 organizational meeting for the board to vote on.

Move: Tammy Strong Second: Judy Matlin Status: Passed

Yes: Tammy Strong, Chad Lahrmer, Liz McKinley, Judy Matlin, William Busse

#### C. EXECUTIVE SESSION



To discuss the employment of personnel

Due to lack of time, the executive session was moved to the end of the regular board meeting.

D. ADJOURNMENT

The Board unanimously consented to adjourn the meeting at 6:53 P.M. The President declared the motion passed.

Resolution 2020-12-21-167

Move: Tammy Strong Second: Chad Lahrmer Status: Passed

Yes: Tammy Strong, Chad Lahrmer, Liz McKinley, Judy Matlin, William Busse

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Tammy A. Strong, President

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Karen E. Obratil, Treasurer/CFO



## MINUTES

**Nordonia Hills City School District  
Nordonia Board of Education Meetings  
December Regular Board Meeting  
Monday, December 21, 2020, 7:00 pm - 7:47 pm  
Virtual Meeting**

### **In Attendance**

Chad Lahrmer; Judy Matlin; Liz McKinley; Tammy Strong; William Busse

#### A. PRESIDENT'S REPORT

1. Roll Call
2. Pledge of Allegiance
3. Approval of Agenda

As amended with the addition of an executive session at the end of the meeting to discuss the employment of public employee.

Resolution 2020-12-21-168

Move: Tammy Strong Second: Judy Matlin Status: Passed

Yes: Tammy Strong, Chad Lahrmer, Liz McKinley, Judy Matlin, William Busse

4. Communications:
5. Appointment of President Pro Tempore for January 11, 2021 Organizational Meeting
6. Approve Resolution Amending Board Policies to Permit Virtual Board Meetings

Resolution 2020-12-21-169

Move: Tammy Strong Second: Judy Matlin Status: Passed

Yes: Tammy Strong, Chad Lahrmer, Liz McKinley, Judy Matlin, William Busse

#### 7. Committee Reports:

Finance Committee  
OSBA Legislative Liaison  
Curriculum & Instruction Liaison  
Facilities Liaison  
Cuyahoga Valley Career Center  
Nordonia Hills Foundation Liaison  
Tax Incentive Review Board  
Technology and Information Systems  
Special Education Liaison

Mrs. McKinley provided a legislative update and discussed various legislative issues that have been submitted to the Governor. (HB231, HB450, SB10, HB409 and SB259).

Ms. Matlin provided an update on the foundation meeting held on December 9. There were no mini grants authorized in the Fall. Knights caring for Knights has 52 participants and the pantries are full. The Golf Outing is scheduled for June 5, 2021 at Ellsworth Golf Course in Hudson. They are hoping for 125 golfers.

Mr. Virost provided an update on the Cuyahoga Valley Career Center which is attached.

## B. SUPERINTENDENT'S RECOMMENDATIONS

### 1. Approve Consent Items:

#### OSBA Legal Assistance Fund and OSBA Membership Dues

Approve membership in the OSBA Legal Assistance Fund and Membership Dues effective January 1, 2021 to December 31, 2021.

#### Resolution Declaring Transportation Impractical for Certain Identified Students

WHEREAS the student(s) identified below have been determined to be residents of this school district, and eligible for transportation services; and

WHEREAS after a careful evaluation of all available options, it has been determined that it is impractical to provide transportation for these student(s) to their selected school(s); and

WHEREAS the following factors as identified in Revised Code 3327.02 have been considered:

1. The time and distance required to provide the transportation
2. The number of pupils to be transported
3. The cost of providing transportation in terms of equipment, maintenance, personnel, and administration
4. Whether similar or equivalent service is provided to other pupils eligible for transportation
5. Whether and to what extent the additional service unavoidably disrupts current transportation schedules
6. Whether other reimbursable types of transportation are available; and

WHEREAS the option of offering payment in lieu of transportation is provided in Revised Code;

NOW, THEREFORE, BE IT RESOLVED, by the Board of Education of the Nordonia Hills City School District, County of Summit, State of Ohio, that:

Section 1. This Board hereby approves the declaration of impractical to transport for the identified students, and offering them payment in lieu of transportation.

Section 2. This Board finds and determines that all formal actions of this Board and any of its committees concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Board or committees, and that all deliberations of this Board and any of its committees that resulted in those formal actions were in meetings open to the public, in compliance with the law.

Section 3. This Resolution shall be in full force and effect from and immediately upon its adoption.

<u>Student Name</u>	<u>School Selected</u>	<u>Parent/Guardian Name</u>
Megan Crowe	Archbishop Hoban	Sara Crowe
Evan Mlachak	Archbishop Hoban	Eileen Mlachak
Grace Scullion	St. Joseph's	Andrea Scullion

Resolution 2020-12-21-170

Move: Tammy Strong Second: William Busse Status: Passed

Yes: Tammy Strong, Chad Lahrmer, Liz McKinley, Judy Matlin, William Busse

2. Approve Resolution to Reemploy SERS Retiree

WHEREAS, Bernadette Bedingfield, who was employed by the Board as EMIS Coordinator, has resigned from said employment and retired with the School Employees Retirement System ("SERS") effective November 1, 2020; and

WHEREAS, upon Bernadette Bedingfield's retirement, the Board desires to reemploy Bernadette Bedingfield as EMIS Coordinator at Step 0 of the Exempt Salary Schedule (\$45,498), effective January 1, 2021; and

WHEREAS, the Board has complied with the public notice and hearing requirements mandated by O.R.C. §3309.345 for the reemployment of a retiree.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Education of the Nordonia Hills City School District, Northfield, Ohio, that:

Section 1. The Board hereby determines and declares that it has complied with the public notice and hearing requirements mandated by O.R.C. §3309.345 for the reemployment of a retiree.

Section 2: Bernadette Bedingfield has tendered her resignation from her position as EMIS Coordinator with an effective date of November 1, 2020. The Board hereby accepts Bernadette Bedingfield's resignation.

Section 3: The Board hereby reemploys Bernadette Bedingfield as EMIS Coordinator.

Section 4: The Treasurer is hereby directed to notify SERS on behalf of the Board of the above-mentioned employment action relating to Bernadette Bedingfield no later than 1/15/2021. Such notification must also contain a certification that the Board has complied with the procedures mandated by O.R.C. §3309.345.

Section 5: It is found and determined that all formal actions of this Board concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Board, and that all deliberations of this Board and of any of its committees that resulted in these formal actions were in meetings open to the public and in compliance with the law.

Resolution 2020-12-21-171

Move: Tammy Strong Second: Liz McKinley Status: Passed

Yes: Tammy Strong, Chad Lahrmer, Liz McKinley, Judy Matlin, William Busse

3. Approve Personnel Items:

Resolution 2020-12-21-172

Move: Tammy Strong Second: William Busse Status: Passed

Yes: Tammy Strong, Chad Lahrmer, Liz McKinley, Judy Matlin, William Busse

a. Certified:

i. Retirement/Resignation

None

ii. New Appointment/Assignment

None

iii. Long-Term Substitute

Danielle Cardinal (subbing for Katie DeBord, NF Grade 3), effective approximately 2/5/2021 to approximately 4/12/2021, plus 9 transition days beginning 1/11/2021

Carly DiPaolo (subbing for Courtney Wenzel, HS Counselor) effective 1/4/2021 to approximately 3/29/2021

iv. Home Instruction

None

v. Curriculum

(All are paid at the curriculum rate of \$29.36/hr., unless otherwise noted.)

None

vi. Supplementals (based on BA/0-\$41,957)

None

b. Classified:

i. Resignation/Retirement

Charmaine Bauerle, HS Administrative Assistant, retirement effective 2/1/2021

Kathleen Sansavera, NF Media Resource, retirement effective 6/30/2021

ii. New Assignment

None

iii. Change of Assignment

Aimee Miller, from NF Custodian, 4.0 hours per day to LE Custodian, 8.0 hours per day, 5 days per week, effective 12/14/2020, Step 0, \$17.69/hr.

Daniel Olson, from LE Custodian (2nd shift) to LE Building Foreman, 8 hours per day, 5 days per week, effective 12/7/2020, Step 0, \$19.15/hr.

iv. Substitute

None

C. TREASURER'S RECOMMENDATIONS

1. Approve Consent Items:

Special Board Meeting Minutes - November 23, 2020

Regular Board Meeting Minutes - November 23, 2020

Financial Statements - November, 2020

Resolution 2020-12-21-173

Move: Tammy Strong Second: Judy Matlin Status: Passed

Yes: Tammy Strong, Chad Lahrmer, Liz McKinley, Judy Matlin, William Busse

#### D. EXECUTIVE SESSION

To discuss the employment of a public employee.

The board went into Executive Session at 7:28 P.M. and returned to the public meeting at 7:45 P.M.

Resolution 2020-12-21-174

Move: Tammy Strong Second: Judy Matlin Status: Passed

Yes: Tammy Strong, Chad Lahrmer, Liz McKinley, Judy Matlin, William Busse

#### E. ADJOURNMENT

The next Organizational meeting of the Board will be held on Monday, January 11, 2021, at 6 PM at the Board of Education Office, 9370 Olde Eight Road, Northfield, Ohio 44067

The next Regular meeting of the Board will be held on Monday, January 11, 2021, at 7 PM at Northfield Elementary School, 9374 Olde Eight Road, Northfield, Ohio 44067

The Board unanimously consented to adjourn the meeting at 7:47 P.M. The President declared the motion passed.

Resolution 2020-12-21-175

Move: Tammy Strong Second: Liz McKinley Status: Passed

Yes: Tammy Strong, Chad Lahrmer, Liz McKinley, Judy Matlin, William Busse

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Tammy A. Strong, Board President

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Karen E. Obratil, Treasurer/CFO

Treasurer's Note: The meeting was video recorded.

NORDONIA HILLS CITY SCHOOL DISTRICT

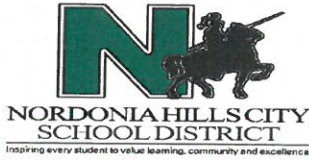
*Financial  
Reports for  
December,  
2020*



- 1 Financial Analysis
- 2 Monthly Operating Fund Report
- 3 Fiscal Year-to-Date Operating Fund Report
- 4 Revenue Analysis Report
- 5 Expenditure Analysis Report
- 6 FINSUM - Financial Summary
- 7 Approved Funds for 2020-21
- 8 Cash Reconciliation
- 9 APPSUM - Appropriation Summary
- 10 Check Register > \$9,999

*District's Mission*

*Inspiring every student to value learning, community and excellence.*



## Financial Analysis Report For December, 2020

*Prepared by: Karen Obratil, Treasurer/CFO  
(1/11/2021)*

### General Operating Fund (001) Analysis Report for December

**REVENUE:** FY21 actual revenue totals \$871K compared to FY20 actual of \$555K. The most significant receipt was the \$484K dividend for the Bureau of Workers' Compensation.

**EXPENDITURES:** FY21 actual expenditures total \$4.3M compared to FY20 actual of \$4.2M. Fund 510 and the Summit County re-opening grant were charged expenditures and the general operating fund was credited for COVID-19 related costs which reduced the monthly expenditures. Personnel costs total \$3.3M, or 78.8% of the monthly expenditures.

**Salaries total \$2.3M:**

- 76.0% for certified employees
- 19.2% for classified employees
- 2.3% for supplemental pays
- 2.5% for overtime and substitutes

**Benefits total \$1.1M:**

- 54.3% for insurance benefits
- 33.1% for retirement contributions
- 9.4% for Worker's Compensation
- 3.2% for Medicare and all other benefits

**Services total \$1.1M:**

- 66.3% for pupil transportation costs (Petermann)
- 11.2% for special education services
- 9.2% for community schools
- 5.0% for utilities
- 8.6% for repairs and rentals

**Expenditures of \$4.3M exceed Revenue of \$871K by \$3.4M**

Market Rates 12/31/2020	Today	Last Week	Last Year
STAR Plus	.10%	.15%	1.74%
STAR Ohio	.12%	.12%	1.86%
2 Yr. Treasury	.12%	.16%	1.58%
5 Yr. Treasury	.37%	.39%	1.69%



## **Fiscal Year-to-Date (FYTD) Report for July to December**

### **Revenue:**

FY21 actual revenue totals \$25.5M compared to FY20 actual revenue of \$21.8M with a positive variance of \$3.7M. FY21 reflects a full year of tax collections from the 6.98 mill operating levy approved in May 2019. Tax revenue represents 74.7% of total operating revenue.

### **Expenditures:**

FY21 actual expenditures total \$25.6M compared to FY20 actual expenditures of \$24.6M with a variance of \$974K due to increased salaries. Personnel costs are 72.5% of total operating expenditures.

**Salaries total \$13.7M** 75.4% for certified employees  
18.5% for classified employees  
4.6% for supplemental pays  
1.5% for overtime, substitutes

**Benefits total \$4.9M** 47.6% for insurances (medical, dental, vision, life)  
46.1% for retirement contributions  
2.1% for Workers' Compensation  
4.2% for Medicare and all other benefits  
(Unemployment and Employee Assistance program)

**Services total \$4.7M** 31.2% for pupil transportation costs (Petermann)  
23.6% for repairs and rentals  
21.8% for special education costs  
16.3% for community schools  
5.7% for utilities  
1.1% for legal services

### **Excess of Revenue under Expenditures (six months):**

FY21 Expenditures of \$25.6M exceeds Revenue of \$25.5M by \$138K.

**Federal** grant funds received in December totaled \$292,938.19.

**State** grant funds received in December totaled \$4,864.84 for Parent Mentor (Fund 499).

Nordonia Hills City School District

**General Operating Fund\* Analysis Report**

for Fiscal Year Ending June 30, 2021

Prepared by: Karen Obratil, Treasurer/CFO

Board Meeting 1/11/2021

		December	
		FY21 Actuals	FY20 Actuals
<b>Line</b>	<b>REVENUE</b>		(Informational)
1.035	Unrestricted Grants-in-Aid	352,907	411,268
1.040	Restricted Grant-in-Aid	2,458	4,916
1.050	Property Tax Allocation	0	(216)
1.060	All Other Operating Revenue	516,045	138,396
1.070	Total Revenue	871,410	554,364
	<b>Other Financing Sources</b>		
2.060	All Other Financing Sources	0	774
2.070	Total Other Financing Sources	0	774
2.080	<b>TOTAL REVENUE + OTHER FINANCING SOURCES</b>	<b>871,410</b>	<b>555,138</b>
	<b>EXPENDITURES</b>		
3.010	Personnel Services	2,317,124	2,190,473
3.020	Employees' Retirement/Insurance Benefits	1,059,788	1,041,179
3.030	Purchased Services	1,060,332	755,589
3.040	Supplies and Materials	(43,829)	83,022
3.050	Capital Outlay	(138,668)	91,425
4.300	Other Objects	32,348	13,725
5.050	<b>TOTAL EXPENDITURES</b>	<b>4,287,095</b>	<b>4,175,413</b>
	<b>Other Financing Uses</b>		
5.010	Operating Transfers Out	0	0
5.040	<b>TOTAL EXPENDITURES AND OTHER FINANCING USES</b>	<b>4,287,095</b>	<b>4,175,413</b>
6.010	Excess Revenue (Under) Expenditures	(3,415,685)	(3,620,275)
7.010	Beginning Cash Balance	\$18,373,603	\$17,448,320
7.020	Ending Cash Balance	\$14,957,918	\$13,828,045
8.010	Outstanding Encumbrances	\$5,707,126	\$5,037,561

Nordonia Hills City School District

**General Operating Fund\* Analysis Report**

for Fiscal Year Ending June 30, 2021

Prepared by: Karen Obratil, Treasurer/CFO

Board Meeting 1/11/2021

Fiscal YTD (July 1 - December 31, 2020)

		FY21 Actuals	FY20 Actuals	FY21 Actual to FY20 Actuals
<b>Line</b>	<b>REVENUE</b>			
1.010	General Property Taxes (Real Estate)	\$17,473,790	\$13,985,543	\$3,488,247
1.020	Tangible Personal Property Taxes	1,550,973	1,337,515	\$213,458
1.035	Unrestricted Grants-in-Aid	2,197,541	2,510,092	(\$312,551)
1.040	Restricted Grant-in-Aid	14,749	14,750	(\$1)
1.050	Property Tax Allocation	2,175,036	1,941,179	\$233,857
1.060	All Other Operating Revenue	1,811,160	1,896,985	(\$85,825)
1.070	<b>Total Revenue</b>	<b>25,223,249</b>	<b>21,686,064</b>	<b>3,537,185</b>
	<b>Other Financing Sources</b>			
2.060	All Other Financing Sources	254,575	129,455	\$125,120
2.070	Total Other Financing Sources	254,575	129,455	\$125,120
2.080	<b>TOTAL REVENUE + OTHER FINANCING SOURCES</b>	<b>25,477,824</b>	<b>21,815,519</b>	<b>3,662,305</b>
	<b>EXPENDITURES</b>			
3.010	Personnel Services	13,715,130	13,160,307	(554,823)
3.020	Employees' Retirement/Insurance Benefits	4,853,960	4,653,905	(200,055)
3.030	Purchased Services	4,722,927	4,592,552	(130,375)
3.040	Supplies and Materials	1,159,397	1,170,996	11,599
3.050	Capital Outlay	710,020	623,426	(86,594)
4.300	Other Objects	391,478	377,683	(13,795)
4.500	<b>Total Expenditures</b>	<b>25,552,912</b>	<b>24,578,869</b>	<b>(974,043)</b>
	<b>Other Financing Uses</b>			
5.010	Operating Transfers Out	62,528	62,554	(26)
5.040	Total Other Financing Uses	62,528	62,554	(26)
5.040	<b>TOTAL EXPENDITURES AND OTHER FINANCING USES</b>	<b>25,615,440</b>	<b>24,641,423</b>	<b>(974,017)</b>
6.010	Excess Revenue Over/(Under) Expenditures	(137,616)	(2,825,904)	2,688,288
7.010	Beginning Cash Balance	\$15,095,534	\$16,653,949	
7.020	Ending Cash Balance	\$14,957,918	\$13,828,045	1,129,873
8.010	Outstanding Encumbrances	\$5,707,126	\$5,037,561	

Nordonia Hills City School District



Revenue Analysis Report - General Operating Fund Only - FY21



2020-2021	Local Revenue			State Revenue			Non-Operating*	Total Revenue
	Taxes		Other Local	Unrestricted Grants-in-Aid	Property Tax Allocation	Restricted Grants-in-Aid		
	Real Estate	Personal Property						
July	\$9,592,859	\$0	\$26,587	\$334,150	\$0	\$2,458	\$22,629	\$9,978,683
August	4,989,117	0	78,684	405,814	0	2,458	37,896	5,513,969
September	2,891,814	1,550,973	890,477	354,560	0	2,458	49,616	5,739,898
October	0	0	4,410	353,908	2,175,036	2,458	2,215	2,538,027
November	0	0	307,220	396,201	0	2,458	129,959	835,838
December	0	0	515,833	352,907	0	2,458	212	871,410
January								0
February								0
March								0
April								0
May								0
June								0
Totals	\$17,473,790	\$1,550,973	\$1,823,211	\$2,197,540	\$2,175,036	\$14,748	\$242,527	\$25,477,825
% of Total	68.58%	6.09%	7.16%	8.63%	8.54%	0.06%	0.95%	

\*Non-Operating Revenue includes advances in, and refund of prior year expenditures.

Nordonia Hills City School District



**Expenditure Analysis Report - General Operating Fund - FY21**



2020/2021	Salaries	Benefits	Services	Supplies	Equipment	Dues/ Fees	Non- Operating*	Total Expenses
July	\$2,165,807	\$956,856	\$959,953	\$177,260	\$56,689	\$27,817	\$0	\$4,344,382
August	2,260,151	396,714	1,244,900	285,891	300,543	7,949	0	4,496,148
September	2,297,980	515,796	494,654	438,644	243,604	304,021	62,528	4,357,227
October	2,308,907	964,363	702,471	396,722	177,535	10,896	0	4,560,894
November	2,365,159	960,444	260,618	(95,292)	70,317	8,447	0	3,569,693
December	2,317,124	1,059,788	1,060,332	(43,829)	(138,668)	32,348	0	4,287,095
January								0
February								0
March								0
April								0
May								0
June								0
<b>TOTALS</b>	<b>\$13,715,128</b>	<b>\$4,853,961</b>	<b>\$4,722,928</b>	<b>\$1,159,396</b>	<b>\$710,020</b>	<b>\$391,478</b>	<b>\$62,528</b>	<b>\$25,615,439</b>
<b>% of Total</b>	<b>53.54%</b>	<b>18.95%</b>	<b>18.44%</b>	<b>4.53%</b>	<b>2.77%</b>	<b>1.53%</b>	<b>0.24%</b>	

\*Non-Operating expenses include advances and transfers out.  
Operating Fund includes General Fund (001)

## Nordonia Hills City School District

December 31, 2020



FINSUM Financial Summary

ko 1/11/2021

Fund	Fund Name	Beginning Balance 7/1/2020	Monthly Receipts	Fiscal Year To Date Receipts	Monthly Expenditures	Fiscal Year To Date Expenditures	Current Fund Balance	Current Encumbrances	Unencumbered Fund Balance
001	General Fund	\$15,095,534.31	\$871,410.00	\$25,477,823.83	\$4,287,094.90	\$25,615,440.13	14,957,918.01	\$5,707,126.42	\$9,250,791.59
002	Bond Retirement	1,448,857.65	0.00	1,675,466.51	0.00	2,963,525.97	160,798.19	0.00	160,798.19
003	Permanent Improvement	15,024.94	0.00	64.02	0.00	0.00	15,088.96	0.00	15,088.96
004	Building Fund	231,993.95	0.00	0.00	0.00	0.00	231,993.95	0.00	231,993.95
006	Food Service	43,097.45	45,017.12	187,492.93	70,153.39	385,263.13	(154,672.75)	79,877.57	(234,550.32)
018	Public School Support	144,369.05	2,862.25	9,427.36	2,615.01	13,160.16	140,636.25	8,683.63	131,952.62
019	Other Grants	63,551.75	0.00	393,546.32	369,152.00	393,650.94	63,447.13	17,118.67	46,328.46
020	Special Enterprise	7,241.66	0.00	0.00	0.00	0.00	7,241.66	0.00	7,241.66
022	Unclaimed Funds	42,402.92	636.05	5,050.45	0.00	30,875.29	16,578.08	0.00	16,578.08
200	Student Managed Funds	185,358.62	1,182.98	(60,614.25)	4,416.95	25,235.13	99,509.24	15,164.02	84,345.22
300	District Managed Funds	238,720.41	26,411.97	137,535.73	31,958.52	148,738.64	227,517.50	78,241.27	149,276.23
401	Auxiliary Services	1,933.27	0.00	171,710.81	2,736.89	25,365.31	148,278.77	76,126.06	72,152.71
451	OneNet (Data Communication)	0.00	0.00	5,400.00	0.00	0.00	5,400.00	0.00	5,400.00
467	Student Wellness	39,563.03	0.00	89,298.00	9,000.00	27,000.00	101,861.03	58,000.00	43,861.03
499	Miscellaneous State Grants	167.03	4,864.84	10,106.97	2,450.00	10,002.13	271.87	14,700.00	(14,428.13)
507	Elem./Secondary Relief (ESSER)	0.00	0.00	0.00	11,988.98	12,689.05	(12,689.05)	153,711.09	(166,400.14)
510	Coronavirus Relief Fund (CRF)	0.00	9,828.76	191,291.18	2,221.50	191,291.18	0.00	0.00	0.00
516	IDEA-B	(23,848.24)	82,821.28	172,349.83	87,267.76	197,025.35	(48,523.76)	225,244.53	(273,768.29)
551	Title III - Limited English Proficiency	8,182.72	0.00	0.00	0.00	0.00	8,182.72	0.00	8,182.72
572	Title I - Disadvantaged Children	(6,070.49)	0.00	30,348.72	20,465.53	68,727.24	(44,449.01)	213,665.83	(258,114.84)
590	Title II-A - Improving Teacher Quality	(3,170.72)	16,385.92	43,488.58	6,450.77	40,896.60	(578.74)	0.00	(578.74)
599	Title IV	(2,436.81)	0.00	2,436.81	10,000.00	10,000.00	(10,000.00)	0.00	(10,000.00)
<b>Grand Totals (ALL Funds)</b>		<b>\$17,530,472.50</b>	<b>\$1,061,421.17</b>	<b>\$28,542,223.80</b>	<b>\$4,917,972.20</b>	<b>\$30,158,886.25</b>	<b>\$15,913,810.05</b>	<b>\$6,647,659.09</b>	<b>\$9,266,150.96</b>

**Nordonia Hills City School District**

**Approved Funds for 2020/2021**

This report is a listing of all grant funds authorized and received throughout the 2020/2021 school year.

Fund	Description	Authorized Amount	Non-Public Authorized Amount	Monthly Amount Received	Amount Received FY-to-date
	<b>Other Grants</b>				
019/9924	Summit County Re-Opening	\$367,952.00			\$367,952.00
	<b>State Grants</b>				
451/9213	OneNet	\$10,800.00			\$5,400.00
467/9920	Student Wellness	\$178,948.69			\$89,298.00
499/9222	Parent Mentor	\$25,320.00		\$4,864.84	\$5,242.13
401/9220	Auxiliary Services/St. Barnabas				\$171,710.81
	<b>Total State Funds</b>	\$215,068.69	\$0.00	\$4,864.84	\$271,650.94
	<b>Federal Grants</b>				
507/9921	ESSER CFDA 84.425D	\$252,098.00			
510/9920	Coronavirus Relief Fund #21.019	\$181,465.42		\$181,465.42	\$181,465.42
510/9820	Broadband Ohio Connectivity	\$10,000.00		\$9,828.76	\$9,828.76
516/9920	IDEA-B (Spec.Ed.) CFDA 84.027	\$242,145.68			\$50,582.12
516/9921	IDEA-B (Spec.Ed.) CFDA 84.027	\$765,365.66	\$25,915.32	\$82,821.28	\$121,767.71
572/9920	Title I CFDA 84.010	\$29,232.39	\$3,031.74		\$6,099.38
572/9921	Title I CFDA 84.010	\$284,537.54	\$4,138.73		\$24,249.34
590/9920	Title II-A CFDA 84.367	\$72,131.78			\$27,102.66
590/9921	Title II-A CFDA 84.367	\$69,126.80	\$8,452.66	\$16,385.92	\$16,385.92
599/9920	Title IV CFDA 84.424A	\$31,203.59	\$2,436.81	\$2,436.81	\$2,436.81
599/9921	Title IV CFDA 84.424A	\$20,878.55	\$1,911.75		
	<b>Total Federal Funds</b>	\$1,958,185.41	\$45,887.01	\$292,938.19	\$439,918.12

ko 1/11/2021

**Nordonia Hills City School District**



**Cash Reconciliation**



**December, 2020**

<b>FINSUM Balance</b>			\$15,913,810.05
<b>Bank Balance:</b>			
Huntington (Operating Account)	5,249,569.95		
Huntington (Fee Account)	<u>33,308.77</u>		
		5,282,878.72	
<b>Investments:</b>			
Red Tree Investment Group	10,115,319.94		
StarOhio	1,089,431.42		
		11,204,751.36	
<b>Outstanding Checks:</b>			
Less: o/s checks (Operating) eFP	(401,687.78)		
Less: o/s checks (Payroll)	<u>(6,857.10)</u>		
		(408,544.88)	
<b>Miscellaneous Adjustments</b>			
STRS Shortage	(78,396.73)		
Ohio taxes	(46,881.21)		
Ohio Deferred Comp	(2,072.50)		
School District Income Tax	(264.69)		
Akron City Taxes	(542.30)		
RITA	(41,547.16)		
Medical Liability	(18.40)		
Payroll Liability	(5.00)		
Posting Adjustment	<u>4,452.84</u>		
		(165,275.15)	
<b>Bank Balance</b>			\$15,913,810.05
Variance			0.00
<b>Adjusted Bank Balance</b>			<u>15,913,810.05</u>

1/11/2021



## Nordonia Hills City School District

December 31, 2020



Appropriation Summary

ko 1/11/2021

Fund	FYTD Appropriated	Prior FY Carryover Encumbrances	FYTD Expendable	FYTD Actual Expenditures	MTD Actual Expenditures	Current Encumbrances	FYTD Unencumbered Balance	FYTD Percent Exp/Enc
001 General Fund	\$53,800,000.00	\$1,205,547.64	\$55,005,547.64	\$25,615,440.13	\$4,287,094.90	\$5,707,126.42	\$ 23,682,981.09	56.94%
002 Bond Retirement	3,231,152.37	0.00	3,231,152.37	2,963,525.97	0.00	0.00	267,626.40	91.72%
003 Permanent Improvement	12,000.00	0.00	12,000.00	0.00	0.00	0.00	12,000.00	0.00%
004 Building Fund	45,000.00	0.00	45,000.00	0.00	0.00	0.00	45,000.00	0.00%
006 Food Service	1,270,000.00	0.00	1,270,000.00	385,263.13	70,153.39	79,877.57	804,859.30	36.63%
018 Public School Support	195,000.00	2,770.00	197,770.00	13,160.16	2,615.01	8,683.63	175,926.21	11.05%
019 Other Grants	457,952.00	0.00	457,952.00	393,650.94	369,152.00	17,118.67	47,182.39	89.70%
020 Enterprise	2,425.00	0.00	2,425.00	0.00	0.00	0.00	2,425.00	0.00%
022 Unclaimed Funds	45,000.00	0.00	45,000.00	30,875.29	0.00	0.00	14,124.71	68.61%
200 Student Managed Funds	183,656.00	26,128.60	209,784.60	25,235.13	4,416.95	15,164.02	169,385.45	19.26%
300 District Managed Funds	602,180.00	0.00	602,180.00	148,738.64	31,958.52	78,241.27	375,200.09	37.69%
401 Auxiliary Services	350,000.00	1,905.77	351,905.77	25,365.31	2,736.89	76,126.06	250,414.40	28.84%
451 OneNet (Data Communication)	10,800.00	0.00	10,800.00	0.00	0.00	0.00	10,800.00	0.00%
467 Student Wellness	178,948.69	0.00	178,948.69	27,000.00	9,000.00	58,000.00	93,948.69	47.50%
499 Miscellaneous State Grants	25,000.00	171.71	25,171.71	10,002.13	2,450.00	14,700.00	469.58	98.13%
507 Elementary/Secondary Relief (ESSER)	252,098.00	0.00	252,098.00	12,689.05	11,988.98	153,711.09	85,697.86	66.01%
510 Coronavirus Relief Fund (CRF)	191,462.42	0.00	191,462.42	191,291.18	2,221.50	0.00	171.24	99.91%
516 IDEA-B	998,801.28	10,777.14	1,009,578.42	197,025.35	87,267.76	225,244.53	587,308.54	41.83%
572 Title I - Disadvantaged Children	318,094.27	0.00	318,094.27	68,727.24	20,465.53	213,665.83	35,701.20	88.78%
590 Title II-A - Improving Teacher Quality	147,298.58	0.00	147,298.58	40,896.60	6,450.77	0.00	106,401.98	27.76%
599 Miscellaneous Federal Grants	38,988.89	0.00	38,988.89	10,000.00	10,000.00	0.00	28,988.89	25.65%
<b>Totals</b>	<b>\$62,355,857.50</b>	<b>\$1,247,300.86</b>	<b>\$63,603,158.36</b>	<b>\$30,158,886.25</b>	<b>\$4,917,972.20</b>	<b>\$6,647,659.09</b>	<b>\$ 26,796,613.02</b>	<b>57.87%</b>

**Nordonia Hills City School District**



**Check Register for Checks > \$10,000  
December 31, 2020**



Vendor	Amount	Fund	Description
Petermann	\$398,242.28	001	Pupil Transportation Services
Petermann	\$291,189.91	001	Pupil Transportation Services
State Teachers Retirement System	\$254,970.00	001	Certified Retirement contributions
Nordonia Hills City Schools	\$98,965.36	001	Foundation Deductions
			Scholarships
			\$37,143.69
			Community Schools
			\$28,918.70
			PreSchool/Summit Cty. ESC
			\$10,951.51
			Open Enrollment
			\$7,555.00
			SF-14 Tuition
			\$4,901.16
			College Cr4edit Plus
			\$4,335.92
			Private Treatment Tuition
			\$2,812.29
			SF-14H Special Ed. Tuition
			\$1,591.51
			Other Adjustments
			\$755.58
VALIC	\$36,468.45	001	Severance payment
Sendero Therapies, Inc.	\$36,397.87	001	Occupatonal therapy services
Sendero Therapies, Inc.	\$27,971.12	001	Occupatonal therapy services
Lexia Learning Systems Inc.	\$24,862.50	001	Special Education software
Kay-Twelve LLC	\$19,716.25	001	Wire book racks & freight
Cintas Corp.	\$19,613.43	001	Cleancide Disinfectant wipes
Kay-Twelve LLC	\$18,009.25	001	Smith system & freight
D.O.S.S.S.	\$15,192.24	001	District sewer charges
Ohio Edison	\$14,366.12	001	Electricity
Advanced Turf Solutions	\$14,231.00	001	Steel green
Suburban School Transportation	\$13,541.00	001	Special education pupil transportation
Akron Metropolitan YMCA	\$11,200.00	001	PALE program
Nordonia Hills City Schools	\$1,184,580.67	001/006	Payroll #2
Nordonia Hills City Schools	\$1,147,424.23	001/006	Payroll #1
Stark County ESC	\$695,817.66	001/006	Monthly insurance premiums
School Employees Retirement	\$82,312.00	001/006	Classified retirement contributions
Nordonia Hills City Schools	\$32,492.19	001/006	Board paid Medicare
Lora Hoffstetter & Counseling	\$13,250.00	001/467	Clinical counseling
Lora Hoffstetter & Counseling	\$13,250.00	001/467	Clinical counseling
Summit County ESC	\$94,635.00	001/516/599	Pupil Tuition/Title I tutors/Family support
Summit County ESC	\$11,988.98	507	Hiring costs for four tutors

1/11/2021

# General Operating Fund Analysis Report for December, 2020



NORDONIA HILLS CITY  
SCHOOL DISTRICT

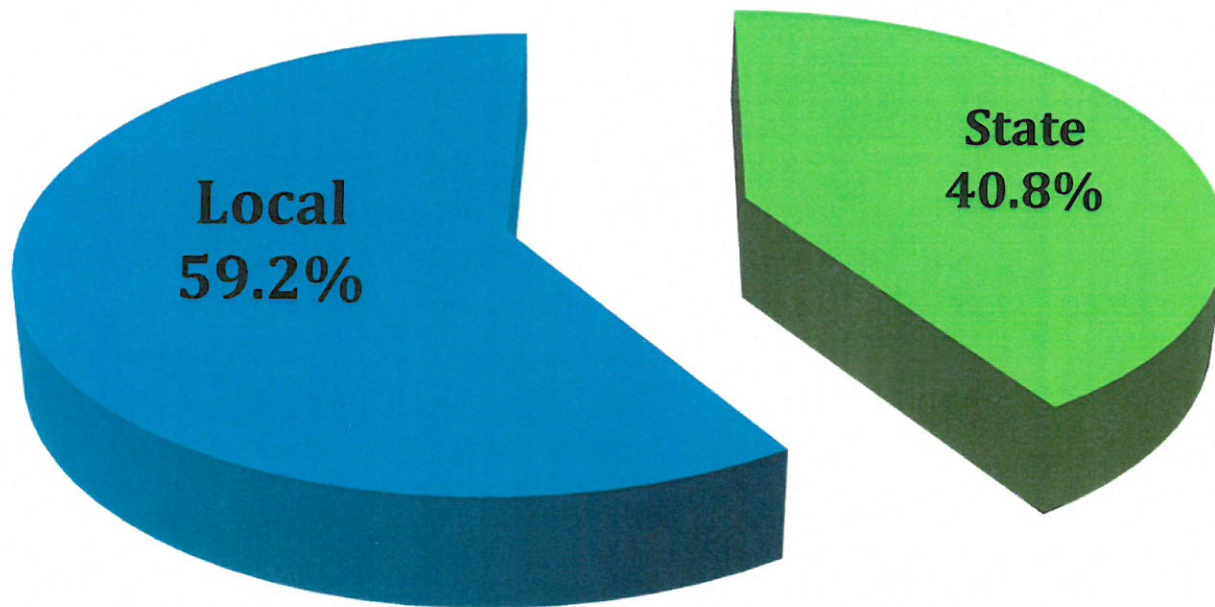
Inspiring every student to value learning, community and excellence

*Prepared by: Karen Obratil, Treasurer/CFO*  
**January 11, 2021**

# Revenue by the Numbers

<b>December</b>			
		<b>\$</b>	<b>%</b>
<b>FY21 Actual</b>	<b>FY20 Actual</b>	<b>Variance</b>	<b>Variance</b>
<b>\$871,410</b>	<b>\$555,138</b>	<b>\$316,272</b>	<b>56.97%</b>

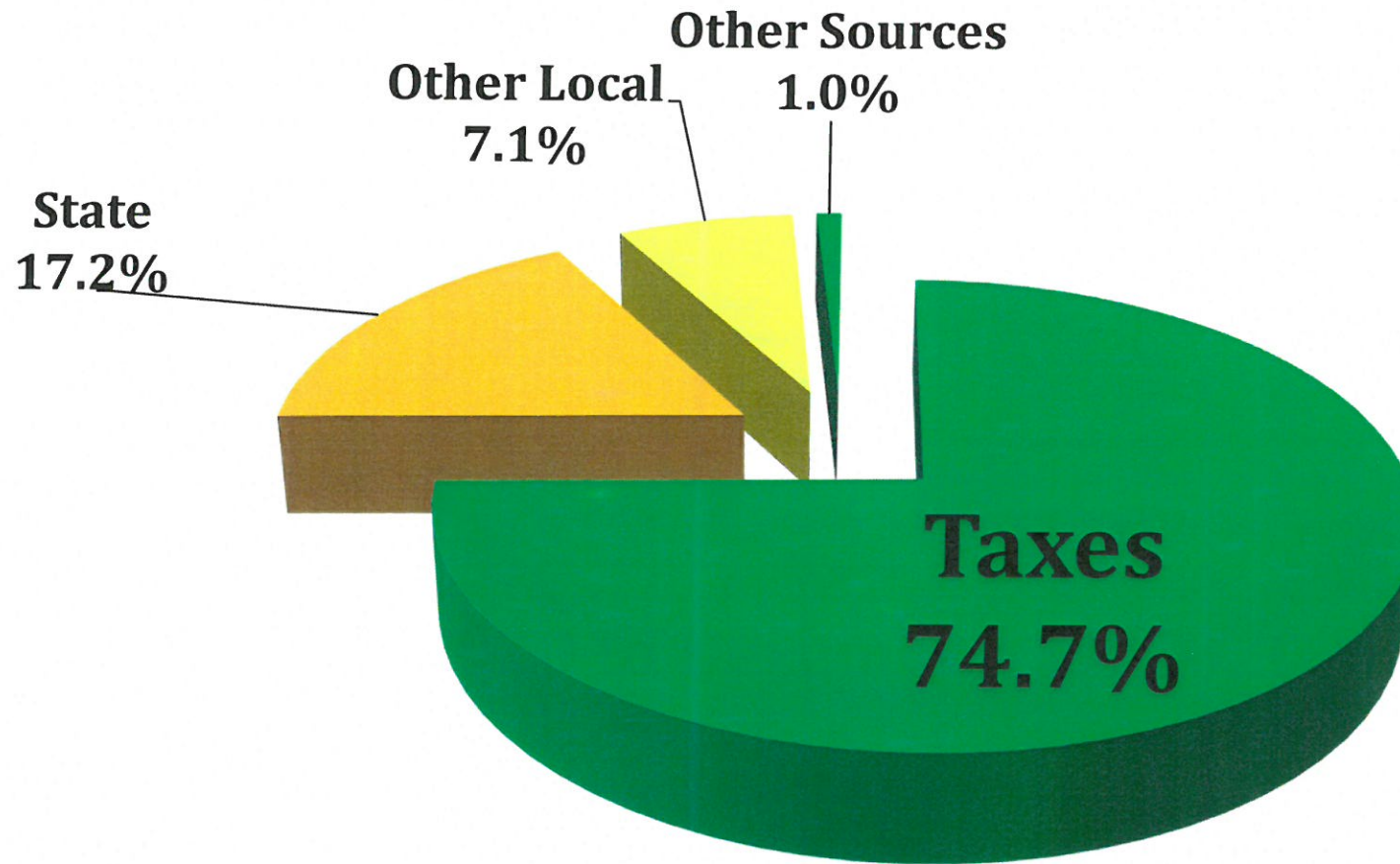
# December Revenue = \$871K



# Fiscal Year to Date (FYTD) Revenue by the Numbers

<b>July 1, 2020 to December 31, 2020</b>			
		<b>\$</b>	<b>%</b>
<b>FY21 Actual</b>	<b>FY20 Actual</b>	<b>Variance</b>	<b>Variance</b>
<b>\$25,477,824</b>	<b>\$21,815,519</b>	<b>\$3,662,305</b>	<b>16.79%</b>

# Fiscal Year to Date (FYTD) Revenue by the Numbers (\$25.5M)

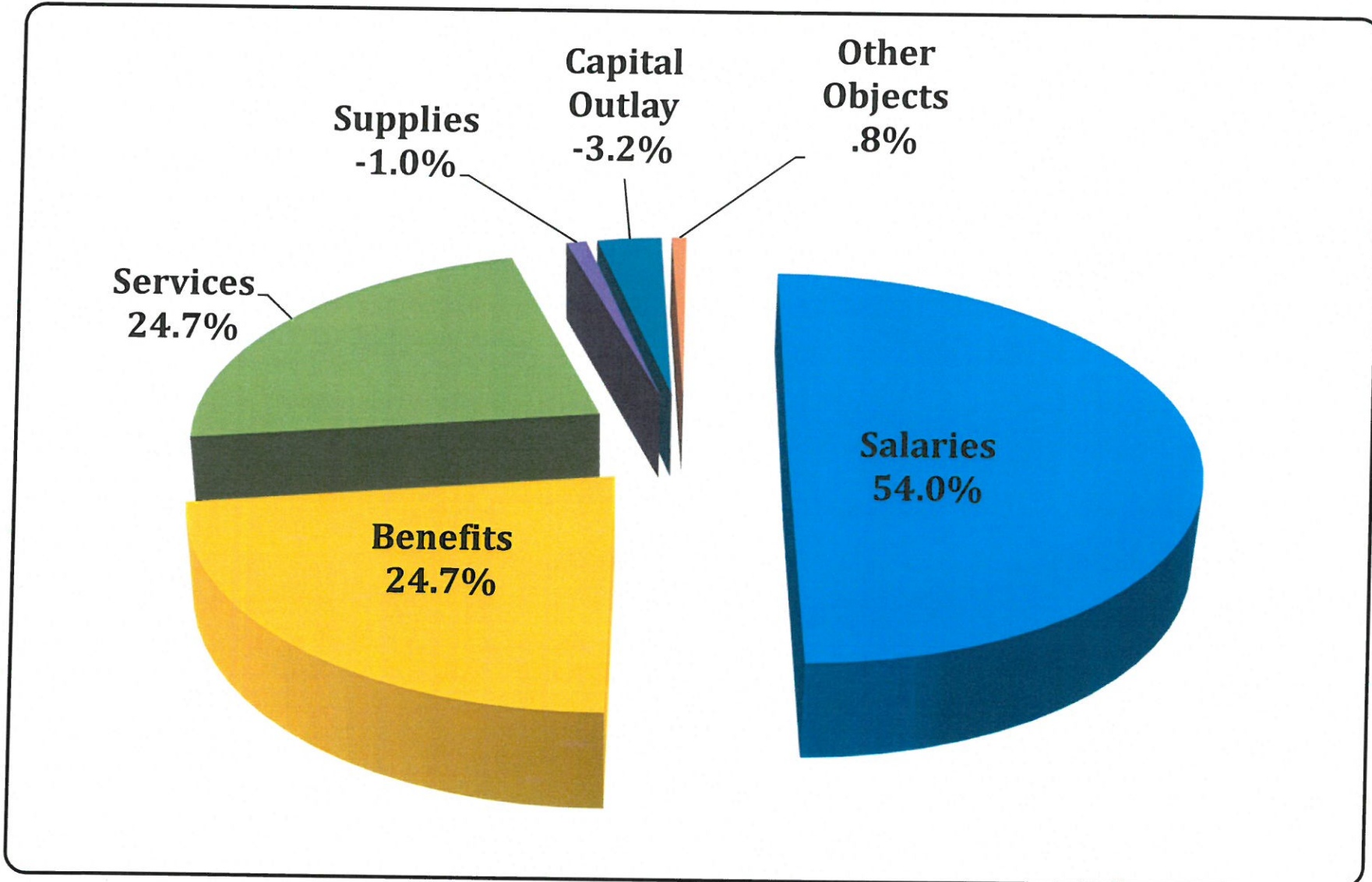


# Expenditures by the Numbers

<b>December</b>			
		<b>\$</b>	<b>%</b>
<b>FY21 Actual</b>	<b>FY20 Actual</b>	<b>Variance</b>	<b>Variance</b>
<b>\$4,287,095</b>	<b>\$4,175,413</b>	<b>(\$111,682)</b>	<b>-2.67%</b>



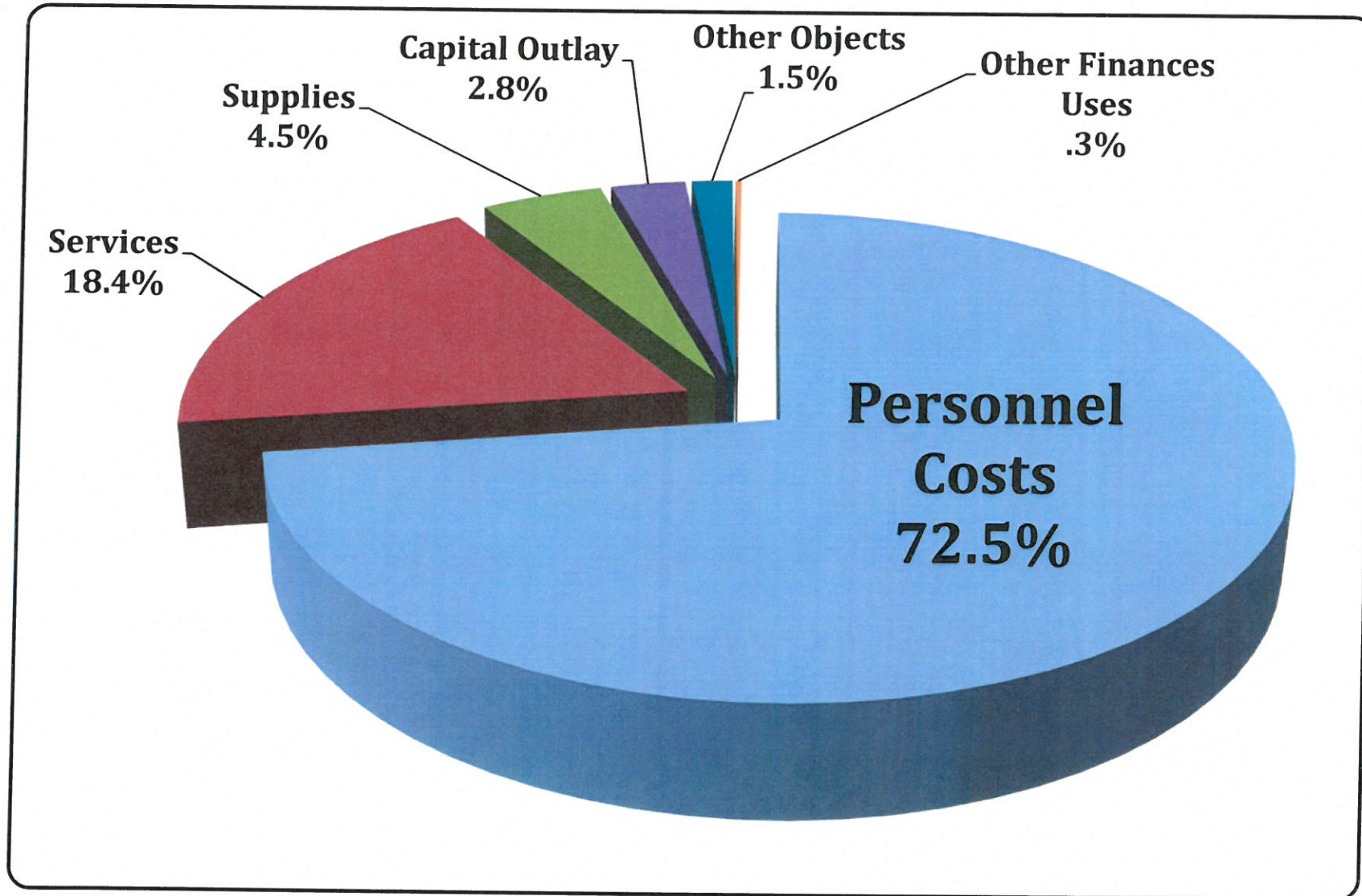
# December Expenditures = \$4.3M



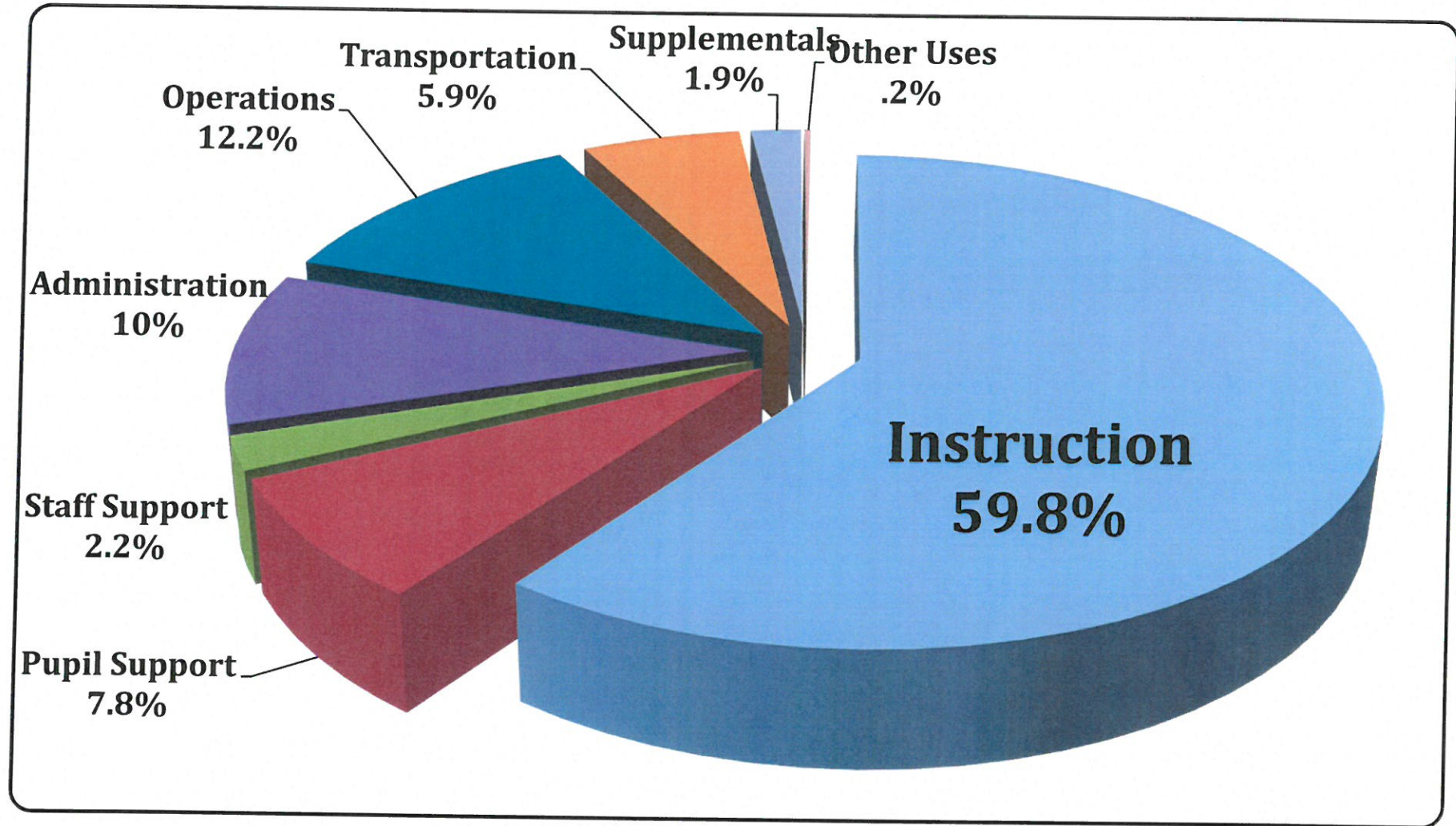
# Fiscal Year to Date Expenditures by the Numbers

<b>July 1, 2020 to December 31, 2020</b>			
		<b>\$</b>	<b>%</b>
<b>FY21 Actual</b>	<b>FY20 Actual</b>	<b>Variance</b>	<b>Variance</b>
<b>\$25,615,440</b>	<b>\$24,641,423</b>	<b>(\$974,017)</b>	<b>-3.95%</b>

# FYTD Expenditures - \$25.6M

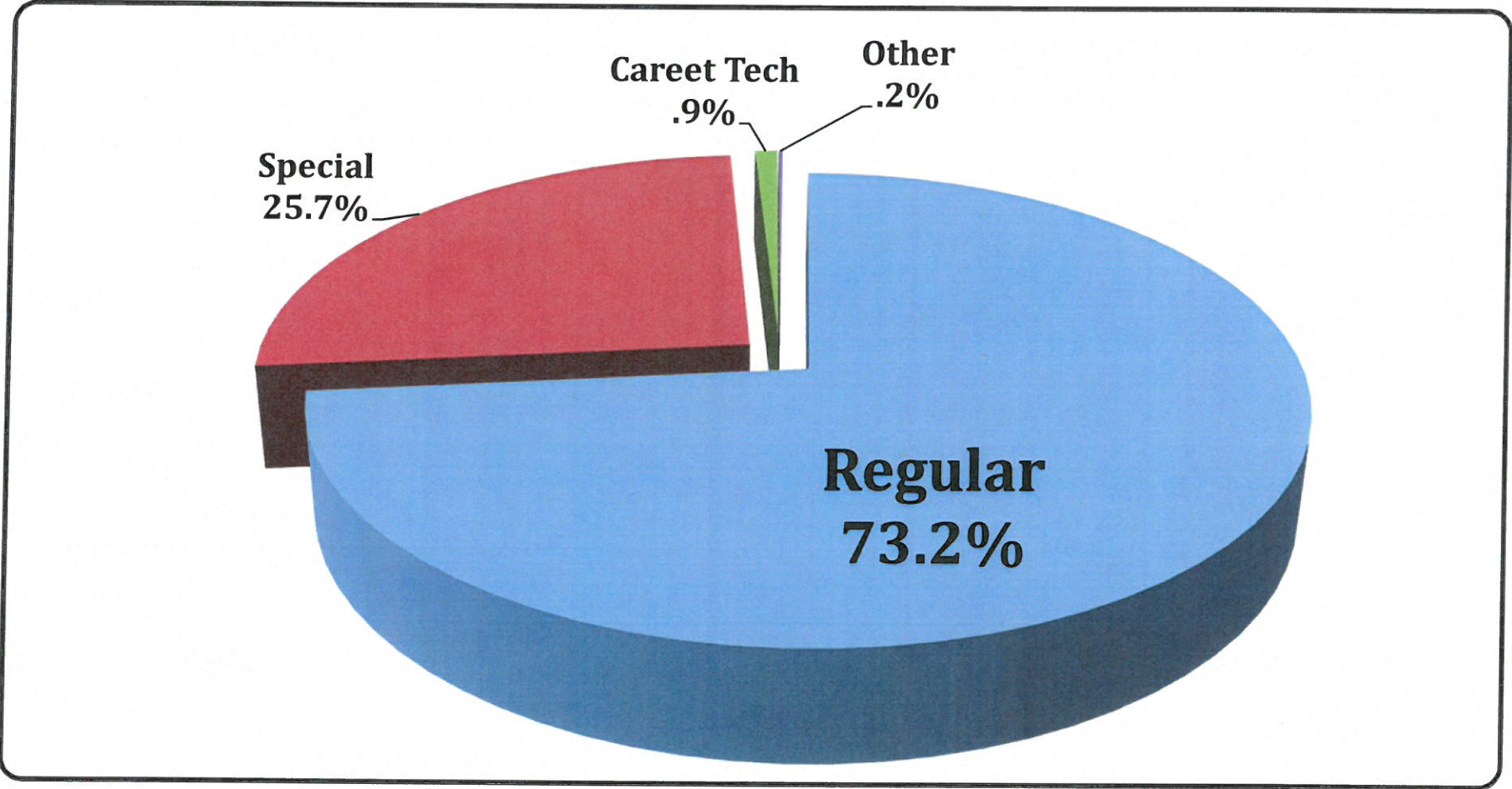


# Alternate View of Expenditures = \$25.6M



**Each category includes salaries, benefits, services, supplies, capital outlay and other objects.**

# FYTD Instruction Costs = \$15.3M



Regular	\$11,221,083	Career Tech	\$132,673
Special	\$3,941,644	Other	\$26,851

# Bottom Line

## Fiscal Year End Cash Balances

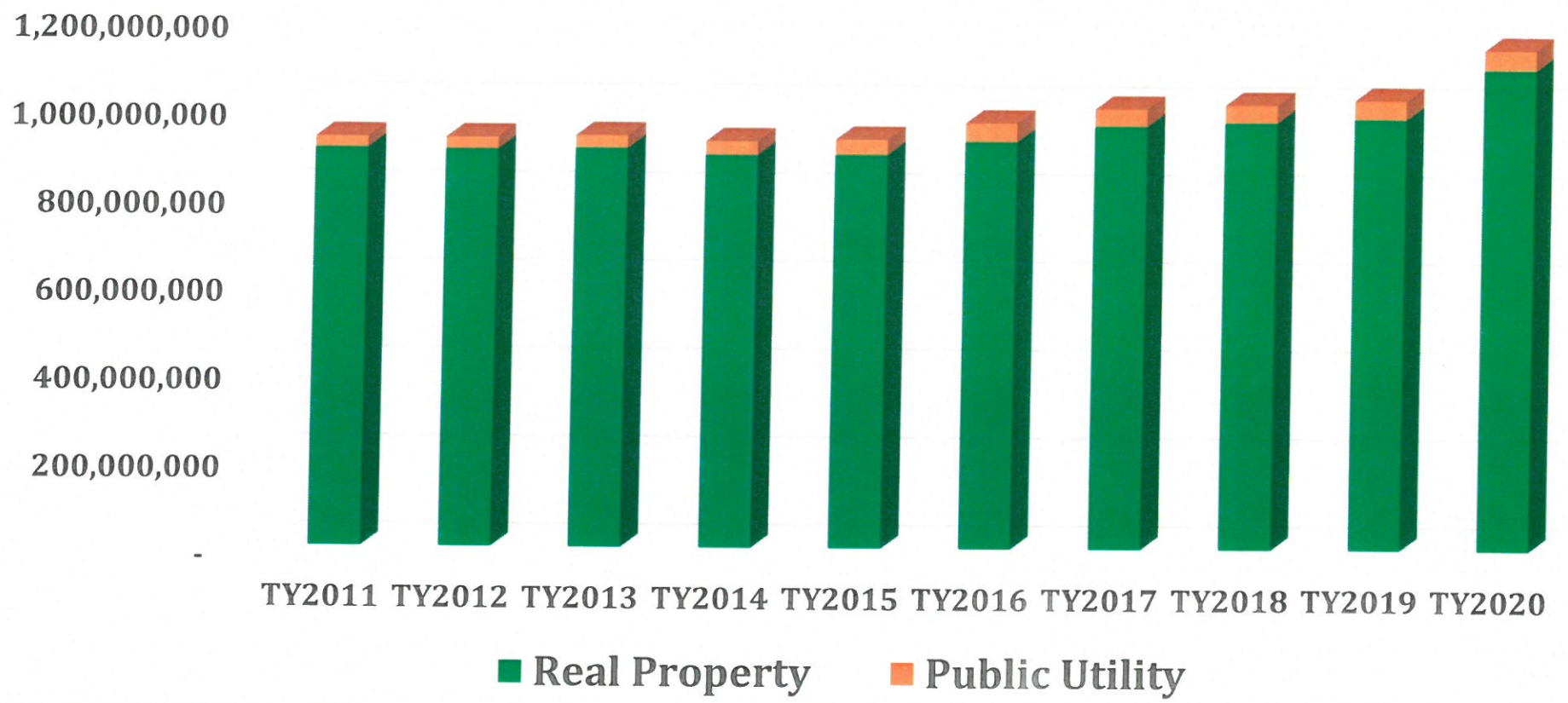
### 12/31/2020

			FY21 Actual to FY20 Actual	
	FY21 Actual	FY20 Actual	\$ Change	% Change
Revenue	\$25,477,824	\$21,815,519	\$3,662,305	16.79%
Expenditures	25,615,440	24,641,423	(974,017)	-3.95%
Excess of Revenue over Expenditures	(137,616)	(2,825,904)	2,688,288	
Beg. Cash Balance	15,095,534	16,653,949		
Ending Cash Balance	14,957,918	13,828,045	1,129,873	
Outstanding P.O.s	(5,707,126)	(5,037,561)		
Unencumbered Balance	\$9,250,792	\$8,790,484	\$460,308	

# **Educational Focus on Property Valuations**

**January 11, 2021**

# Property Valuations (TY2011 to TY2020)





# Property Valuations by the Numbers

	Real Property	Public Utility	Total
<b>TY2011</b>	<b>\$905,993,590</b>	<b>\$24,400,460</b>	<b>\$930,394,050</b>
TY2012	\$903,998,090	\$26,459,950	\$930,458,040
TY2013	\$907,751,870	\$28,468,580	\$936,220,450
<b>TY2014</b>	<b>\$893,709,860</b>	<b>\$31,124,800</b>	<b>\$924,834,660</b>
TY2015	\$895,866,620	\$34,148,290	\$930,014,910
TY2016	\$926,779,690	\$42,394,450	\$969,174,140
<b>TY2017</b>	<b>\$962,587,880</b>	<b>\$39,815,860</b>	<b>\$1,002,403,740</b>
TY2018	\$971,585,140	\$40,966,250	\$1,012,551,390
TY2019	\$980,872,630	\$42,925,940	\$1,023,798,570
<b>TY2020</b>	<b>\$1,094,826,470</b>	<b>\$45,348,840</b>	<b>\$1,140,175,310</b>

**Triennial Update**

**Reappraisal**

## How property valuations changed for Tax Year 2020 (Real Property Abstract)

Line	Description		Class 1 Property Values		Class 2 Property Values			Class 1 Value	Class 2 Value
			Agricultural Value	Residential Value	Mineral Value	Industrial Value	Commercial Value		
1	Value of Bldgs. Destroyed or Demolished	B	(\$72,310)	(\$346,060)				(\$418,370)	
2	Change in Mineral (Depletion, Discovery)	L			8,250			-	8,250
3	Value of New Construction	B	136,620	6,126,530		99,230	1,485,160	6,263,150	1,584,390
4	Board of Revision/Tax Appeal Changes	L		(2,600)			2,225,890	(2,600)	2,225,890
4	Board of Revision/Tax Appeal Changes	B					(3,543,760)	-	(3,543,760)
5	Changes in Exempt Property	L	(46,630)	(64,180)			(91,150)	(110,810)	(91,150)
5	Changes in Exempt Property	B					(177,470)	-	(177,470)
7	All Reclassified Real Property	L	4,980	(289,200)		89,760	549,340	(284,220)	639,100
7	All Reclassified Real Property	B	(273,390)	235,950			(70,850)	(37,440)	(70,850)
8	CAUV Loss or Recoupment	L	(7,690)					(7,690)	-
9	Omitted Property	B		5,130				5,130	-
11	Miscellaneous	L		14,840				14,840	-
12	<b>Reappraisal, Update or Annual Equalization</b>	L	86,880	4,528,530	(8,510)	925,960	(1,577,570)	4,615,410	(660,120)
12	<b>Reappraisal, Update or Annual Equalization</b>	B	774,730	95,162,580		583,510	7,489,480	95,937,310	8,072,990
13	Total New Increase or Decrease	L	\$37,540	\$4,187,390	(\$260)	\$1,015,720	\$1,106,510	\$4,224,930	\$2,121,970
13	Total New Increase or Decrease	B	\$565,650	\$101,184,130	\$0	\$682,740	\$5,182,560	\$101,749,780	\$5,865,300

## Result of Real Property valuation changed for Tax Year 2020

Line	Description		Class 1 Property Values		Class 2 Property Values			Class 1 Value	Class 2 Value
			Agriculture Value	Residential Value	Mineral Value	Industrial Value	Commercial Value		
14	Previous Years Value	L	1,575,300	181,401,170	8,510	5,594,480	46,076,660	182,976,470	51,679,650
14	Previous Years Value	B	2,893,110	625,855,620		17,406,290	99,149,310	628,748,730	116,555,600
15	Total Acres of Agricultural		494					494	-
16	Total Land	L	1,612,840	185,588,560	8,250	6,610,200	47,183,170	187,201,400	53,801,620
17	Total Buildings	B	3,458,760	727,039,750	-	18,089,030	104,331,870	730,498,510	122,420,900
18	<b>TOTAL</b>		<b>\$5,071,600</b>	<b>\$912,628,310</b>	<b>\$8,250</b>	<b>\$24,699,230</b>	<b>\$151,515,040</b>	<b>\$917,699,910</b>	<b>\$176,222,520</b>

# Value of All Classes for Tax Year 2020

Land	\$241,003,020
Buildings	<u>\$852,919,410</u>
Total Valuations:	\$1,093,922,430

**Value of a Mill: \$1,093,922**

Nordonia Hills City School District  
Board of Education

**A Resolution Authorizing the Advance of Local Taxes by the County  
Fiscal Office for the 2020 Tax Year, Payable in 2021**

Resolution No. 21-1-11-

**WHEREAS**, Section 321.34 of the Ohio Revised Code states that all local governments must file a Resolution with the County Fiscal Office each year in order to receive advance payment of local taxes;

**NOW, THEREFORE, BE IT RESOLVED** by the Nordonia Hills City School District Board of Education, County of Summit and State of Ohio:

Section 1. That the Nordonia Hills City School District Board of Education hereby authorizes the advance of local taxes by the County Fiscal Office for the 2020 tax year, payable in 2021 in order to comply with Section 321.34 of the Ohio Revised Code to receive advance payment of local taxes.

Section 2. That it is found and determined that all formal actions of the Board concerning and relating to the adoption of this resolution were adopted in an open meeting of the Board and that all deliberations of this Board and any of its committees that resulted in such formal action were in meetings open to the public, in compliance with law.

Section 3. That the Treasurer be, and hereby is, authorized and directed to forward a copy of this resolution to the Fiscal Officer of Summit County, Ohio.

Section 4. This resolution is hereby declared necessary for the preservation of the public peace, health, safety, convenience and welfare of the Nordonia Hills City School District Board of Education and the inhabitants hereof, and provided it received the affirmative vote of two-thirds of the members elected or appointed to the Board, it shall take effect and be in force immediately upon its passage and approval by the Board; otherwise, it shall take effect and be in force at the earliest period allowed by law.

Moved:

Seconded:

Vote:

Board Approved: 1/11/2021

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Karen E. Obratil, Treasurer/CFO