

**WESTLAKE CITY SCHOOLS
BOARD OF EDUCATION MINUTES**

**Wednesday, August 24, 2005 – 5:30 p.m. – Regular Meeting
Administration Building – Board Room
27200 Hilliard Blvd.**

Call to Order: Time: 5:32 p.m.

Roll Call:

Mrs. D'Ettorre Wargo	<u>Present</u>
Ms. Rocco	<u>Present</u>
Mr. Beal	<u>Present</u>
Mr. Mays	<u>Present</u>
Mr. O'Malley	<u>Present</u>

Pledge of Allegiance: President D'Ettorre Wargo led the assembly in the Pledge of Allegiance.

Acknowledgment of Visitors: President D'Ettorre Wargo thanked all in attendance.

Approval of Agenda

Motion by Mr. O'Malley

Seconded by Ms. Rocco

Roll Call Vote:

Mrs. D'Ettorre Wargo	<u>AYE</u>
Ms. Rocco	<u>AYE</u>
Mr. Beal	<u>AYE</u>
Mr. Mays	<u>AYE</u>
Mr. O'Malley	<u>AYE</u>

*Hearing of Public (15 Minutes) Agenda Items – None.

A. Approval of Minutes

1. Work Session Meeting of July 13, 2005

Motion by Mr. Beal

Seconded by Mr. O'Malley

Roll Call Vote:

Mrs. D'Ettorre Wargo	<u>AYE</u>
Ms. Rocco	<u>AYE</u>
Mr. Beal	<u>AYE</u>
Mr. Mays	<u>ABSTAIN</u>
Mr. O'Malley	<u>AYE</u>

2. Special Meeting of July 18, 2005

Motion by Mr. Beal

Seconded by Mr. O'Malley

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco AYE

Mr. Beal AYE

Mr. Mays ABSTAIN

Mr. O'Malley AYE

3. Regular Meeting of July 27, 2005

Motion by Ms. Rocco

Seconded by Mr. Beal

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco AYE

Mr. Beal AYE

Mr. Mays ABSTAIN

Mr. O'Malley AYE

B. Special Reports and Recognitions – None

C. Superintendent's Report – None

D. Treasurer's Report/Recommendations

1. Discussion Item

- a. Draft of 2005-2006 Appropriations

Exhibit D-1-a

2. Action Items

- a. Resolution to Accept Funds

Exhibit D-2-a

- b. Resolution to Adjust FY06 Temporary Appropriations

Exhibit D-2-b

- c. Resolution to Authorize and Amend Change Fund for Athletics

Exhibit D-2-c

- d. Resolution to Approve Tax Sheltered Annuity and Custodial Account
Provider and Indemnity Agreement Between Westlake City School
District and VALIC

Exhibit D-2-d

E. CAC Report

- Dr. Sherman Bishop, CAC Chairman, discussed annual project suggestions from the CAC for consideration by the Board. He requested the Board review the topics and provide the CAC with feedback. The following is a summary of possible topics:
 1. Tobacco use at Westlake High School.
 2. Study of the arts program in conjunction with the Performing Arts Center.
 3. Staffing and marketing the Performing Arts Center for the future.
 4. Bus safety issues.

F. New Business

1. Action Items

- | | |
|---|-----------------|
| a. Resolution to Accept Gifts and Contributions | Exhibit F-1-a |
| b. Resolution to Approve Staff Recommendations | |
| 1. Resolution to Approve Reclassification of Certificated Staff Members | Exhibit F-1-b-1 |
| 2. Resolution to Approve Employment and Substitutes for Classified Staff Members | Exhibit F-1-b-2 |
| 3. Resolution to Approve Employment of Project Link Personnel | Exhibit F-1-b-3 |
| 4. Resolution to Approve Employment of Auxiliary Services Personnel | Exhibit F-1-b-4 |
| 5. Resolution to Approve Bus Drivers & Hours | Exhibit F-1-b-5 |
| 6. Resolution to Approve Supplemental Contract Resignation and Employment | Exhibit F-1-b-6 |
| 7. Resolution to Approve Substitute Teachers for Certificated Staff Members | Exhibit F-1-b-7 |
| c. Resolution to Approve Health Services for Non-Public Schools | Exhibit F-1-c |
| d. Resolution to Approve Interdistrict Service Area Contract | Exhibit F-1-d |
| e. Resolution to Approve Lease Agreement | Exhibit F-1-e |
| f. Resolution to Approve Therapy Services Agreement | Exhibit F-1-f |
| g. Resolution to Approve Consultation Agreement | Exhibit F-1-g |
| h. Resolution to Approve Participation in the Education Concert Production Fund Program | Exhibit F-1-h |
| i. Resolution to Approve Teacher Education Agreement | Exhibit F-1-i |
| j. Resolution to Approve Sunday Building Use | Exhibit F-1-j |
| k. Resolution to Approve Bus Routes for 2005-2006 School Year | Exhibit F-1-k |
| l. Resolution to Approve Foreign Exchange Students | Exhibit F-1-l |
| m. Resolution to Approve Agreements for Day Treatment | Exhibit F-1-m |

2. Discussion Items

Rocco: Indicated she is abstaining due to the potential conflict of interest but has no objection to any of the proposed policy adoptions.

- | | |
|---|-----------------|
| a. Second Reading of Revised Policy AC - Nondiscrimination | |
| 1. Resolution to Adopt Policy AC - Nondiscrimination | Exhibit F-2-a-1 |
| b. Second Reading of Revised Policy EBD – Crisis Management | |
| 1. Resolution to Adopt Policy EBD – Crisis Management | Exhibit F-2-b-1 |
| c. Second Reading of Revised Policy EEAC – School Bus Safety Program | |
| 1. Resolution to Adopt Policy EEAC – School Bus Safety Program | Exhibit F-2-c-1 |
| d. Second Reading of New Policy EFG – Student Wellness Program | |
| 1. Resolution to Adopt Policy EFG – Student Wellness Program | Exhibit F-2-d-1 |
| e. Second Reading of Revised Policy GBE-R – Staff Health and Safety | |
| 1. Resolution to Adopt Policy GBE-R – Staff Health and Safety | Exhibit F-2-e-1 |
| f. Second Reading of Revised Policy IGD – Cocurricular and Extracurricular Activities | |
| 1. Resolution to Adopt Policy IGD – Cocurricular and Extracurricular Activities | Exhibit F-2-f-1 |
| g. Second Reading of New Policy IGDF-R – Student Fundraising Activities | |

1. Resolution to Adopt Policy IGDF-R – Student Fundraising Activities Exhibit F-2-g-1
- h. Second Reading of Revised Policy IGDJ – Interscholastic Athletics
1. Resolution to Adopt Policy IGDJ – Interscholastic Athletics Exhibit F-2-h-1
- i. Second Reading of Revised Policy JED – Student Absences and Excuses
1. Resolution to Adopt Policy JED – Student Absences and Excuses Exhibit F-2-i-1
- j. Second Reading of Revised Policy JFCEA – Gangs
1. Resolution to Adopt Policy JFCEA – Gangs Exhibit F-2-j-1
- k. Second Reading of Revised Policy JFCF – Hazing
1. Resolution to Adopt Policy JFCF – Hazing Exhibit F-2-k-1
- l. Second Reading of Revised Policy BBFA – Board Member Conflict of Interest
1. Resolution to Adopt Policy BBFA – Board Member Conflict of Interest Exhibit F-2-l-1

G. Director of Business Affairs Report

Gary Slocum reported on the following District projects:

- Holly Lane experienced some water damage from the storm on August 20, 2005. Also, damage occurred at the WHS tennis courts.
- The city road construction is causing some issues for our transportation department.
- There were some issues today dealing with elementary students getting on wrong busses.
- The call log database has decreased in volume.

Rocco: What about the lockers at Lee Burneson?

Superintendent Costanza: Indicated he personally inspected the site, and all lockers are in good working order.

Superintendent Costanza personally thanked Mr. Slocum for his efforts on the Holly Lane flood situation.

H. Director of Curriculum & Instruction Report

Ray Conti reported on the following District initiatives:

- The new teacher orientation was successful. Positive feedback was received from the staff about the opening session.
- The first day back for teachers seems to have gone well with everyone being on task.
- Commented on recent test scores.

Beal: You can see the Board's investment (time and money) in the curriculum is starting to pay off based upon the scores we've received.

I. Board Items

1. Resolution to Appoint New Citizens Advisory Committee Members and Alternates Exhibit I-1
2. Mr. Beal commented on a draft of the income tax sharing agreement. The Board agreed to finalize the document at the September 14, 2005 meeting.

Beal: In the information the Treasurer provided us last week, it appears the City of Green did not generate operating funds from such an income tax sharing arrangement.

O'Malley: A professor at the University of Akron has a differing viewpoint on the ability to use dollars as operating funds in these types of arrangements.

Wargo: Directed Treasurer Pepera to investigate this matter further and obtain contact information from Mr. O'Malley.

J. *Meeting Open to Public (15 Minutes)

Susan Dodge: Was the income tax arrangement a joint effort or not?

O'Malley: The City issued the tax and came to an agreement with the schools.

K. Adjournment

President D'Ettorre Wargo adjourned the meeting at 6:31 p.m.

President

Treasurer

*The public may address the Board during the periods of the meeting designated for public participation. Each person addressing the Board shall give his/her name and address. If several people wish to speak, each person is allotted three minutes until the total time allotted is used. During that period, no person may speak twice until all who desire to speak have had the opportunity to do so. The period of public participation may be extended by a vote of the majority of the Board present and voting.

RESOLUTION TO ACCEPT FUNDS

RESOLVED THAT

the Westlake Board of Education accepts the following funds:

<u>State Funds</u>	<u>Amount</u>	<u>Fund</u>	<u>Special Cost Center</u>
Montessori Children's School 2005 - 2006	\$ 27,608.74	401	9506
Westlake Montessori School 2005 – 2006	\$ 4,201.33	401	9606
St. Paul Lutheran School 2005 – 2006	\$171,054.15	401	9706
St. Bernadette Catholic School 2005 – 2006	\$263,483.41	401	9806
Le Chaperon Rouge 2005 – 2006	\$ 27,008.55	401	9906

Motion by Mr. O'Malley

Seconded by Mr. Beal

Roll Call Vote:

Mrs. D'Ettorre Wargo	<u>AYE</u>
Ms. Rocco	<u>AYE</u>
Mr. Beal	<u>AYE</u>
Mr. Mays	<u>AYE</u>
Mr. O'Malley	<u>AYE</u>

EXHIBIT D-2-b
RES. #05-222

RESOLUTION TO ADJUST FY06 TEMPORARY APPROPRIATIONS

RESOLVED THAT
the Westlake Board of Education adjusts the following FY06 temporary appropriations:

GENERAL FUND

Account	From	To	Difference
001-2100-600 Support Services-Pupils	\$118.22	\$318.22	\$200.00
001-2300-400 Board of Education-Purchased Servs.	\$67.50	\$367.50	\$300.00
001-2300-500 Board of Education-Supplies	\$535.29	\$1,035.29	\$500.00
001-2400-800 Gen. Support Serv-Misc.	\$30,030.97	\$180,030.97	\$150,000.00
001-2600-400 Business Office-Purchased Services	\$30,100.31	\$50,100.31	\$20,000.00
Total	\$60,852.29	\$231,852.29	\$171,000.00

AUDITORIUM FUND

Account	From	To	Difference
004-5500-400-9002 Building Acquisition/Construction	\$20,000.00	\$35,000.00	\$15,000.00
Total	\$20,000.00	\$35,000.00	\$15,000.00

UNIFORM SUPPLY FUND

Account	From	To	Difference
009-1100-500-9009 Supplies	\$12,000.00	\$19,000.00	\$7,000.00
Total	\$12,000.00	\$19,000.00	\$7,000.00

EXHIBIT D-2-b
(Continued)

PROJECT LINK

Account	From	To	Difference
011-7500-9111			
Link-Refund of Prior Year Receipts	\$0.00	\$100.00	\$100.00
Total	\$0.00	\$100.00	\$100.00

Motion by Mr. Beal

Seconded by Ms. Rocco

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

August 24, 2005
05-437

EXHIBIT D-2-c
RES. #05-223

RESOLUTION TO AUTHORIZE AND AMEND
CHANGE FUND FOR ATHLETICS

RESOLVED THAT

the Westlake Board of Education authorizes and amends the Athletics change fund from \$800.00 to \$1,000.00.

Motion by Mr. Beal

Seconded by Mr. O'Malley

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

RESOLUTION TO APPROVE TAX SHELTERED ANNUITY AND CUSTODIAL
ACCOUNT PROVIDER AND INDEMNITY AGREEMENT BETWEEN
WESTLAKE CITY SCHOOL DISTRICT AND VALIC

RESOLVED THAT

the Westlake Board of Education approves the Tax Sheltered Annuity and Custodial Account Provider and Indemnity Agreement between Westlake City School District and VALIC (see attached).

Motion by Mr. Beal

Seconded by Mr. O'Malley

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

**TAX SHELTERED ANNUITY AND
CUSTODIAL ACCOUNT PROVIDER AND INDEMNITY AGREEMENT**

WHEREAS, the Westlake City School District (the "School District") is an educational organization described in Internal Revenue Code ("IRC") Section 403(b)(1)(A)(ii); and

WHEREAS, IRC Section 403(b) and applicable regulations thereunder provide that (i) contributions made by the School District on behalf of its employees (including contributions made pursuant to elective salary reduction agreements) to insurance companies and certain other entities which are to be held under certain annuity contracts or custodial account agreements described therein will not be currently treated as gross income for federal income tax purposes, and (ii) such contributions and earnings thereon will not be subject to federal income tax until distributed to the employee or other beneficiary of such contract; and

WHEREAS, Ohio Revised Code ("ORC") Section 9.90 provides that the Board of Education of the School District may make contributions on behalf of employees under annuity contracts and/or custodial accounts described in IRC Section 403(b) (including contributions made pursuant to a salary reduction agreement); and

WHEREAS, ORC Section 9.91 provides that, subject to certain restrictions that the Board may impose, employees may make contributions on their behalf under a Section 403(b) annuity contract or custodial account designated by such employees, under salary reduction agreements or other terms and conditions as determined by the Board; and

WHEREAS, ORC Section 9.91 provides that the Board of Education of the School District may require that an annuity contract or custodial account provider enter into a reasonable agreement protecting the Board from any liability attendant to procuring the annuity or custodial account on behalf of its employees; and

WHEREAS, the Variable Annuity Life Insurance Company (hereinafter "VALIC" or "Provider") offers an annuity contract or contracts or sponsors a custodial account agreement or agreements that are designed to comply with the requirements of IRC Section 403(b) (collectively referred to herein as "Contracts"); and

WHEREAS, the Board has established a "Severance Pay Deferral Plan" (the "Plan") that will provide for the mandatory deferral of an employee's severance pay to Contracts, under circumstances which will cause the contributions to the Contracts to be considered employer contributions to the Contracts for purposes of IRC Section 403(b) and related provisions of the federal income tax law; and

WHEREAS, the Board and VALIC wish to enter into a group Contract that will receive the contributions under the Plan; and

WHEREAS, the Board and VALIC wish to execute an agreement that will delineate each of their responsibilities in regard to the Plan and that will protect the Board from liability attendant to making contributions under the Plan to a group Contract with VALIC; and

WHEREAS, the School District will be adopting a Section 403(b) Plan document (the "Plan Document") with terms that are intended to satisfy the requirements of IRC Section 403(b) and the Treasury Regulations thereunder;

NOW, THEREFORE, the Board of Education of the Westlake City School District and the Provider hereby agree as follows:

1. The Board shall furnish the Provider with the rules and procedures (and any subsequent amendments thereto) governing the solicitation of employees by the Provider. The Provider, its employees, agents and representatives shall comply with the terms of the Plan Document and all other rules and procedures established by the Board or the Treasurer of the School District regarding the solicitation of employees during or immediately after working hours on the premises of the School District.
2. In accordance with the terms of the Plan, certain retiring employees shall have an employer contributions made to a Contract or Contracts of the Provider, to be held and administered by the Provider for the benefit of the retired employees. Subject to applicable law, the Board reserves the right to make additional contributions to the Provider to be held on behalf of such employees pursuant to the Plan, in accordance with the Plan Document or any other terms, conditions or other criteria determined from time to time by the Board. Subject to applicable law, the Board further reserves the right to at any time discontinue all or any portion of the contributions being made by the Board to the Contract with respect to any one or more of its employees or former employees. The Board shall be responsible for calculating the maximum amount that may be contributed on behalf of Plan participants to an annuity or custodial account for any year, pursuant to the provisions of IRC Sections 415 or 402(g), or other applicable IRC limits (collectively referred to herein as "IRC Limits").
3. The Provider hereby represents that any Contracts made available to employees of the Board are in compliance, and shall comply, with the requirements of IRC Section 403(b), and the regulations and rulings thereunder, and all other applicable laws pertaining to the issuance of such contracts (including, without limitation, any federal or state law pertaining to insurance or to the issuance of securities); and that the Provider will notify the Board within 60 days of receiving any notice from the Internal Revenue Service or any other federal or state governmental authority that any Contract under which the Board contributes, or has contributed, does not comply, or has not been in compliance, with the requirements of any of such laws.
4. Provider shall be solely responsible for administering its Contracts in accordance with the terms of the Plan Document and applicable law, including, without limitation, confirming that an employee has incurred a severance from employment, paying minimum distributions in accordance with IRC Section 401(a)(9), processing and administering all hardship withdrawals (and notifying the Plan Administrator of hardship withdrawals), and processing and administering participant loans. At the request of the Provider, the Board shall provide information in its possession which relates to an employee's right to receive a distribution from the Contracts. Not by way of limitation, in regard to its Contract, Provider shall do the following:
 - Provide periodic benefit statements to Plan participants and beneficiaries
 - Maintain beneficiary records
 - Process and allocate contributions to employee accounts as directed by the Board
 - Process requested disbursements from the Contract

- Process loan requests from the Contract
- Process transfer requests in accordance with the terms of the Contract and the applicable federal income tax law
- In regard to distributions, notify plan participants of their rollover rights under the federal income tax law, withhold income taxes as required by applicable tax laws, report disbursements on IRS Form 1099 as required by law
- Make corrective distributions of contributions in excess of the IRC Limits that the Provider is aware of or is apprised of by the Board
- Provide participants with 24 hour web and telephone access to account information
- Provide live personal support services via telephone during working hours

If the School District is audited by the Internal Revenue Service (the "IRS") or another governmental agency, and the IRS or such governmental agency requests information regarding the Contracts of current or former employees of the Board, the Provider shall supply all such information in its possession within 60 days of being notified of such request.

5. The Provider hereby agrees to hold harmless and indemnify the Board, its members, the District, its officers, agents, and employees from any and all claims, demands, damages, losses, liabilities, expenses or causes of action that arise out of, or are attendant to, the Board making contributions on behalf of its employees that are to be held under a Contract, if such claims, demands, damages, losses, liabilities, expenses or causes of action are due to an action of the Provider or its employees that is negligent, performed in bad faith, a knowingly performed misconduct, a failure of its Contract to meet the requirements of Code Section 403(b), either in form or operation, or any other breach of this Agreement. The Provider at its own cost shall defend any action, suit, proceeding, claim or demand that may be made or brought against the Board, its members, the District, or any of its officers, agents and employees on any claims or demands in respect to which any of them may be indemnified and held harmless hereunder, and shall satisfy any judgment that is rendered against any of them with respect to any such action, suit, proceeding, claim or demand. The Board shall notify the Provider promptly upon receipt of any such action, suit, proceeding, claim or demand which it receives. Nothing herein shall restrict the right of the Board to hire at its own expense its own counsel to defend or participate in the defense of such an action, suit, proceeding, claim or demand.
6. The Provider and its agents or representatives are not, and shall not be, regarded as the agent or employee of the Board or any Board member individually, or of any officer, agent or employee of any of the foregoing, or any legal successor of any of the foregoing, or of any combination thereof. Neither the Board, any Board member individually, the officers, agents and employees of any of the foregoing, the legal successors of any of the foregoing, nor any combination thereof are, or shall be regarded as, the agents or employees of the Provider or its agents or representatives.
7. This Agreement may be terminated by the Board or the Provider at any time which is designated in writing by the terminating party and which is not more than 30 days after the date of such written notice. Upon such termination, the Board may cease making contributions to the Provider with respect to any or all Contracts; and the Provider may cease accepting additional contributions under any or all Contracts. The termination of this

Agreement shall not otherwise alter or amend the obligations of the Provider under its Contracts.

8. Unless otherwise advised in writing by the Board, any such notice to the Board shall be sent by first class mail to the following address:

Westlake City School District
Attention: Treasurer
27200 Hilliard Boulevard
Westlake, Ohio 44145

Unless otherwise advised in writing by the Provider, any such notice shall be sent by first class mail to the following address:

Implementation
VALIC
2929 Allen Parkway
Houston, Texas 77019

9. No alteration or amendment of the terms of this Agreement shall be valid unless made in writing and signed by the parties hereto.
10. This Agreement shall not confer upon any employee of the Board any right of continued employment with the Board or any other additional right of employment; and shall not confer upon any employee or other beneficiary of a Contract, any right that is in addition to or supplementary to the rights such employee or beneficiary may have with respect to his or her interest under a Contract. In addition, by entering this Agreement, the Board only agrees that employees may elect to have contributions made on their behalf which are to be held under the Contracts and does not endorse or in any way recommend the Contracts to its employees; and does not insure or in any way guarantee the payment of any benefits or other amounts from any Contract under any circumstances, including, without limitation, non-payment of any amounts caused by the insolvency, bankruptcy, reorganization or rehabilitation of the Provider or investment losses of an employee or beneficiary.
11. The invalidity or illegality of any provision of this Agreement shall not affect the legality or validity of any other part of this Agreement.
12. This Agreement shall be construed and enforceable in accordance with the laws of the State of Ohio.

* * *

**WESTLAKE CITY
SCHOOL DISTRICT**

PROVIDER: VALIC

By:_____

By:_____

Title:_____

Title:_____

Date:_____

Date:_____

EXHIBIT F-1-a
RES. #05-225

RESOLUTION TO ACCEPT
GIFTS AND CONTRIBUTIONS
(ORC 3313.36)

RESOLVED THAT

the Westlake Board of Education accepts with gratitude the following donations and in so doing hereby acknowledges the positive and supportive activities of those listed:

T.G.I. Friday's Mr. Gary Dawson, General Manager 30115 Detroit Road Westlake, OH 44145	Donated 30 \$8.00 coupons (\$240 value) to WHBS-TV at Westlake High School to award to the Educator of the Week on every <i>Demon Zone</i> show.
Panera Bread Mr. David Scott, General Manager 26137 Detroit Road Westlake, OH 44145	Donated 30 \$7.00 coupons (\$210 value) to WHBS-TV at Westlake High School to award to a student athlete each week on the <i>Demon Zone</i> show.
Westlake Demons Club Mr. Paul Stark, Treasurer P.O. Box 45236 Westlake, OH 44145	Donated \$2,180.00 to WHBS-TV at Westlake High School to purchase the following items for the new TV studios: Telex 2-channel Base Inter-comm., a Varizoom SLP Digital Unit, and a Serious Magic Virtual Backdrop.
Woodard Photographic Mr. Roger Wilburn 26167 Detroit Road Westlake, OH 44145	Donated 88 customized photos at \$9.00 each (\$792 value) to WHBS-TV at Westlake High School to give 8x10 color photos of the WHBS crew to the 2004-05 station sponsors.
The Pawuk Family 27725 Southbridge Circle Westlake, OH 44145	Donated a 13" TV monitor to WHBS-TV at Westlake High School to put into the big broadcast truck for the new 8-camera setup.
Tops Friendly Market Ms. Cheri Butkovic, Manager 1499 Columbia Road Westlake, OH 44145	Donated 18 cases of bottled water over the period of January through August 2005 to WHBS-TV at Westlake High School for use by the TV student crews while working at all sports broadcasts.
Mr. Jimmy Lee 29798 Schwartz Road Westlake, OH 44145	Donated \$100.00 to WHBS-TV at Westlake High School to purchase new digital video tapes for the new studio.

EXHIBIT F-1-a
(Continued)

Wide Open West Cable Company
Mr. Kirk Zerkle, Manager
8868 Ridge Road
North Royalton, OH 44133

Donated five 7' tower equipment racks valued at \$750 each (\$3,750 value) to WHBS-TV at Westlake High School to rack mount new equipment in the new TV studio and in Truck #3.

Daffy Dan's
Mr. Dan Grey
2101 Superior Avenue
Cleveland, OH 44114-2139

Donated 60 custom designed t-shirts valued at \$6.50 each (\$390 value) to award shirts to two student athletes each week on all 30 *Demon Zone* shows.

Nordson Corporation Foundation
Ms. Cecelia H. Render, Manager
28601 Clemens Road
Westlake, OH 44145-1119

Donated \$500.00 to WHBS-TV at Westlake High School to purchase new Sony microphones for the new TV studio.

Mr. James T. Diamond
2241 Augusta Court
Westlake, OH 44145

Donated \$350.00 in lumber to WHBS-TV at Westlake High School to build the plywood floors and to frame the walls of the new sets.

Tony and JoAnn Hoty
27050 Hilliard Blvd.
Westlake, OH 44145

Donated \$170.40 in cleaning supplies, snacks, pop, student photos, electric supplies and studio supplies to WHBS-TV at Westlake High School.

Amica Mutual Insurance Company
Mr. Gregg Dube, Manager
25000 Country Club Blvd. Ste. 220
North Olmsted, OH 44070-5315

Donated \$250.00 to WHBS-TV at Westlake High School to help purchase a Ross-Frame Synchronizer for the new control booth switcher.

Bill's Golden Shear Barber Shop
Mr. Bill Dalton
26915 Center Ridge Road
Westlake, OH 44145

Donated 21 coupons at \$12.00 each (\$252 value) for a free haircut to WHBS-TV at Westlake High School to award to student athletes each week on the fall and winter *Demon Zone* shows.

Regal Cinema
Ms. Elizabeth Seadden
30147 Detroit Road
Westlake, OH 44145

Donated 60 movie tickets at \$8.50 each (\$510 value) to WHBS-TV at Westlake High School to award two tickets to a student athlete each week on all 30 *Demon Zone* shows.

EXHIBIT F-1-a
(Continued)

Chipotle
Ms. Elizabeth Gaeta, Marketing
851 Vineyard Drive, #203
Broadview Hts., OH 44147

Donated 50 gift certificates for a free burrito (\$250 value) to WHBS-TV at Westlake High School to award to one or two student athletes each week on the *Demon Zone* show.

Westlake Music Boosters
Mrs. Barbara Kristof, President
27200 Hilliard Blvd.
Westlake, OH 44145

Donated a 2005 Chevrolet Express Cutaway 3500 truck with use stipulations to the District Music Department of the Westlake City School District.

Motion by Ms. Rocco

Seconded by Mr. Mays

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

RESOLUTION TO APPROVE RECLASSIFICATION
OF CERTIFICATED STAFF MEMBERS

RESOLVED THAT

the Westlake Board of Education approves the reclassification of certificated staff members as follows:

Effective 09-01-05:

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Step</u>
Carrie Beatty	MA	MA+10	7
Julie Davidson	BA+10	BA+20	8
Barbara DeCoste	MA+10	MA+20	17
Anne Dill	MA+20	MA+30	20
Amy Helms	MA+10	MA+20	8
Shaun Koski	BA+10	BA+30	4
Sandy Packis	MA+20	MA+30	15
Brittany Troy	BA	BA+10	2
Thomas Urich	BA+30	MA	12

Motion by Mr. Beal

Seconded by Ms. Rocco

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

EXHIBIT F-1-b-2
RES. #05-227

RESOLUTION TO APPROVE EMPLOYMENT AND SUBSTITUTES
FOR CLASSIFIED STAFF MEMBERS

RESOLVED THAT

the Westlake Board of Education approves employment and substitutes for classified staff members for the 2005-2006 school year as follows:

<u>Employment:</u>	Cheryl Tegel	Rate:	Step 0
	Holly Lane Special Ed. Asst.	Effective:	08/23/05
	Tammy Eyring	Rate:	Step 0, 3 Hrs/Day
	Hilliard Special Ed. Asst.	Effective:	08/23/05
	Tammy Eyring	Rate:	Step 0, 3.25 Hrs/Day
	Hilliard Preschool Attendant	Effective:	08/23/05
	James Montgomery	Rate:	Step 0, 8 Hrs/Day
	WHS 3rd Shift Cleaner	Effective:	08/22/05
	Ron Mitterholzer	Rate:	Step 1, 3.5 Hrs/Day
	LBMS Kitchen Helper	Effective:	08/24/05

<u>Classified Sub.</u>	Lena Hawk	Kelly Christman
<u>Reappointments:</u>	Fran Varvir	Bhanumati Maheshwar

<u>New Substitutes:</u>	Terri Orszak	Clerical-Transportation
	Ed Moran	Clerical-Transportation
	Karen Hottel	Teacher Asst., Student Attendant, Library Asst., Supervision Asst., Playground Asst.
	Bacik, Tina	Clerical-Transportation, Secretary, Student Attendant, Library Asst., Receptionist, Maintenance, Kitchen Helper
	Beach, Dennis	Bus Driver
	Smith, Eugene	Bus Driver

Motion by Mr. Beal
Seconded by Ms. Rocco

Roll Call Vote:

Mrs. D'Ettorre Wargo	<u>AYE</u>
Ms. Rocco	<u>AYE</u>
Mr. Beal	<u>AYE</u>
Mr. Mays	<u>AYE</u>
Mr. O'Malley	<u>AYE</u>

RESOLUTION TO APPROVE THE EMPLOYMENT OF PROJECT LINK PERSONNEL

RESOLVED THAT

the Westlake Board of Education approve the employment of the following Project Link personnel effective 08/23/05.

<u>Name</u>	<u>Position</u>	<u>Step</u>
Roberta Ahern	Site Coordinator	6
Christine Bott	Site Coordinator	2
Erin Gallagher	Site Coordinator	3
Cora Miner	Site Coordinator	5
Jaclyn Marquitz	Site Coordinator	6
Suzanah Vujevich	Site Coordinator	1
Tricia Anezinis	Project Link Leader	4
Dorothy Yee	Project Link Leader	8
Erin Fenderbosch	Project Link Leader	1
Sandra Kearney	Project Link Leader	1
Julie Moran	Project Link Leader	0
Alicia Guyselman	Project Link Leader	0
Stephanie Bishop	Project Link Leader	2
Tamara Shelley	Project Link Leader	2
Loureen Werner	Project Link Leader	3

Motion by Mr. Beal

Seconded by Ms. Rocco

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

EXHIBIT F-1-b-4
RES. #05-229

RESOLUTION TO APPROVE EMPLOYMENT
OF AUXILIARY SERVICES PERSONNEL

RESOLVED THAT

the Westlake Board of Education approves the employment of the following auxiliary personnel for St. Paul Lutheran School and St. Bernadette School for the 2005-2006 school year to be paid from the Auxiliary Services Fund.

Anna Bakalar
St. Bernadette -Clerk/Typist

Rate: Class A, Step 20
9 months, 4 days/week
Plus 10 days extended time

Corlett Bine
St. Paul Lutheran – Clerk/Typist

Rate: Class B, Step 15
30 hours/week

Barbara Sennhenn
St. Paul Lutheran – SST Teacher

Rate: BA, Step 20
3-1/2 hours/day

Donna Collins
St. Paul Lutheran – Speech Therapist

Rate: MA+20, Step 20
20% Contract

Motion by Mr. Beal

Seconded by Ms. Rocco

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

RESOLUTION TO APPROVE BUS DRIVERS AND HOURS

RESOLVED THAT

the Westlake Board of Education approves the following Bus Drivers and hours for the 2005-2006 school year, beginning August 2005.

Name	Hours	Step	Name	Hour	Step	Name	Hours	Step
Ashwood, Bruce	4.75	1	Kelly, Kathleen	4.00	10	Perusek, Reda	8.00	13
Baumann, Kellie	2.25	0	Knapp, Lorrie	5.75	22	Phillips, Pam	8.00	19
Biel, Barbara	7.25	14	Kodysh, Sandee	2.50	15	Rafferty, Kenneth	5.00	4
Bond, Lydia	4.50	17	Kotulak, Joan	4.00	8	Rasmussen, Catherine	4.75	5
Bugaj, Margaret	2.25	4	Krucek, Marcella	8.00	22	Robinson, Angela	5.00	9
Carlin, James	5.00	4	Kubincanek, Celia	2.00	16	Saal, Robert	5.00	2
Carlin, Robert	4.75	3	Lewis, Jerry	7.25	11	Scavelli, Mary	6.00	14
Carlin, William	4.00	4	Lewis, Sandra	4.75	6	Schmidt, William	2.75	0
Cavender, Anna	4.00	1	Loving, Emma	5.25	4	Selvaggio, Joseph	5.25	9
Cepulo, Barney	2.25	5	Maler, Steve	5.00	2	Slabaugh, Jerry	4.50	7
Christian, Diane	8.00	31	Manning, Cindy	4.75	3	Smith, Margaret	8.00	19
Clemons, Linda	8.00	24	Meadows, Roger	5.25	5	Urban, Melodie	5.25	11
Cooke, Daryle	8.00	13	Metzger, Carol	4.00	10	Weaver, Jennifer	2.00	7
Flannick, Carol	6.75	16	Mitterholzer, Ronald	4.75	1	Wering, Denise	5.00	5
Geib, Rosemary	7.75	14	Moran, Edward	4.75	4	West, Elizabeth	8.00	22
Hollis, Jackie	7.50	22	Muzychak, James	4.50	5	West, Sherry	5.00	11
Hughes, Adria	2.50	6	Nock, Robyn	4.75	0	Whiting, Laurie	7.50	15
Italiano, Barb	8.00	16	O'Boyle, John	4.00	0	Winter, Eileen	4.50	5
Joyce, James	4.50	4	Ormsby, Karen	7.25	16	Wolfe, Shirley	6.75	35
Jakubisin, Barbara	2.25	5	Ovelgonne, Jody	5.00	12	Wright, Donna	2.75	0
Kantner, Susan	5.00	12	Peacock, Erin	5.50	5	Yehlik, Michelle	7.00	16
						Yockey, Robert	5.25	12

Motion by Mr. Beal

Seconded by Ms. Rocco

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

EXHIBIT F-1-b-6
RES. #05-231

RESOLUTION TO APPROVE SUPPLEMENTAL RESIGNATION & EMPLOYMENT
(In-District and Out-of-District)

RESOLVED THAT

the Westlake Board of Education approves the following supplemental resignation for the 2005-2006 school year.

In-District - Resignations

<u>Name</u>	<u>Position</u>	<u>Effective</u>
Brad Behrendt	LBMS 7th Grade Assistant Football Coach	08/16/05

In-District - Employment

<u>Name</u>	<u>Position</u>	<u>Step</u>
Robert Thayer	WHS Weight Room Advisor (Fall, Winter, Spring)	10
Dan Berkheimer	WHS Freshman Volleyball Coach (.05 Contract, 2nd half)	13

Out-Of-District – Employment

<u>Name</u>	<u>Position</u>	<u>Step</u>
John Sand	WHS Boys Soccer Assistant Coach	3
Gregory Shmelter	WHS Assistant Football Coach	0
Christine Howard	WHS Freshman Volleyball Coach (.05 Contract, 1st half)	0

NOTE: Supplemental contract positions are advertised as required by State Standard OAC-3301-27-01 et. seq. The individuals recommended above were determined to be the most qualified applicants.

Motion by Mr. Beal

Seconded by Ms. Rocco

Roll Call Vote:

Mrs. D'Ettorre Wargo	<u>AYE</u>
Ms. Rocco	<u>AYE</u>
Mr. Beal	<u>AYE</u>
Mr. Mays	<u>AYE</u>
Mr. O'Malley	<u>AYE</u>

RESOLUTION TO APPROVE SUBSTITUTE TEACHERS FOR
CERTIFICATED STAFF MEMBERS

RESOLVED THAT

the Westlake Board of Education approves substitute teachers for certificated staff members for the 2005-2006 school year, contingent upon full and complete compliance with all State of Ohio and Westlake Board of Education employment eligibility criteria and paid from General Fund unless otherwise noted.

NEW SUBSTITUTES:

Susan Davidson

Gerard Howell

Eileen Johnson

Diane Koster Marquard

Barbara Massaad

Michael Thomas

Maysoun Shahin

Motion by Mr. Beal

Seconded by Ms. Rocco

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

EXHIBIT F-1-c
RES. #05-233

RESOLUTION TO APPROVE HEALTH SERVICES
FOR NON-PUBLIC SCHOOLS

RESOLVED THAT

the Westlake Board of Education approves services for non-public schools for the 2005-2006 school year as follows to be paid out of Auxiliary Service Funds.

PSI Affiliates, Inc.

St. Bernadette

School Nurse	180 days	\$39,060.00
Speech & Hearing Pathologist	110 days	\$32,670.00
Psychologist	74 days	\$20,572.00
Educational Specialist	144 days	\$41,472.00

St. Paul Lutheran

School Nurse	9 days	\$1,953.00
Health Aides	540 hours	\$7,236.00

Cuyahoga County Board of Health

Registered Nurse	5 hours/month	\$1,900.00
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Motion by Ms. Rocco

Seconded by Mr. Mays

Roll Call Vote:

Mrs. D'Ettorre Wargo	<u>AYE</u>
Ms. Rocco	<u>AYE</u>
Mr. Beal	<u>AYE</u>
Mr. Mays	<u>AYE</u>
Mr. O'Malley	<u>AYE</u>

RESOLUTION TO APPROVE INTERDISTRICT SERVICE AREA CONTRACT

RESOLVED THAT

the Westlake Board of Education approves the Interdistrict Service Area Contract with the Educational Service Center of Cuyahoga County for the 2005-2006 school year, which includes the following to be paid out of Auxiliary Service Funds.

St. Paul Lutheran

Psychologist 54 days

Motion by Ms. Rocco

Seconded by Mr. Mays

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

August 24, 2005
05-455

EXHIBIT F-1-e
RES. #05-235

RESOLUTION TO APPROVE LEASE AGREEMENT

RESOLVED THAT

the Westlake Board of Education approves the following lease agreement for the 2005-2006 school year to be paid out of Auxiliary Service Funds.

John Lance Lease of property upon which St. Bernadette's Mobile Unit rests.
Twelve month lease - \$1,200.00

Motion by Ms. Rocco

Seconded by Mr. Mays

Roll Call Vote:

Mrs. D'Ettorre Wargo	<u>AYE</u>
Ms. Rocco	<u>AYE</u>
Mr. Beal	<u>AYE</u>
Mr. Mays	<u>AYE</u>
Mr. O'Malley	<u>AYE</u>

RESOLUTION TO APPROVE THERAPY SERVICES AGREEMENT

RESOLVED THAT

the Westlake Board of Education approves the Therapy Services Agreement with The Cleveland Clinic Foundation on behalf of the Cleveland Clinic Head and Neck Institute for the 2005-2006 school year.

Motion by Ms. Rocco

Seconded by Mr. Mays

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

August 24, 2005
05-457

EXHIBIT F-1-g
RES. #05-237

RESOLUTION TO APPROVE CONSULTATION AGREEMENTS

RESOLVED THAT

the Westlake Board of Education approves the following Consultation Agreements for the 2005-2006 school year:

Therese Chiara Johnston 23 Days Consultation & Support Services

Positive Education Program 17 Days Consultation & Support Services

Motion by Ms. Rocco

Seconded by Mr. Mays

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

RESOLUTION TO APPROVE PARTICIPATION IN THE
EDUCATION CONCERT PRODUCTION FUND PROGRAM

RESOLVED THAT

the Westlake Board of Education approves participation in the Education Concert Production Fund Program with The Musical Arts Association, which operates The Cleveland Orchestra for the 2005-2006 school year.

Motion by Ms. Rocco

Seconded by Mr. Mays

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

August 24, 2005
05-459

EXHIBIT F-1-i
RES. #05-239

RESOLUTION TO APPROVE TEACHER EDUCATION AGREEMENT

RESOLVED THAT

the Westlake Board of Education approves the Agreement with Baldwin-Wallace College Division of Teacher Education to continue Teacher Education and Licensure Standards for the period 2005-2010.

Motion by Ms. Rocco

Seconded by Mr. Mays

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

RESOLUTION TO APPROVE SUNDAY BUILDING USE

RESOLVED THAT

the Westlake Board of Education approves Sunday building use as follows:

St. Raphael Catholic School

Football Games vs. St. Bernadette
Lou Duchez Field
Sunday, September 18, 2005
11:30 AM – 4:00 PM

Motion by Ms. Rocco

Seconded by Mr. Mays

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

August 24, 2005
05-461

EXHIBIT F-1-k
RES. #05-241

RESOLUTION TO APPROVE BUS ROUTES
FOR 2005-2006 SCHOOL YEAR

RESOLVED THAT
the Westlake Board of Education approves the bus routes for the 2005-2006 school year.

Motion by Ms. Rocco

Seconded by Mr. Mays

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

RESOLUTION TO APPROVE FOREIGN EXCHANGE STUDENTS
FOR THE 2005-2006 SCHOOL YEAR

RESOLVED THAT

the Westlake Board of Education approves attendance of the following exchange students for the 2005-2006 school year:

Anais (Brigitte) Vermeulen
Brussels, Belgium

Carman Dirvariu
Botosani, Romania

Motion by Ms. Rocco

Seconded by Mr. Mays

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

August 24, 2005
05-463

EXHIBIT F-1-m
RES. #05-243

RESOLUTION TO APPROVE AGREEMENTS FOR DAY TREATMENT PROGRAM

RESOLVED THAT

the Westlake Board of Education approves the Berea Children's Home & Family Services Day Treatment Program-Placement and Financial Agreement, and Partial Hospitalization Program-Counseling Financial Agreement for the 2005-2006 school year.

Motion by Ms. Rocco

Seconded by Mr. Mays

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

August 24, 2005
05-464

EXHIBIT F-2-a-1
RES. #05-244

RESOLUTION TO ADOPT BOARD OF EDUCATION
POLICY AC - NONDISCRIMINATION

RESOLVED THAT
the Westlake Board of Education adopts Board of Education Policy AC – Nondiscrimination.

Motion by Mr. O'Malley

Seconded by Mr. Beal

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco ABSTAIN

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

File: AC
NONDISCRIMINATION

The Board's policy of nondiscrimination extends to students, staff, job applicants, the general public and individuals with whom it does business and applies to race, color, national origin, citizenship status, religion, sex, economic status, age or disability.

The Board does not permit discriminatory practices and views harassment as a form of discrimination. Harassment is defined as intimidation by threats of or actual physical violence; the creation, by whatever means, **including the use of electronic communications devices**, of a climate of hostility or intimidation; or the use of language, conduct or symbols in such a manner as to be commonly understood to convey hatred, contempt or prejudice or to have the effect of insulting or stigmatizing an individual.

Employees or students who engage in discrimination of another employee or student shall be subject to disciplinary action.

Permission, consent or assumption of risk by an individual subjected to discrimination does not lessen the prohibition contained in this policy.

No one shall retaliate against an employee or student because he/she files a grievance; assists or participates in an investigation, proceeding or hearing regarding the charge of discrimination of an individual; or because he/she has opposed language or conduct that violates this policy.

Adoption Date: May 23, 2002

Revision Date:

Legal Refs.: Civil Rights Act, Title VI; 42 USC 2000d et seq.
Civil Rights Act, (Amended 1972), Title VII; 42 USC 2000e et seq.
Education Amendments of 1972, Title IX; 20 USC 1681
Executive Order 11246, as amended by Executive Order 11375
Equal Pay Act; 29 USC 206
Rehabilitation Act; 29 USC 794
Individuals with Disabilities Education Act; 20 USC 1401 et seq.
Age Discrimination in Employment Act; 29 USC 623
Immigration Reform and Control Act; 42 USC 1324a et seq.
Americans with Disabilities Act; 42 USC 12112 et seq.
Ohio Const. Art. I, § 2
ORC 3323.01
Chapter 4112
OAC 3301-35-02(A)(1); 3301-35-03(A)

Cross Refs.:	ACA, Nondiscrimination on the Basis of Sex	EDE, Computer/Online Services
	ACAA, Sexual Harassment	JB, Equal Educational Opportunities
	ACB, Nondiscrimination on the Basis of Disability	JFC, Student Conduct (Zero Tolerance)
	GBA, Equal Opportunity Employment	JFCF, Hazing
	GBO, Verification of Employment Eligibility	Staff Handbook
	IGAB, Human Relations Education	Student Handbook

Contract Refs.: Teachers' Negotiated Agreement

Support Staff Negotiated Agreement

August 24, 2005
05-466

EXHIBIT F-2-b-1
RES. #05-245

RESOLUTION TO ADOPT BOARD OF EDUCATION
POLICY EBD – CRISIS MANAGEMENT

RESOLVED THAT
the Westlake Board of Education adopts new Board of Education Policy EBD – Crisis
Management.

Motion by Mr. O'Malley

Seconded by Mr. Beal

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco ABSTAIN

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

File: EBD
CRISIS MANAGEMENT

A crisis can occur at any time and has the ability to make a significant impact on members of the community. A crisis is defined as any event which threatens the actual safety and security of students, employees or visitors of the District or whose impact threatens the feeling of safety and security, both of which are detrimental to a positive learning environment.

There are unlimited possibilities for crises that could impact the District. These include, but are not limited to, suicide, death of a student or employee, acts of violence, trauma and accidents.

In recognizing the need to be proactive in preparing for possible crises, the Board directs the superintendent to prepare a Crisis Management Plan that addresses:

1. the primary goal of preventing a crisis from occurring;
2. appropriate means of dealing with a crisis in the District, including who shall serve as the primary spokesperson for the District and the steps in which the plan shall be carried out and
3. assessment of the way the crisis was handled with suggestions for improvement in the future, if necessary.

The administration annually reviews the Crisis Management Plan, considering the most current information dealing with the subject, as well as making relevant information about the plan known to the community.

Automated External Defibrillators (AEDs)

Because the Board recognizes that medical emergencies may occur that justify the use of AEDs, the Board may acquire and maintain this equipment for use by qualified staff members. Only those staff members documented as having completed the required training are authorized to use an AED.

AEDs are maintained and tested in accordance with operational guidelines of the manufacturer and monitored as directed by the Superintendent/designee.

Adoption Date: May 23, 2002

Revision Date:

Legal Refs.: ORC **2305.235** 3313.20; **3313.717**
 3314.16 **3701.85**

Cross Refs.: EBC, Emergency Plans
 GBE, Staff Health and Safety
 JHF, Student Safety
 KBCA, News Releases
 Emergency Plans Handbook

RESOLUTION TO ADOPT BOARD OF EDUCATION
POLICY EEAC – SCHOOL BUS SAFETY PROGRAM

RESOLVED THAT
the Westlake Board of Education adopts new Board of Education Policy EEAC – School Bus Safety Program.

Motion by Mr. O'Malley

Seconded by Mr. Beal

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco ABSTAIN

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

File: EEAC
SCHOOL BUS SAFETY PROGRAM

The primary consideration in all matters pertaining to transportation is the safety and welfare of student riders. Safety precautions shall include the following.

1. The transportation program meets all state requirements regarding the approval of bus drivers, standards for buses and safe speeds.
2. **Drivers of Board owned, leased, contracted or operated vehicles other than school buses have met state training qualifications and the vehicles have been equipped for safety and signage according to State law.**
3. Special limits are set for students if terrain, age of student, traffic, lack of sidewalk or student's health has a bearing on the student's safety.
4. Bus stops are limited, where feasible, so that students from several homes can meet safely at a central point for group pickup.
5. Emergency evacuation drills are conducted regularly throughout the school year to thoroughly acquaint student riders with procedures in emergency conditions.
6. All vehicles used to transport students are maintained in such condition as to provide safe and efficient transportation service with a minimum of delay and disruption of service due to mechanical or equipment failure.
7. Students in the primary grades are given instruction on school bus safety and behavior within the first two weeks of the school year.

Adoption Date: May 23, 2002

Revision Date:

Legal Refs.: ORC 3327.09; 3327.10
 4511.75; 4511.76; 4511.761; 4511.762-4511.78
 OAC 3301-83
 3301-87-01

Cross Refs.: EB, Safety Program

August 24, 2005
05-470

EXHIBIT F-2-d-1
RES. #05-247

RESOLUTION TO ADOPT BOARD OF EDUCATION
POLICY EFG – STUDENT WELLNESS PROGRAM

RESOLVED THAT
the Westlake Board of Education adopts new Board of Education Policy EFG – Student Wellness Program.

Motion by Mr. O'Malley

Seconded by Mr. Beal

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco ABSTAIN

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

File: EFG
STUDENT WELLNESS PROGRAM

In response to the reauthorization of the Child Nutrition and Women, Infants and Children Act, the Board directs the Superintendent/designee to develop and maintain a student wellness program.

The student wellness program:

- includes goals for nutrition education, physical activity and other school-based activities designed to promote student wellness;

- includes nutrition guidelines for all foods available in the District during the school day in order to promote student health and reduce childhood obesity;

- provides assurance that District guidelines for reimbursable school meals are, at a minimum, equal to the guidelines issued by the U. S. Department of Agriculture; and

- establishes a plan of implementation and evaluation, including designating one or more persons within the District with the responsibility for ensuring that the District is compliant with Federal law.

Development of the student wellness program must be a collaborative effort between parents, students, food service workers, administrators, the Board and the public.

Adoption Date:

Legal Refs.: Child Nutrition and WIC Reauthorization Act; Pub. L. No. 108-265 (Title I, Section 204), 118 Stat. 729
National School Lunch Act; 42 USC 1751 et seq.
Child Nutrition Act; 42 USC 1771 et seq.
7 CFR, Subtitle B, Chapter 11, Part 210
7 CFR 220; 7 CFR 225; 7 CFR 245
ORC 3313.814
OAC 3301-91-09

Cross Refs.: EF, Food Services Management
EFB, Free and Reduced-Price Food Services
EFF, Food Sale Standards

RESOLUTION TO ADOPT BOARD OF EDUCATION
POLICY GBE-R – STAFF HEALTH & SAFETY

RESOLVED THAT

the Westlake Board of Education adopts new Board of Education Policy GBE-R – Staff Health & Safety.

Motion by Mr. O'Malley

Seconded by Mr. Beal

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco ABSTAIN

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

File: GBE-R
STAFF HEALTH AND SAFETY

Workers' Compensation Benefits Eligibility – Chemical Testing

Under Ohio's Workers' Compensation Law, every employee who is injured in the course of employment is entitled to benefits, if necessary, to compensate him/her for lost work time, payment for medical, nursing and hospital services, medicines and funeral expenses, unless the injury was proximately caused by the employee being intoxicated or under the influence of a controlled substance not prescribed by **a the employee's** physician.

Testing Procedures

An injury is deemed to have been proximately caused by the employee being intoxicated or under the influence of a controlled substance not prescribed by **a the employee's** physician if any of the following apply.

1. Within eight hours of the injury, the employee's blood alcohol level tests equal to or greater than ~~.10%*~~ **.08%***.
2. Within eight hours of the injury, the employee's breath alcohol level tests equal to or greater than ~~.10g/210L*~~ **.08g/210L***.
3. Within eight hours of the injury, the employee's urine alcohol level tests equal to or greater than .14g/100 ml*.
4. Within 32 hours of the injury, the employee tests above both the following levels established for an enzyme multiplied immunoassay technique screening test (EMIT) and above the following levels established for a gas chromatography mass spectrometry test, or in the alternative, above the levels established for a gas chromatography mass spectrometry test (GC/MS) alone as follows, for substances not prescribed by a physician:
 - A. for amphetamines, 1000ng/ml of urine for EMIT test and 500 ng/ml of urine for GC/MS test;
 - B. for cannabinoids, 50 ng/ml of urine for EMIT test and 15 ng/ml of urine for the GC/MS test;
 - C. for cocaine, including crack cocaine, 300 ng/ml of urine for the EMIT test and 150 ng/ml or urine for the GC/MS test;
 - D. for opiates, 2000 ng/ml of urine for EMIT test and 2000 ng/ml of urine for the GC/MS test and
 - E. for phencyclidine, 25 ng/ml of urine for EMIT test and 25 ng/ml of urine for the GC/MS test.
5. The employee, through a chemical test administered within 32 hours of the injury, is determined to have barbiturates, benzodiazepines, methadone or propoxyphene in the employee's system that tests above levels established by laboratories certified by the U.S. Department of Health and Human Services.
6. The employee refuses to submit to a requested chemical test.

Legal Protections

All testing will be conducted by a qualified, federally certified testing laboratory **or a laboratory that meets or exceeds HHS standards for laboratory certification** selected by the Board, and any positive test result will be confirmed by a medical review officer.

Confidentiality

All test results will remain confidential as between the employee, Board and Bureau of Workers' Compensation.

*This represents the minimum testing level used to establish intoxication under current state law prohibiting the operation of a motor vehicle while intoxicated, otherwise known as the state "OMVI" law.

Adoption Date: May 23, 2002

Revision Date:

RESOLUTION TO ADOPT BOARD OF EDUCATION
POLICY IGD – CO-CURRICULAR & EXTRACURRICULAR ACTIVITIES

RESOLVED THAT
the Westlake Board of Education adopts new Board of Education Policy IGD – Co-Curricular and Extracurricular Activities.

Motion by Mr. O'Malley

Seconded by Mr. Beal

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco ABSTAIN

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

File: IGD
COCURRICULAR AND EXTRACURRICULAR ACTIVITIES

The purpose of education is to develop the whole person of the student. For this reason, an educational program must embody, as an essential element, activities that involve students beyond the classroom and foster the values that come from interaction and united effort. Such activities form a logical extension of the required and general curriculum and the elective or special curriculum.

All extracurricular activities will be organized and administered in such a way so as to ensure educational benefits to all participating students. Student participation in the programs will be on a voluntary basis. A record of each student's extracurricular activities will be part of his/her permanent record.

Extracurricular activities can be grouped under the categories of interscholastic athletics, intramurals, service organizations, academic organizations, honorary organizations and student government. The purpose and objectives, organization and financial plans of all extracurricular activities will be properly documented and on file with the building principal.

The Board has established the criteria for cocurricular and extracurricular activities consistent with its philosophy of and goals for education. All activity programs must meet these criteria:

1. Student activities must have educational value for students.
2. Student activities must be in balance with other curricular offerings in the schools and be supportive of and never in competition with the academic program.
3. Student activities must be managed in a professional manner.

The Board may require that students pay reasonable fees to participate in cocurricular and extracurricular activities.

The following guidelines will govern the student activity programs:

1. Student activities are those school-sponsored activities that are voluntarily engaged in by students, have the approval of the school administration, and do not carry credit toward promotion or graduation.
2. Each school, under the direction of the principal and professional staff, will have a student activity program designed to stimulate student growth and development by supplementing and enriching the curricular activities. All receipts and expenditures will be accounted for through the activity account.
3. Each activity should be designed to contribute directly to the educational, civic, social and ethical development of the students involved.
4. The student activity program will receive the same attention in terms of philosophy, objectives, social setting, organization and evaluation that is given the regular school curriculum.
5. Each school will develop written guidelines and procedures regulating the creation, organization, administration and dissolution of student activity programs. The superintendent will report annually to the Board the general purpose, plans and financial status of the cocurricular and extracurricular program of the District.

6. The expenses involved in participating in any school activity and in the total program for a school year should be set so that a majority of the students may participate without financial strain. Special consideration may be given where the expense of participating creates exclusion.
7. Activities must be open to all students regardless of race, color, national origin, citizenship status, religion, sex, sexual orientation, economic status, age or disability.
8. Activities must not place undue burdens upon students, teachers, or schools.
9. Activities should be held on non-school time or at an appropriately designed school time. Unless specifically authorized by the Board, school-sponsored activities will not be held on Sunday.
10. Activities at any level should be unique, not duplications of others already in operation.
11. Students absent from school (not in attendance for at least one-half of the school day) are not permitted to participate in extracurricular activities that day.
12. Annually, the Board directs the superintendent/designee to identify supplemental contract positions that supervise, direct or coach a student activity program which involves athletic, routine/regular physical activity or health and safety considerations. Upon the identification of the position, the individual must complete the requirements established by the Ohio Department of Education, Ohio law and the Ohio Administrative Code.
13. Students may be expelled for up to one year for firearm-related or knife-related incidents occurring off school property while at an interscholastic competition, extracurricular event or other school-sponsored activity.
14. Students may be removed from extracurricular activities when the student's presence poses a continuing danger to persons or property or an ongoing threat of disruption in such setting. If a student is removed from extracurricular activities, such removal may include all extracurricular activities.

Removal/Suspension from Extracurricular Activities/Interscholastic Athletics

1. Students suspended or expelled from school are prohibited from participating in or attending extracurricular activities or interscholastic sports during the period of their expulsion or suspension.
2. The building principal may suspend or remove students from any particular or all extracurricular activities or interscholastic athletics for violations of the Code of Student Conduct (Policy JG) for a period up to one school year.

Adoption Date: May 23, 2002

Revision Date:

August 24, 2005
05-477

EXHIBIT F-2-g-1
RES. #05-250

RESOLUTION TO ADOPT BOARD OF EDUCATION
POLICY IGDF-R – STUDENT FUNDRAISING ACTIVITIES

RESOLVED THAT
the Westlake Board of Education adopts new Board of Education Policy IGDF-R – Student Fundraising Activities.

Motion by Mr. O'Malley

Seconded by Mr. Beal

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco ABSTAIN

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

File: IGDF-R
STUDENT FUNDRAISING ACTIVITIES

The following guidelines must be followed for any activity that involves fundraising by or from students:

Any fundraising activities involving students must meet the following conditions:

1. All student fundraising activities must be in compliance with state law and the requirements of the Ohio Auditor's office.
2. Use of instructional time is to be limited in planning, conducting, assessing or managing a fundraising activity, unless such an activity is part of an approved course of study.
3. Fundraising activities conducted in a school or on other District premises are not to interfere with the conduct of any cocurricular or extracurricular activity. Students involved in the fundraiser are not to interfere with students participating in other activities in order to solicit funds.
4. In accordance with Board policy, each fundraising activity occurring on or off District premises must be approved by the Superintendent or his/her designee. In order to be approved, the group leader or advisor must submit a proposal that is in compliance with the Ohio Auditor's requirements (Preliminary Report of Sales Project).
5. Each recognized school-sponsored student group must submit in writing to the Treasurer a statement which identifies the purpose of the fundraising activity and the reason for raising money, as well as all other items required by the Ohio Auditor (Purpose Statement & Budget).
6. Student groups can have only one major fundraiser per year unless approved by the Superintendent.
7. All fundraising activities must stop when the total projected budget has been met or within two weeks from the start of the project, whichever comes first. Exceptions may be granted with the approval of the Superintendent or building principal.
8. Notice of fundraising activities is posted in school newsletters for parental information.
9. All participants soliciting from and/or selling to service organizations, businesses or the general public must carry and understand a cover letter explaining the specific purpose of their project.
10. Request for purchases via a purchase order from student activities funds can be made only by faculty advisors, coaches or teachers assigned to an activity.
11. Elementary students (K-4) shall not sell items or solicit donations by going door to door.
12. Pep rallies or assemblies promoting aggressive student selling, prizes, awards or incentives are discouraged.
13. All prizes, awards and incentives must be approved by the principal.
14. Contracts with outside suppliers for merchandise to be sold in a fundraising activity are to be reviewed and signed by the principal. The contract must specify that any merchandise that is unsold and is resalable by the supplier can be returned for full credit. The District is not responsible for any unsold merchandise that cannot be returned to a supplier for credit for any reason. The supplier may initiate action to recover misappropriated materials or funds.
15. Fundraising activities off District premises shall be voluntary and with written permission from parents. If an activity involves the students providing a service in return for money, such as a car wash, a member of the professional staff shall supervise the activity at all times. His/her responsibility is to ensure that the service is provided in a proper manner, and also to ensure the safety and well being of the students and the property of both the purchaser and the owner of the site.
16. Any fundraisers that require students to exert themselves physically beyond their normal pattern of activity, such as runs for charity, must be monitored by a staff member who has the necessary knowledge and training to recognize and deal appropriately with a situation in which one or more students may be overexerting themselves to the point of potential injury.

17. The staff member in charge should establish procedures to ensure that all merchandise is properly stored, distributed and accounted for, and a report should be made within five days after the end of the fundraiser (Final Report of Sales Project). The report should indicate:
 - cost of items or merchandise;
 - amount of money projected and amount of money raised;
 - any differences between the actual activity and the planned activity;
 - any problems that occurred and how resolved;
 - when and where funds are deposited, and
 - if merchandise was involved, how many items were offered for sale, how many items sold, the amount of money collected and the disposition of any unsold items.
18. Donations to the District to be used for fundraising activities must be approved by the Board or its designee.
19. Failure to follow these regulations could result in the suspension or loss of fundraising approval.

School and Community Service Project Definitions

1. Fundraising Activities

Any donation, product or service solicited from and/or sold to community service organizations, businesses or the general public;
Any awards, prizes or incentives offered as part of a student selling activity. Examples:

- 1) candy sales
- 2) magazine sale
- 3) carnival for profit

2. School Service Projects

- a. Any project done to service or benefit students, teachers or parents which involves no soliciting of donations, products or services from community service organizations, businesses or the general public. Examples:
 - 1) skate parties
 - 2) pizza parties
 - 3) Mother's Day gifts
 - 4) carnival for nonprofit
- b. Any profit-intended project, completed in-house, which principally involves students, teachers or parents requiring no soliciting of donations, products or services from community service organizations, businesses or the general public. Examples:
 - 1) concession stands
 - 2) school pictures
 - 3) book fairs
 - 4) sale of miscellaneous items (caps, t-shirts, jackets, etc.)

3. Community Service Projects – Any project that involves open solicitation, is completely non-profit, and is charitable in nature. Examples:
 - a. holiday food drives
 - b. generation of funds for a recognized charity
 - c. funds for scholarships/grants

Adoption Date:

August 24, 2005
05-480

EXHIBIT F-2-h-1
RES. #05-251

RESOLUTION TO ADOPT BOARD OF EDUCATION
POLICY IGDJ – INTERSCHOLASTIC ATHLETICS

RESOLVED THAT
the Westlake Board of Education adopts new Board of Education Policy IGDJ – Interscholastic Athletics.

Motion by Mr. O'Malley

Seconded by Mr. Beal

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco ABSTAIN

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

File: IGDJ
INTERSCHOLASTIC ATHLETICS

The Board believes that interscholastic and intramural athletics are a desirable part of the total school program. The athletic program has great potential to contribute to the sound growth and all around development of students.

The Board believes that standards and ideals established and practiced will influence greatly the youth, the school and community; therefore, only the best traditions of good citizenship and conduct will be fostered.

Participation by students in athletic competition is a privilege subject to Board policies and regulations. While the Board takes pride in winning, it emphasizes and requires good sportsmanship and positive mental attitude as a prerequisite to participation.

The superintendent and administrative staff schedule frequent conferences with all physical education instructors, coaches and athletic directors to develop a constructive approach to physical education and athletics throughout the District and to maintain a program that is an educational activity.

Interscholastic sports programs are subject to approval by the Board. The building principal is responsible for the administration of the interscholastic athletic program within his/her school. In discharging this responsibility, the principal consults with the athletic directors, coaches and physical education instructors on various aspects of the interscholastic athletic program. It is the responsibility of the principal and his/her staff to ensure the proper management of all athletic and physical education programs and the safety of students and the public.

The Board may require that students pay reasonable fees to participate in an extracurricular activity.

Coaches are required to complete an approved course in sports-related first aid training and a course in cardiopulmonary resuscitation in order to qualify to serve as a coach.

Trained and competent leadership and coaching, adequate equipment and facilities are essential prerequisites for any sponsored activity.

The welfare of the students takes precedence over any other interests.

The athletic program of the District shall follow rules and regulations as established and maintained by the Ohio High School Athletic Association.

Scheduling, arrangements and organization shall be under the direct supervision of the athletic coordinator.

In the conduct of interscholastic athletic programs, the rules, regulations and limitations outlined by the Ohio High School Athletic Association (OHSAA) must be followed. It is the responsibility of the District's voting delegate to OHSAA to advise the management team of all pending changes in OHSAA's regulations.

Eligibility requirements for participating in athletic programs must conform to regulations of the OHSAA. They include the requirements that a student have the written permission of his/her parent(s) and shall have been determined as physically fit for the chosen sport by a licensed physician.

All students participating in interscholastic athletics must purchase insurance available through the school, or the parent(s) must sign a waiver ensuring that such coverage is not necessary.

As character building is one of the major objectives of interscholastic athletics, the athlete assumes responsibility for regulating his/her personal life in such ways as make him/her a worthy representative of his/her school.

Any student may be suspended from an athletic team practice and competition for a period of time, designated by the principal, for infraction of school rules and regulations or for any other unacceptable conduct in or out of school.

Beginning in the fall of the 2001 school year, students are ineligible for athletics for one year when they transfer from one district to another without changing residency. Transfers within the school district are not affected. There are exceptions to the ineligibility provisions contained in the Ohio School Athletic Bylaws.

Foreign exchange students not enrolled in a state-approved educational or exchange program must be legally adopted by a resident of that school district in order to be eligible for athletics.

Adoption Date: May 23, 2002

Revision Date: September 16, 2004

Legal Refs.: ORC 2305.23; 2305.231
 3313.66; 3313.661; 3313.664
 3315.062
 OAC 3301-27
 3301-35-03(I)

Cross Refs.: IGDK, Interscholastic Extracurricular Eligibility
 JGD, Student Suspension
 JGE, Student Expulsion
 Student Handbook

August 24, 2005
05-483

EXHIBIT F-2-i-1
RES. #05-252

RESOLUTION TO ADOPT BOARD OF EDUCATION
POLICY JED – STUDENT ABSENCES & EXCUSES

RESOLVED THAT

the Westlake Board of Education adopts new Board of Education Policy JED – Student Absences & Excuses.

Motion by Mr. O'Malley

Seconded by Mr. Beal

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco ABSTAIN

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

File: JED
STUDENT ABSENCES AND EXCUSES

Regular attendance by all students is very important. In many cases, irregular attendance is the major reason for poor school work; therefore, all students are urged to make appointments, do personal errands, etc., outside of school hours.

Reasons for which students may be excused include, but are not limited to:

1. personal illness of the student;
2. illness in the student's family;
3. **needed at home to perform necessary work directly and exclusively for parents or legal guardians (applied to students over 14 years of age only)**
4. death in the family;
5. quarantine for contagious disease or
6. religious reasons.

Each student who is absent must immediately, upon return to school, make arrangements with his/her teacher(s) to make up work missed. Students who are absent from school for reasons not permitted by Ohio law may, or may not, be permitted to make up work. Each case is considered on its merits by the principal and the respective teacher(s). Students are requested to bring a note to school after each absence explaining the reason for the absence or tardiness.

The Board discourages student absences from school for family trips or other planned absences. Absences for these purposes should be kept to a minimum and must comply with Board regulations governing these types of absences.

The Board authorizes the superintendent to establish a hearing and notification procedure for the purpose of denying a student's driving privileges if that student of compulsory school age has been absent without legitimate excuse for more than 10 consecutive days or a total of at least 15 days during a semester or term.

Adoption Date: May 23, 2002

Revision Date:

Legal Refs.: ORC 3321.01; 3321.04; 3321.13; 3321.14; 3321.38
 4507.061
 OAC 3301-35-02; 3301-35-03
 3301-51-13

Cross Refs.: JHC, Student Health Services and Requirements

August 24, 2005
05-485

EXHIBIT F-2-j-1
RES. #05-253

RESOLUTION TO ADOPT BOARD OF EDUCATION
POLICY JFCEA - GANGS

RESOLVED THAT

the Westlake Board of Education adopts new Board of Education Policy JFCEA - Gangs.

Motion by Mr. O'Malley

Seconded by Mr. Beal

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco ABSTAIN

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

File: JFCEA
GANGS

The Board believes gangs or gang activity create an atmosphere where violations of policies, regulations and Ohio laws may occur. Gangs that initiate, advocate or promote activities that threaten the safety or well being of persons or which are disruptive to the school environment are not tolerated by the District.

Incidents involving initiations, hazings, intimidations and/or related activities of such group affiliations which are likely to cause bodily danger, physical harm, personal degradation or disgrace resulting in physical or mental harm are prohibited.

The Board directs the administration to establish regulations to ensure that any student wearing, carrying or displaying gang paraphernalia or exhibiting behavior or gestures which symbolize gang membership or causing and/or participating in activities which intimidate or affect the attendance of another student is subject to disciplinary action. **This includes all forms and instruments of harassment and bullying, including electronic communications devices.**

To provide increased awareness of the threat to the safety of students, staff and school property which gang-related activity poses, training is provided by security on an as-needed basis. Presentations provide training in current identification symbols used by those involved in gang-related activity and include things such as the identification of hand signals, apparel, jewelry and/or any other pertinent gang-related information.

Adoption Date: May 23, 2002 Revision Date:

Legal Refs.: ORC 3313.20; 3313.66; 3313.661

Cross Refs.: JFC, Student Conduct
 JFCA, Student Dress Code
 JFCF, Hazing
 JGD, Student Suspension
 JGE, Student Expulsion

August 24, 2005
05-487

EXHIBIT F-2-k-1
RES. #05-254

RESOLUTION TO ADOPT BOARD OF EDUCATION
POLICY JFCF – HAZING

RESOLVED THAT
the Westlake Board of Education adopts new Board of Education Policy JFCF – Hazing.

Motion by Mr. O'Malley

Seconded by Mr. Beal

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco ABSTAIN

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

File: JFCF
HAZING

Hazing means doing any act or coercing another, including the victim, to do any act of intimidation to any student or other organization that causes or creates a substantial risk of causing mental or physical harm to any person. Permission, consent or assumption of risk by an individual subjected to hazing does not lessen the prohibition contained in this policy.

Hazing activities of any type, **including those activities engaged in via computer and/or electronic communications devices**, are inconsistent with the educational process and are prohibited at all times. No administrator, faculty member, **teacher**, or other employee of the District shall encourage, permit, condone or tolerate any hazing activities. No student, including leaders of student organizations, may plan, encourage or engage in any hazing.

Administrators, faculty members, **teachers**, and all other District employees are particularly alert to possible conditions, circumstances or events that might include hazing. If hazing or planned hazing is discovered, involved students are informed by the discovering school employee of the prohibition contained in this policy and are required to end all hazing activities immediately. All hazing incidents are reported immediately to the superintendent **and the appropriate discipline is administered.**

Administrators, faculty members, **teachers**, other employees and students who fail to abide by this policy may be subject to disciplinary action and may be liable for civil and criminal penalties in compliance with Ohio law.

Written copies of this policy will be available to all District students and employees. In addition, this policy will be incorporated into building, staff and student handbooks and will be the subject of discussion at employee staff meetings or in-service programs.

Adoption Date: May 23, 2002 Revision Date:

Legal Refs.: ORC 2307.44
 2903.31

Cross Refs.: AC, Nondiscrimination
 EDE, Computer/Online Services
 JFCEA, Gangs
 Student Handbook

August 24, 2005
05-489

EXHIBIT F-2-1-1
RES. #05-255

RESOLUTION TO ADOPT BOARD OF EDUCATION
POLICY BBFA – BOARD MEMBER CONFLICT OF INTEREST

RESOLVED THAT
the Westlake Board of Education adopts revised Board of Education Policy BBFA – Board Member
Conflict of Interest.

Motion by Mr. O'Malley

Seconded by Mr. Beal

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Ms. Rocco ABSTAIN

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

File: BBFA
BOARD MEMBER CONFLICT OF INTEREST

The Board and individual members follow the letter and spirit of the law regarding conflicts of interest.

A Board member will not have any direct or indirect pecuniary interest in a contract with the District; will not furnish for remuneration any labor, equipment or supplies to the District; nor be employed by the Board in any capacity for compensation.

A Board member may have a private interest in a contract with the Board if all of the following apply:

1. the subject of the public contract is necessary supplies or services for the District;
2. the supplies or services are unobtainable elsewhere for the same or lower cost, or are being furnished to the District as part of a continuing course of dealing established prior to the Board member's becoming associated with the District;
3. the treatment accorded the District is either preferential to or the same as that accorded other customers or clients in similar transactions and
4. the entire transaction is conducted at arm's length, with full knowledge by the Board of the interest of the Board member, member of his/her family, or his/her business associate, and the Board member takes no part in the deliberations or decision with respect to the public contract.

The law specifically forbids:

1. the Prosecuting Attorney ~~or a city attorney~~ **as defined and limited by O.R.C. 3313.13** from serving on a board;
2. a member from serving as the school dentist, physician or nurse;
3. a member from being employed for compensation by a board;
4. a member from having, directly or indirectly, any pecuniary interest in any contract with a board;
5. a member from voting on a contract with a person as a teacher or instructor if he/she is related to that person as father, mother, brother or sister;
6. a member from authorizing, or employing the authority or influence of his/her office to secure authorization of, any public contract in which he/she, a member of his/her family or his/her business associates have an interest;
7. a member from having an interest in the profits or benefits of a public contract entered into by, or for the use of, the District and
8. a member from occupying any position of profit during his/her term of office or within one year thereafter in the prosecution of a public contract authorized by him/her or a board of which he/she was a member at the time of authorization of that contract.

Adoption Date: May 23, 2002

Revision Date:

Legal Refs.: ORC 102.03
3319.21
4117.20
2921.02(B); 2921.42; 2921.43
3313.13; 3313.33; 3313.70

Cross Refs.: BBBA, Board Member Qualifications
BBF, Board Member Code of Ethics

EXHIBIT I-1
RES. #05-256

RESOLUTION TO APPOINT INCOMING MEMBERS AND ALTERNATES
FOR THE CITIZENS ADVISORY COMMITTEE

RESOLVED THAT

the Westlake Board of Education appoints the following incoming alternates and members to the Citizens Advisory Committee:

MEMBERS

Garn Anderson
Marcia Columbro
Linda Wade
Dan Walsh

ALTERNATES

Judy Friedman
Jane Hoon
Troy Miller
Kathleen Stock
Christie Wiedt

Motion by Mr. Mays

Seconded by Ms. Rocco

Roll Call Vote:

Mrs. D'Ettorre Wargo	<u>AYE</u>
Ms. Rocco	<u>AYE</u>
Mr. Beal	<u>AYE</u>
Mr. Mays	<u>AYE</u>
Mr. O'Malley	<u>AYE</u>

August 24, 2005
05-492

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