



OHVA Board of Trustees Meeting

October 20, 2020

Held in accordance with Am. Sub. H.B. 197

Our Approach: Student-centric, Innovative

Our People: Passionate, Engaged

Our Students: Inspired, Empowered, Educated

1. Board President Stephen Vasquez called the meeting to order at 2:06 PM.

2. Roll Call/Guests:

	Board Members	Present	Absent	Time of Arrival After Call to Order
1	Kelly Arndt – Member	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
2	Adam Davenport – Member	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
3	David Kalman – Member	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
4	Susan Lippens – Board Vice President	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
5	Ben Lochbihler – Member	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
6	Gina Lopez – Member	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
7	Jacob Moeller – Board Treasurer	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
8	Matt Norton – Board President	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
9	Tiaunna Richardson – Member	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
10	Stephen Vasquez – Board President	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
11	Jennifer Wise – Board Secretary	<input type="checkbox"/>	<input checked="" type="checkbox"/>	2:08 PM
12	Sarah Zimmerman-Thornhill – Member	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
13	OCCS Ex-Officio Representative Lisa Burke	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

Also in attendance were: K12 Senior Head of School, Dr. Kristin Stewart; K12 Academic Compliancy Administrator, Kyle Wilkinson; K12 School Treasurer and OHVA Designated Fiscal Officer Kate Diu; K12 Finance Director Kelly Warnke; K12 Human Resources Manager Carole Arman; K12 SVP Northern Region Darren Reed; Board Legal Counsel, Renisa Dorner; and various members of the K12 administrative team.

Ms. Wise entered the meeting.

3. Approval of Minutes of the Regular Meeting of August 18, 2020

Mr. Davenport moved to approve the minutes as written; Ms. Richardson seconded, and all present voted in favor.

4. Personnel / Staff Development

a. HR Committee Report



Dr. Stewart reported that many issues were coming before the Board following information gathering conducted by the HR Committee.

b. New Hires

Motion I: Resolution regarding Employment Agreements

BE IT RESOLVED THAT the Board of Trustees of OHVA hereby approves the OHVA Employment Agreements offered to the following individuals as recommended by the Head of School and reviewed with the HR Committee:

Employee Name (Last Suffix, First MI)	Job	Hire Date
Carlson, Camilla A.	Teacher Middle School	09/08/2020
Collins, Carmen A.	Teacher Elementary School	08/17/2020
Cooper, Lauren E.	Advisor	09/30/2020
Couch, Faith N.	Teacher Elementary School	08/31/2020
Coumos, Kelly D.	Teacher Middle School	08/17/2020
Cristell, Andrea R.	Teacher Middle School	09/10/2020
Cummings, Brigitte A.	Teacher Elementary School	09/08/2020
Czubek, Casey L.	Teacher Elementary School	08/26/2020
Dattilio-Smith, Michelle C.	Teacher Elementary School	08/24/2020
DelVillan, Samantha M.	Teacher Elementary School	08/26/2020
Denman, Rebecca L.	Intervention Spec K2	08/17/2020
Deran, Amy	Teacher Middle School	08/17/2020
Diroll, Rebecca D.	Teacher Middle School	08/10/2020
Driggs, Ashley W.	Teacher Elementary School	08/19/2020
Durbin, Devin S.	Teacher HS	08/17/2020
Dyar, Tiffany R.	Teacher Elementary School	08/11/2020
Early, Rachel E.	Teacher Elementary School	09/15/2020
Faris, Victoria E.	Advisor	09/10/2020
Fawcett, Daniel J.	Teacher HS	09/15/2020
Fayssoux, Claire M.	Teacher Elementary School	09/02/2020
Finney, Jamie L.	Intervention Spec 35	09/08/2020
Fitch, Karen M.	Teacher Elementary School	08/26/2020
Fleming, Kelsea A.	Teacher Elementary School	08/26/2020
Frim, Lindsey R.	Teacher Elementary School	08/19/2020
Garwood, Rachel M.	Teacher Middle School	09/21/2020
Gerten, Jennifer	Teacher Elementary School	08/31/2020
Gertz, Meredith M.	Teacher Middle School	09/30/2020
Gowell, Nicole L.	Advisor	09/08/2020
Gray, Monica	Teacher Elementary School	08/19/2020
Gurule, Leigh-Ann M.	Teacher Elementary School	10/05/2020
Hazelwood, Virginia L.	Intervention Spec K2	08/10/2020
Hendren, Amanda L.	Intervention Spec MS	09/15/2020
Hoffman, Danielle M.	Teacher Elementary School	09/15/2020
Hoffman, Elizabeth A.	Intervention Spec 35	09/30/2020



Hoffman, Rebecca A.	Teacher Elementary School	08/10/2020
Amstutz, Kenneth L.	Intervention Spec MS	08/24/2020
Anthony, Michelle K.	Teacher Middle School	08/17/2020
Ayres, Christina G.	Teacher Elementary School	08/10/2020
Babb, Ashley K.	Teacher Elementary School	08/11/2020
Bair, Emily C.	Teacher Middle School	08/17/2020
Bard, Christopher J.	Advisor	09/08/2020
Barnes, Camille A.	Teacher Elementary School	08/17/2020
Barsala, Sarah C.	Teacher Elementary School	08/11/2020
Barth, Drew M.	Teacher Middle School	09/02/2020
Beal, Lydia A.	Advisor	09/10/2020
Beck, Joy E.	Intervention Spec 35	09/28/2020
Bedard, Stephanie N.	Teacher Elementary School	08/19/2020
Bell, Darcie L.	Teacher Elementary School	09/10/2020
Bendall, Fanessa L.	Intervention Spec MS	09/02/2020
Bentley, Cydney G.	Advisor	09/08/2020
Johnson, Theresa R.	Intervention Spec K2	09/08/2020
Kacinari, April E.	Teacher Elementary School	08/19/2020
Keaney, Emily T.	Teacher Middle School	08/17/2020
Keinath, Jamie L.	Teacher Elementary School	08/24/2020
Keller, Carla J.	Teacher Elementary School	09/15/2020
Kiefer, Amanda	Teacher Elementary School	08/17/2020
Klaine, Molly E.	Teacher Middle School	09/08/2020
Klase, Ashley N.	Teacher Elementary School	08/31/2020
Klausner, Shauna K.	Teacher Elementary School	09/02/2020
Knight, Mary Catherine	Teacher Elementary School	08/26/2020
Knox, Jacquelyn I.	Transition Svcs Liaison	08/31/2020
Kocab, Jessica M.	Teacher Elementary School	08/10/2020
Koeppe, Elizabeth A.	Teacher HS	09/10/2020
Krasniewski, Rebecca L.	Teacher Middle School	08/10/2020
Kucnick, Brittany A.	Teacher Middle School	08/31/2020
Kundu, Susan R.	Teacher Elementary School	10/05/2020
Boblitt, Hannah L.	Advisor	09/30/2020
Boren, Kallie A.	Teacher HS	08/10/2020
Bowen, Braden E.	Teacher Middle School	08/17/2020
Bradford, Hayley N.	Teacher Elementary School	09/21/2020
Brown, Rylee J.	Teacher Elementary School	09/08/2020
Bulach, Angela I.	Teacher Elementary School	08/31/2020
Butler, Adrienne M.	Teacher Elementary School	09/08/2020
Cabrera, Caylie N.	Teacher Elementary School	08/24/2020
Laird, Kristie J.	Teacher Elementary School	08/19/2020
Landry, Dawn D.	Teacher Elementary School	09/08/2020
Lape, Lisa A.	Teacher Elementary School	09/08/2020
Leighty, Erin A.	Intervention Spec K2	08/10/2020



Lekstutis, Abigail T.	Teacher Elementary School	09/21/2020
Leonard, Audrey G.	Teacher HS	08/24/2020
Lindic, Jaclyn C.	Teacher Elementary School	08/31/2020
Linger Santos, Sandra M.	Teacher Elementary School	08/10/2020
Logozzo, Jessica	Guidance Counselor	08/10/2020
Long, Jamie M.	Teacher Elementary School	08/11/2020
Lucente, Anthony N.	Teacher HS	10/05/2020
Lynch, Karen M.	Teacher Middle School	09/21/2020
Miller, Carissa R.	Teacher Elementary School	09/15/2020
Miller-Hammar, Katherine	Teacher Elementary School	08/10/2020
Miranda, Erica L.	Teacher Elementary School	08/17/2020
Moeke, Rebecca M.	Teacher HS	09/10/2020
Moser, Elizabeth R.	Teacher Middle School	09/02/2020
Munroe, Jamie L.	Teacher Elementary School	09/21/2020
Murphy, Kira M.	Guidance Counselor	09/15/2020
Neisler, Sharon R.	Teacher HS	08/19/2020
New, Kayla M.	Teacher Elementary School	08/10/2020
Nocera, Brandi M.	Intervention Spec MS	09/28/2020
O'Donnell, Ryan K.	Teacher HS	08/10/2020
O'Shea, Angela M.	504 Coordinators	08/17/2020
Page, Kristy M.	Teacher Elementary School	08/11/2020
Palmer, Emily A.	Teacher HS	08/17/2020
Palmer, Rachel L.	Teacher HS	08/24/2020
Panning, Elizabeth J.	504 Coordinators	10/05/2020
Aliff, Kimberly A.	Teacher Middle School	09/30/2020
James, Patricia M.	Teacher Elementary School	08/10/2020
Johns, Erin C.	Teacher Elementary School	09/28/2020
Mason, Suzanne K.	Teacher Elementary School	09/28/2020
Matheney, Carrie M.	Teacher Elementary School	10/12/2020
McConnell, Kenneth R.	Advisor	10/05/2020
McConnell, Lisa M.	Teacher Elementary School	08/24/2020
Paschall, Beth A.	Teacher HS	09/23/2020
Paul, Kelley W.	Teacher Elementary School	08/10/2020
Perez, Stacie L.	Teacher Elementary School	08/24/2020
Petrella, Erica M.	Intervention Spec 35	08/10/2020
Plute-Schlitter, Amanda F.	Teacher Elementary School	08/10/2020
Poffenbaugh, Paige M.	Teacher Elementary School	09/02/2020
Polzin, Christina L.	Teacher Middle School	08/17/2020
Remick, Jennifer L.	Teacher HS	08/10/2020
Ringer, Nichole M.	Teacher Elementary School	08/17/2020
Rodgers, Anastasia L.	Teacher Elementary School	08/24/2020
Roth, Tara	Teacher HS	08/24/2020
Sager, Meghan M.	Intervention Spec 35	09/08/2020
Sawyer, Carmen M.	Intervention Spec MS	09/28/2020



Sayre, Dakota R.	Teacher Middle School	08/24/2020
Schag, Mandi J.	Intervention Spec 35	10/12/2020
Scholles, Jennifer A.	Teacher Middle School	10/12/2020
Scott, Drew K.	Intervention Spec MS	09/23/2020
Sears, Tera M.	Teacher Elementary School	09/10/2020
Segelhorst, Athena R.	Teacher Middle School	09/08/2020
Sensibello, Marisa A.	Teacher Elementary School	08/10/2020
Serig, Katherine L.	Intervention Spec MS	09/02/2020
Smith, Jennifer A.	Intervention Spec 35	08/24/2020
Smith, Noel E.	Speech & Lang Pathologist	09/15/2020
Snyder, Kari F.	Teacher Middle School	08/17/2020
Snyder, Lisa M.	Teacher Elementary School	09/10/2020
Spencer, Mamie K.	Teacher HS	08/31/2020
Spohn, Alexis A.	Advisor	09/08/2020
Squire, Michele	Teacher Middle School	09/02/2020
Melvin, Macy B.	Teacher Middle School	09/08/2020
Meyer, Tiffany A.	Teacher Elementary School	09/15/2020
Mikulka, Lora B.	Teacher Elementary School	08/11/2020
Powers, Heather L.	Teacher Elementary School	08/11/2020
Recupero, Katherine T.	Teacher Elementary School	08/26/2020
Stellfox, Michelle A.	Teacher HS	09/21/2020
Stoner, Aeleen M.	Intervention Spec 35	09/08/2020
Summers, Gabrielle E.	Teacher Elementary School	08/24/2020
Sump, Melanie R.	Teacher Elementary School	08/31/2020
Sutliff, Miranda R.	Teacher HS	09/21/2020
Swart, Shelby M.	Intervention Spec MS	08/17/2020
Theis, Hailey J.	Teacher Elementary School	08/26/2020
Threlkeld, Ann-Sofia M.	Teacher Elementary School	09/02/2020
Tomlinson, Kristina M.	Advisor	09/08/2020
Trapp, Staci R.	Teacher Elementary School	09/28/2020
Treu, Kayla M.	Teacher Elementary School	09/10/2020
Velez, Anne M.	Intervention Spec K2	08/10/2020
Vilagi, Claire E.	Teacher Middle School	08/24/2020
Vouk, Gabrielle L.	Teacher HS	08/10/2020
Weisert, Cortney L.	Teacher Middle School	09/08/2020
Weist, Carter C.	Intervention Spec MS	08/24/2020
Whitmer, Teresa M.	Teacher Elementary School	08/24/2020
Wilson, Colleen C.	Teacher Elementary School	08/10/2020
Wysocki, Pamela S.	Teacher Elementary School	08/19/2020
Yanke, Tiffany A.	Guidance Counselor	09/30/2020
Yerian, Barbara A.	Teacher Elementary School	08/17/2020
Zelnik, Michael H.	Teacher Middle School	08/10/2020
Woodard, Traci S.	Advisor	09/10/2020
Woodrich, Patricia F.	Teacher Elementary School	08/24/2020



Discussion: Dr. Stewart reported that large increase in enrollment has caused the need for increased staffing in nearly all areas.

Moved: Davenport **Seconded:** Lopez **Vote:**

Arndt	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lochbihler	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lopez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Moeller	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Norton	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Richardson	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Vasquez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Wise	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Zimmerman-Thornhill	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

c. Resignations

Motion II: Resolution regarding Resignations

BE IT RESOLVED THAT the Board of Trustees of OHVA hereby approves the resignations of the individuals listed below as recommended by the Head of School and reviewed with the HR Committee, as of the termination dates listed below, based on the unique circumstances presented by these individuals and considering the best interests of OHVA:

Employee Name (Last Suffix, First MI)	Job	Termination Date	Service
Wulff, Paul	Intervention Specialist	08/10/2020	10.9
Wittkopf, Carol A.	Teacher Elementary School	09/08/2020	0.0
Walker, Sylvia L.	Intervention Spec MS	09/03/2020	0.0
Stretar, Margaret L.	Intervention Spec MS	09/25/2020	0.0
Reich, Amy E.	Teacher Elementary School	08/14/2020	7.9
Miller, Amy M.	Teacher Elementary School	09/18/2020	0.0
Popadak, Elizabeth L.	Guidance Counselor	09/11/2020	1.9
McGinn, Jessica M.	Intervention Specialist	09/15/2020	6.0
Johnson, Amy E.	Teacher HS	10/02/2020	2.0
Ambers, Lynn D.	Intervention Spec MS	10/02/2020	0.1
Parker, Alyssa M.	Teacher Elementary School	09/01/2020	0.0
Macht, Valerie S.	Intervention Specialist	10/09/2020	2.6
Caponi, Elizabeth A.	Teacher HS	09/04/2020	1.9
Bowers, Amy B.	Intervention Specialist	08/28/2020	1.5
Lahetta, Mackenzie B.	504 Coordinators	09/01/2020	1.0
Bilyeu, Janelle L.	Teacher Middle School	09/03/2020	0.0
Horvath, Laura A.	Teacher Elementary School	08/12/2020	2.5
Ipock, Alana	Teacher HS	08/28/2020	0.0

Discussion: Dr. Stewart explained she was recommending that the Board accept all resignations at this time based on the unique circumstances presented.



Moved: Norton	Seconded: Zimmerman-Thornhill	Vote: Arndt	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lochbihler	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lopez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Moeller	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Norton	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Richardson	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Vasquez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Wise	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Zimmerman-Thornhill	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

d. Resignations and Waiver of K12 Contract Provision

Motion III: Resolution regarding Resignation of Employees and Waiver of Paragraph 7.04

BE IT RESOLVED THAT the Board of Trustees of OHVA hereby approves the resignations of Kristina Day, Ashley Shuster, Lesley Demagall and Dennis Myers, effective immediately to allow them to accept positions with K12, Inc. or an affiliate. Further, the Board of Trustees of OHVA hereby waives the application of Paragraph 7.04 entitled Non-Solicitation of the Third Amended and Restated Educational Products and Administrative & Technology Services Agreement between OHVA and K12 Virtual Schools LLC to allow Kristina Day to be employed by K12, Inc. as a K-2 Assistant Principal, exclusively for Ohio Virtual Academy; to allow Ashley Shuster to be employed by K12, Inc. as a Middle School Assistant Principal, exclusively for Ohio Virtual Academy; to allow Lesley Demagall to be employed by K12, Inc. as an EL Coordinator, exclusively for Ohio Virtual Academy, and to allow Dennis Myers to be employed in an out-of-state K12 position due to him relocating outside Ohio. This waiver is revoked if K12 employs these individuals in a position other than the ones specifically listed.

Discussion: Dr. Stewart reported the increase in enrollment also required K12 to hire additional administrative positions. Many OHVA employees seek promotions to K12 positions and they are often the best qualified. Ms. Zimmerman-Thornhill expressed concerns about whether these administration positions would continue through to the following school year. Dr. Stewart responded that she expected the positions to continue. Mr. Vasquez requested the Head of School Report be moved to the beginning of the Board meeting in the future as the information necessary to decide many of these HR issues is reflected in Dr. Stewart’s report.

Moved: Norton	Seconded: Wise	Vote: Arndt	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lochbihler	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lopez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Moeller	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Norton	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Richardson	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Vasquez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Wise	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Zimmerman-Thornhill	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>



e. E-Sports Coach Extra Duty Assignment Description

Motion IV: Resolution regarding E-Sports Coach extra duty job description

BE IT RESOLVED THAT the Board of Trustees of OHVA hereby approves the E-Sports Coach extra duty job description as follows:

Esports Coach (OHVA- All Grade Levels)

An Esports coach is an extra duty (above/beyond) that a qualified OHVA employee accepts in order to build and enhance the Esports Varsity, JV and club programs at OHVA. The Esports program is intended to provide extra-curricular activities to OHVA students. Each OHVA employee who accepts a position as an Esports coach will be provided an OHVA Extra-Duty Contract. The duties and responsibilities associated with this extra-duty is in addition to an employee's regularly assigned job duties required by their existing position with OHVA.

Qualifications:

- Dynamic in regards to engagement with students and families
- Excellent track record in working with students in academic and non-academic capacities
- Strong teacher or other qualified employee that has shown an aptitude for leadership
- An understanding of Esports and gaming.
- Ability to work with other teams within the school and that have direct contact with students
- Minimum of 2 years teaching experience
- A licensed individual as defined by ORC §3313.53(A)(1) and currently employed in an OHVA exempt position

The successful candidate will also possess the following:

- Outstanding written and verbal communication skills
- Exemplary interpersonal and relational qualities
- Willingness and flexibility to assist with occasional programming before or after normal school hours
- Willingness and flexibility to work with high school principals, other Esports coaches, teachers and administrators

Extra Duties will likely include:

- * Provide direct coaching and instruction to students engaged in the OHVA Esports Program
- * Coordinate with other Esports coaches when necessary
- * Work with K12 administrators who are responsible for implementation of services for OHVA Esports Program and ensuring that all procedures are followed
- * Schedule, host and monitor all activities related to designated Esports team
- * Report to Academic Compliancy Administrator

The Head of School is authorized to offer an Extra Duty Contract to qualified OHVA employees who have accepted the extra duty job as an OHVA E-Sports Coach.

Discussion: Mr. Wilkinson explained efforts made since the last Board meeting to gauge interest in eSports at OHVA. There were over 350 students who expressed an interest in participating in the program. Mr. Wilkinson explained the Varsity team would include 20-30 students as will the Junior Varsity team. Students who are not selected for these teams will be able to join club teams. Ms.



Dorner explained this resolution is merely the job description to allow an existing OHVA employee to take on the extra duty of a coach.

Moved: Zimmerman-Thornhill	Seconded: Arndt	Vote: Arndt	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
	Davenport		Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
	Lippens		Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
	Lochbihler		Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
	Lopez		Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
	Moeller		Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
	Norton		Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
	Richardson		Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
	Vasquez		Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
	Wise		Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
	Zimmerman-Thornhill		Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

f. Gifted/Accelerated Extra Duty Assignment Description

Motion V: Resolution regarding Gifted/Accelerated Services extra duty job description

BE IT RESOLVED THAT the Board of Trustees of OHVA hereby approves the Gifted/Accelerated Services extra duty job description as follows:

Gifted/Accelerated Services (OHVA - All Grade Levels)

Gifted/Accelerated Services are an extra duty (above/beyond) that a qualified OHVA employee accepts in order to aid the providing of services and additional instruction to OHVA accelerated/gifted students. Each OHVA employee who accepts a position to provide gifted/accelerated services to OHVA students will be provided an OHVA Extra-Duty Contract. The duties and responsibilities associated with this extra-duty is in addition to an employee’s regularly assigned job duties required by their existing position with OHVA.

Qualifications:

- Dynamic in regards to engagement with students and families
- Excellent track record in working with students on an accelerated academic level
- Strong teacher or other qualified employee who has shown an aptitude for leadership
- An understanding of gifted/accelerated services and programs.
- Ability to work with other teams within the school and that have direct contact with students
- Minimum of 2 years teaching experience
- A licensed individual as defined by ORC §3313.53(A)(1) and currently employed in an OHVA exempt position, preferably with a gifted endorsement

The successful candidate will also possess the following:

- Outstanding written and verbal communication skills.
- Exemplary interpersonal and relational qualities.
- Willingness and flexibility to assist with occasional programming before or after normal school hours
- Willingness and flexibility to work with school principals and other teachers and staff members



Job Duties will likely include:

- * Providing gifted and accelerated instruction to identified students on a weekly basis
- * Identification, tracking and communication to qualified students
- * Communicate with Principal regarding special circumstances concerning students
- * Work with content area teachers to modify or replace/enhance assignments
- * Collaborate with Program Accountability Coordinator responsible for tracking student’s services
- * Attend all scheduled gifted/accelerated meetings

The Head of School is authorized to offer an Extra Duty Contract to qualified OHVA employees who have accepted the extra duty assignment as an OHVA Gifted/Accelerated Services provider.

Discussion: Mr. Wilkinson explained there was a recognized need to have teachers provide additional services to those students already identified as gifted or accelerated. There are approximately 20-30 students in each grade level, on average. During the enrollment process, many families were asking about gifted programs. Mr. Wilkinson expected 2-3 teachers in each grade band will be offered this extra duty. Ms. Zimmerman-Thornhill asked why OHVA doesn’t offer a formal program. Mr. Wilkinson explained further evaluation of a formalized program was necessary. Ms. Dorner explained Ohio law requires some very specific steps if a formalized program is instituted. Mss. Zimmerman-Thornhill and Ms. Richardson expressed concerns as to whether these few teachers could provide services to all students seeking services. Dr. Stewart reminded the Board that the curriculum already has built in accelerated options to engage students. Mr. Norton asked about the expected cost for these additional duties and Mr. Wilkinson commented that the compensation would be \$2,500 for 7 teachers.

Moved: Zimmerman-Thornhill	Seconded: Lippens	Vote: Arndt	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lochbihler	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lopez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Moeller	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Norton	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Richardson	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Vasquez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Wise	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Zimmerman-Thornhill	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

g. Extra Duty Contract Template

Motion VI: Resolution regarding Extra Duty Contract

BE IT RESOLVED THAT the Board of Trustees of OHVA hereby approves the Extra Duty Contract template as follows:

EXTRA-DUTY CONTRACT

This is an Extra-Duty Contract between Ohio Virtual Academy (“OHVA”) and the person whose name appears below (“Employee”) for the Extra-Duty Assignment shown below (“Extra-Duty Assignment”).



Term: OHVA employs Employee in the fiscal year (“Fiscal Year”) shown below. This contract shall end either upon termination as set forth below, upon completion of the Extra-Duty Assignment, or upon the end of Fiscal Year, whichever first occurs.

Compensation and Benefits: Employee shall receive the Extra-Duty Compensation shown below for the performance of the Extra-Duty Assignment. Such compensation shall be in addition to Employee’s regular salary and shall be subject to applicable withholding requirements. OHVA shall not make any payments under this Extra-Duty Contract until such time as Employee begins to perform the duties and responsibilities of the Extra-Duty Assignment. Upon the agreement of OHVA and Employee, payments may be made during the performance of the duties of the Extra-Duty Assignment through OHVA’s regular payroll procedure or may be made in a lump sum upon the conclusion of the performance of the duties of the Extra-Duty Assignment as selected below. In the event this agreement is terminated for any reason prior to completion of the work required of the Extra-Duty Assignment, Employee shall only be paid the appropriate pro-rata rate for extra-duty work performed.

Duties, Qualifications and Responsibilities: Employee’s duties, qualifications, and responsibilities shall include those required for the Extra-Duty Assignment by law, regulation, policy, and applicable job description. OHVA may change or add any duties and responsibilities assigned to Employee that relate to the Extra-Duty Assignment.

Rights and Limitations: This Extra-Duty Contract shall not grant to the Employee any property interest in the Extra-Duty Assignment and is completely separate and severable from any other contract between Employee and OHVA. This Extra-Duty Contract is an at-will contract which may be terminated by either party at any time and with or without any cause. No greater rights are intended to be provided by this Extra-Duty Contract unless expressly stated in this Extra-Duty Contract. If this contract is terminated, the Head of School shall provide Employee with written notice of termination. No such notice shall be given upon the ending of the Extra-Duty Contract on the date set forth below, and Employee shall have no right to renewal of the Extra-Duty Contract or assignment.

Miscellaneous: The following terms apply to this extra duty contract:

Name of Employee: _____ Date: _____

Fiscal Year: _____ Extra-Duty Assignment: _____

Extra-Duty Compensation: _____ Method of Compensation: Payroll Procedure Lump Sum

Beginning Date of Assignment: _____ Ending Date of Assignment: _____

OHVA EMPLOYEE

Head of School

Signature

The Extra Duty Contract set forth above shall be used whenever an OHVA employee accepts an extra duty assignment that has been approved by the Board of Trustees. The Head of School is only authorized to offer an Extra Duty Contract to qualified OHVA employees who have accepted the



extra duty assignments approved by the Board. Each properly executed Extra Duty Contract must be submitted to the Board for approval.

Discussion: Ms. Dorner explained each employee who accepts an extra duty assignment must already be a salaried exempt employee of OHVA. This contract template will be used for each OHVA employee who accepts an extra duty assignment. Just like employment agreements, the Head of School will need to submit these extra duty contracts to the Board for approval.

Moved:Davenport **Seconded:** Richardson **Vote:**

Arndt	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lochbihler	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lopez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Moeller	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Norton	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Richardson	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Vasquez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Wise	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Zimmerman-Thornhill	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

h. ISP Reimbursement

Motion VII: Resolution regarding ISP Reimbursement

BE IT RESOLVED THAT the Board of Trustees of OHVA hereby repeals **Motion IV: Resolution regarding Internet Service reimbursement for employees** that was passed on August 18, 2020. The provision for Internet Service under the Reimbursable Expenses Policy in the Employee Handbook for the 2019/2020 school year shall be reinstated as follows:

Internet service will be reimbursed quarterly upon receipt of internet invoices. If internet is bundled with phone and cable the invoice must show the exact cost of internet within the bundle. OHVA cannot reimburse for taxes when internet bills are bundled with home services. Wi-Fi, installation fees and late fees are not reimbursable.

The provision above for Internet Service under the Reimbursable Expenses Policy in the Employee Handbook shall be immediately reinstated in the Employee Handbook and all OHVA employees shall be notified of this change.

Discussion: Dr. Stewart reported many staff members expressed concerns to her regarding the change in the ISP reimbursement. As a result, she was seeking to return the ISP reimbursement back to the original policy. Ms. Dorner explained the proper method to do this would be to repeal the action taken in August.

Moved: Norton **Seconded:** Arndt **Vote:**

Arndt	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lochbihler	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lopez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Moeller	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Norton	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>



Richardson	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Vasquez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Wise	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Zimmerman-Thornhill	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

i. Residency Requirements

Motion VIII: Resolution regarding Residency policy in Employee Handbook

BE IT RESOLVED THAT the Board of Trustees of OHVA hereby approves the following revision to the Residency policy in the Employee Handbook: All references to “45 miles” in the policy shall be changed to “100 miles.”

Therefore, the Residency policy in the Employee Handbook shall read as follows:

OHVA employees are required to reside either in the state of Ohio or within 100 miles of Ohio’s border and to perform their job duties from such residence unless directed otherwise by the Head of School or his/her designee. Falsification or misrepresentation of an employee’s residence is grounds for termination. Employees who move outside of Ohio and are no longer within 100 miles of the Ohio border must notify the Head of School immediately upon relocating. The employee may remain employed with OHVA through the end of the current semester and will be considered to have voluntarily resigned his/her position at that time. Employees will continue to be required to attend all meetings that he/she would otherwise be required to attend. OHVA will reimburse travel expenses only for travel that is no more than 100 miles outside of Ohio’s border. Any travel expenses that the employee incurs as a result of living outside of the established residency is the employee’s responsibility (i.e., auto, air, train, hotel, meals, etc.).

Discussion: Dr. Stewart explained the teacher shortage being experienced might be relieved if the residency requirement was extended beyond the 45 miles. Mr. Davenport asked how many teachers/staff currently live outside Ohio. Ms. Rogers reported approximately a dozen. Ms. Dorner explained the history of this policy provision. Mr. Vasquez suggested possibly allowing the distance to exceed Ohio borders even further if the individual had so many years of services with OHVA. Dr. Stewart agreed to further assess this policy provision over the next 6 months and provide summary to the Board at the April meeting.

Moved: Lopez	Seconded: Lippens	Vote:	Arndt	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
			Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
			Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
			Lochbihler	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
			Lopez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
			Moeller	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
			Norton	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
			Richardson	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
			Vasquez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
			Wise	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
			Zimmerman-Thornhill	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

j. OASBO 457b Plan / Voya

Motion IX: Resolution regarding OASBO Section 457(b) Plan



BE IT RESOLVED THAT the Board of Trustees of OHVA hereby adopts and approves the following regarding the OASBO Section 457(b) Plan:

WHEREAS, Ohio Virtual Academy (“OHVA”) adopted and maintains an “eligible deferred compensation plan” under Section 457(b) of the Internal Revenue IRC (“IRC”) including the one made available through the Ohio Association of School Business Officials (“OASBO”) OASBO 457 Deferred Compensation Plan (the “Plan”); and

WHEREAS, OASBO has maintained a Plan Provider Agreement with Voya Retirement Insurance and Annuity Company (“Voya”), pursuant to which Voya has provided (i) group annuity contracts that meet the requirements of IRC Section 457(g)(3) (“Provider Contracts”), and (ii) assistance with certain aspects of Plan administration; and

WHEREAS, the Plan provides that it may be amended from time to time by OASBO; and

WHEREAS, OASBO amended and restated the terms of Plan and the Plan Provider Agreement, effective as of April 1, 2017; and

WHEREAS, as a Participating Employer under the Plan, OHVA wishes to also permit Roth 457(b) contributions, as permitted under the Plan as amended effective April 1, 2017;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Ohio Virtual Academy, Lucas County, Ohio, that:

Section 1. Adoption of OASBO 457 Deferred Compensation Plan. OHVA hereby adopts the Plan as amended, effective April 1, 2017. OHVA Administration is hereby authorized to do all things necessary or proper for the administration of the Plan. Specifically, OHVA Designated Fiscal Officer/School Treasurer is hereby appointed the Responsible Official who is authorized and directed by the Governing Authority to execute the Adoption Agreement and Provider Selection Agreement showing the selection of Voya. In addition to the Designated Fiscal Officer/School Treasurer, the Human Resources Manager and the Head of School shall also have the responsibility to implement and effectuate the Plan as deemed appropriate and in the best interests of eligible employees.

Section 2. Amendment of the Plan to Permit Roth 457(b) Contributions. Effective as of this date, the Plan shall be amended to permit participants to make Roth 457(b) contributions to the Plan.

Section 3. Compliance with Open Meeting Requirements. This Board finds and determines 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 resulted in those formal actions were in meetings open to the public, in compliance with the law.

Section 4. Captions and Headings. The captions and headings in this Resolution are solely for convenience of reference and in no way define, limit or describe the scope or intent of any Sections, subsections, paragraphs, subparagraphs or clauses hereof.

Section 5. Effective Date and Authority. This Resolution shall be in full force and effect from and immediately upon its adoption. The Designated Fiscal Officer/School Treasurer has the authority to sign all necessary documents and take all steps necessary to effectuate this Resolution.



Discussion: Linda Bethel from K12 joined the meeting virtually and explained the 457b plan and the use of Voya for services related to this plan. Mr. Norton explained the ability to allow employees to use Roth contributions is a good idea. Ms. Dorner explained the Board has approved two different available plans – one at the state and this one.

Moved: Norton	Seconded: Lochbihler	Vote: Arndt	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lochbihler	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lopez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Moeller	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Norton	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Richardson	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Vasquez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Wise	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Zimmerman-Thornhill	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

5. Compliance

a. OCCS Update

Lisa Burke presented a 3-page report and reported OCCS information regarding sponsorship of a membership in an organization designed for digital education. She also reported there were 4 complaints which have been resolved through consultation with administration. Recognizing that the significant increase in enrollment also increases the revenue paid to OCCS, Mr. Norton asked if OCCS had any additional plans related to the increased revenue. Ms. Burke responded that OHVA should certainly reach out if there are any needs recognized that OCCS can assist in providing.

b. Academic Report

Dr. Stewart reported there were three promotions recently in the administration. Emily Rogers was promoted to Sr. Operations Manager, Kyle Wilkinson to Academic Director and Johnna McClure to Special Programs Manager. Mr. Wilkinson presented a PowerPoint presentation regarding 3rd grade testing, parent square communication, Schoology and performance matters. Mr. Vasquez asked whether parents are aware of the various assessment tools available and Mr. Wilkinson confirmed this information is provided to parents. Dr. Stewart reported that spring testing will likely be very expensive based on social distancing requirements. Currently, the state will not allow remote testing.

c. Esports Program

Motion X: Resolution Regarding Esports Program

BE IT RESOLVED THAT the Board of Trustees of OHVA hereby approves instituting the OHVA Esports Athletic Program consistent with the presentation provided by Kyle Wilkinson (a copy attached hereto), including the participation of OHVA in the K12 Esports League. In addition, the OHVA Esports Athletic Handbook, as amended, shall be made electronically available to all OHVA



students. OHVA administration, along with Esports Coaches, shall take the necessary steps to ensure that all qualified OHVA students are granted equal opportunity to tryout and/or participate in the Esports Athletic Program in compliance with applicable laws.

Discussion: Mr. Wilkinson reviewed the expectations of the Esports program at OHVA. Ms. Lopez asked whether additional tryouts will be offered. Mr. Wilkinson will provide additional information to Ms. Lopez regarding tryout information.

Moved: Davenport	Seconded: Zimmerman-Thornhill	Vote: Arndt	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lochbihler	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lopez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Moeller	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Norton	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Richardson	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Vasquez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Wise	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Zimmerman-Thornhill	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

d. 2019/2020 Annual Report

Motion XI: Resolution Regarding Annual Report

BE IT RESOLVED THAT the Board of Trustees of OHVA hereby approves the 2019-2020 Annual Report (a copy attached hereto) as recommended by the Head of School.

Discussion: Dr. Stewart presented the Annual Report which reflects information related to last school year. Ms. Richardson’s family is featured in the Annual Report. OCCS provided a statement to be included in the Annual Report regarding report card information.

Moved: Norton	Seconded: Arndt	Vote:	Arndt	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
			Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
			Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
			Lochbihler	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
			Lopez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
			Moeller	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
			Norton	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
			Richardson	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
			Vasquez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
			Wise	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
			Zimmerman-Thornhill	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

e. Enrollment Suspension

Motion XII: Resolution regarding enrollment suspension

BE IT RESOLVED THAT the Board of Trustees of OHVA hereby declares that due to the number of applicants exceeding the capacity of OHVA’s programs (most notably the large number of students enrolling as a result of the coronavirus pandemic) OHVA suspended enrollment as of September 14, 2020 for Grades K-8 only. OHVA will admit students in Grades K-8 by lot in accordance with its



charter contract as capacity permits. Currently, the expectation is that capacity for students applying to enroll in OHVA after September 14, 2020 in Grades K-8 will occur by the first day of the second semester. OHVA shall continue to enroll students in Grades 9-12 consistent with OHVA policies until such time as the Head of School and/or the Board of Trustees determines that the number of applicants exceeds the capacity of OHVA’s programs.

Discussion: Dr. Stewart explained the suspension of enrollment based on the inability to hire teachers to support the number to new enrollments. Ms. Dorner explained that if the number of applicants exceeds the available capacity of OHVA programs then suspending enrollment is appropriate.

Moved: Norton	Seconded: Davenport	Vote: Arndt	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lochbihler	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lopez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Moeller	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Norton	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Richardson	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Vasquez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Wise	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Zimmerman-Thornhill	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

6. Operations

a. Head of School Report

Dr. Stewart presented a 4-page Head of School report showing enrollment at 21,350 with 13.9% special education. There are 10,000 new students to OHVA this year. There are also 201 new OHVA employees. OHVA is pursuing being designated a purple heart school based on its commitments to military families. A Wall of Honor has been established in the Board conference room to honor OHVA students who have pursued a military career option after high school. Dr. Stewart addressed technology issues related to open meeting requirements.

i. Professional Development Costs and Breakdown

Dr. Stewart provided a one page breakdown of professional development costs for FY2020.

ii. NWEA – OHVA 2018 Contract

Dr. Stewart reported that the NWEA contract with OHVA for the 17-18 school year was \$12.50 per student when enrollment was around 13,000 students. K12 is currently charging \$12.50 per student for NWEA but this might decrease to \$12.20 per student based on the increased enrollment.

iii. DCA Fee Breakdown and Explanation

Patrick Michel, K12 VP of Career Readiness Program Design provided a 10-page PowerPoint presentation explained the development of the Destinations Career Academy and the curriculum. Ms. Zimmerman-Thornhill expressed concerns regarding the calculations of costing \$1,200 per student. Ms. Dorner explained that many of costs referenced during the presentation are already considered as part of the administrative



services and technology services contract between the 2 entities. Mr. Vasquez asked for further information regarding an explanation of the DCA fee requested by K12 to be submitted to the Governance Committee for further fact-gathering.

b. Operations Report

Ms. Rogers reported there were 23,684 enrollment applications received. School launch struggled with hardware delays, tech support delays and system integration delays.

i. Residency Verification Update August and September

Ms. Rogers, through a 3page PowerPoint presentation, reported that a monthly sampling of 2% of the students occurred in each of the months. Efforts were made to confirm residency of any reported discrepancies. OHVA intends to run addresses through the USPS validation system to confirm residency.

7. Finance

a. Financial/Audit Oversight Committee

Mr. Moeller deferred to Ms. Diu for presentation of financial reports.

b. Bank reconciliation

Motion XIII: Resolution regarding filing of the Bank Reconciliations

BE IT RESOLVED THAT the Board of Trustees of OHVA hereby approves the filing of the bank reconciliations for the months of August and September 2020 as presented by the School Treasurer and reviewed with the Audit and Financial Oversight Committee.

Discussion: Mr. Moeller confirmed he had an opportunity to review the bank reconciliations for the months of August and September 2020 and they appeared appropriate.

Moved: Moeller	Seconded: Lochbihler	Vote: Arndt	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lochbihler	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lopez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Moeller	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Norton	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Richardson	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Vasquez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Wise	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Zimmerman-Thornhill	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

c. Review/Approve Five-Year Forecast

Motion XIV: Resolution regarding Five Year Forecast

BE IT RESOLVED THAT the Board of Trustees of OHVA hereby approves the Five-Year Forecast (copy attached hereto) as presented by the School Treasurer and reviewed with the Audit and Financial Oversight Committee.



Discussion: Ms. Diu explained ODE requires the submission of the cash basis forecast twice a year. Adjustments were made to reflect the significantly increased enrollment numbers as well as the increased staffing levels. Changes related to Cares Act funding are also shown.

Moved: Moeller	Seconded: Arndt	Vote: Arndt	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lochbihler	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lopez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Moeller	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Norton	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Richardson	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Vasquez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Wise	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Zimmerman-Thornhill	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

d. Review/Approve FY21 ODE Community School Budget

Motion XV: Resolution regarding OHVA FY 2021 ODE Community School Budget

BE IT RESOLVED THAT the Board of Trustees of OHVA hereby approves the ODE Community School Fiscal Year 2021 Budget (copy attached hereto), as required by ORC §3314.032(C), and as presented by the School Treasurer and reviewed with the Audit and Financial Oversight Committee. The OHVA budget passed by Board resolution on June 16, 2020 shall be amended in accordance with this budget for FY 2021. No additional K12 services, other than those specifically approved on June 16, 2020, are being approved by the approval of the ODE Community School Fiscal Year 2021 Budget. The School Treasurer shall continue to provide financial information as required in the Third Amended and Restated Educational Products and Administrative & Technology Services Agreement between OHVA and K12 Virtual Schools LLC and as directed by the Board and/or the Board Treasurer or Board President.

Discussion: Ms. Diu explained ODE requires a very specific form to be used for community schools with respect to the annual budget. This budget includes the submission of staffing levels as part of the budget. Similar changes are shown on this budget related to the increased enrollment and changes in funding levels. The deficit of \$5.4 million will be offset by a service credit from K12.

Moved: Davenport	Seconded: Norton	Vote: Arndt	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lochbihler	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lopez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Moeller	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Norton	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Richardson	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Vasquez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Wise	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Zimmerman-Thornhill	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

8. Executive Session



Mr. Davenport made a motion to go into Executive Session at 5:22 p.m. to discuss personnel issues relating to compensation of employees. Mr. Moeller seconded. Roll call vote:

Arndt	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Norton	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Zimmerman-Thornhill	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Moeller	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lopez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Wise	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Richardson	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lochbihler	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Vasquez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

Mr. Vasquez invited Ms. Dorner, Dr. Stewart, Ms. Rogers, Ms. Burke and Ms. Arman to attend the Executive Session.

Mr. Norton made a motion to return to regular session at 5:30 p.m. which was seconded by Mr. Davenport and the following roll call vote was taken:

Arndt	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Norton	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Zimmerman-Thornhill	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Moeller	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lopez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Wise	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Richardson	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lochbihler	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Vasquez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

Motion XVI: Resolution Regarding Modification to Qualified Teacher Salaries

BE IT RESOLVED THAT the Board of Trustees of OHVA hereby recognizes that retaining high performing teachers at OHVA is absolutely essential especially during this critical time when OHVA has experienced a significant increase in families seeking online educational alternatives for their children. Therefore, the Board hereby approves increasing the previously approved salaries of specified returning teachers for the 2020/2021 school year. Teachers who qualify for this increased salary include all teachers who were employed by OHVA during the 2019/2020 school year who received a performance rating of 3.0 or better and have remained employed at OHVA for the 2020/2021 school year. The salary increase for each qualified teacher shall be consistent with the plan provided by the Head of School to the Board and the total of the increased salaries shall not exceed \$380,000 in the aggregate. Administration will provide qualified teachers with contract addendums outlining the revised salary amount for the 2020/2021 school year which must be executed by the qualified teacher. The Head of School shall present the contract addendums to the Board for approval at its next regular meeting.

Discussion: Dr. Stewart explained that K12 conducted an assessment of the market regarding teacher compensation. Based on the research, OHVA's teacher pay was quite low by comparison.



An increase in the salaries of qualifying returning teachers was warranted based on this research. Qualifying teachers will see an increase in their salary from between \$786 to \$1200. An addendum will be presented to each teacher.

Moved: Davenport **Seconded:** Norton **Vote:**

Arndt	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lochbihler	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lopez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Moeller	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Norton	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Richardson	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Vasquez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Wise	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Zimmerman-Thornhill	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

Motion XVII: Resolution Regarding Growth Award

BE IT RESOLVED THAT the Board of Trustees of OHVA has been notified that K12 Virtual Schools LLC (“K12”) has informed OHVA administration that eight (8) teachers at OHVA were being recognized for their exemplary performance. These eight (8) teachers grew academically 65% or more of their students one (1) full academic year during the challenging 2019/2020 school year. As a result, OHVA has been awarded \$16,000 by K12. These eight (8) teachers shall each receive a bonus of \$2,000 to be awarded on or before November 15, 2020. The Head of School shall take all steps necessary to notify these eight (8) teachers of their award and to implement this award.

Discussion: Dr. Stewart reported that K12 was recognizing 8 teachers for their performance by awarding OHVA with \$16,000. Dr. Stewart wished to provide a bonus to the 8 teachers who reached the level of growth being rewarded with a bonus of \$2,000 each.

Moved: Zimmerman-Thornhill **Seconded:** Lopez **Vote:**

Arndt	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lochbihler	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lopez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Moeller	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Norton	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Richardson	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Vasquez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Wise	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Zimmerman-Thornhill	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

Having no further business, Board President Stephen Vasquez adjourned the meeting at 5:40 p.m. with a reminder that the next Board meeting is scheduled for December 8, 2020.