

CHIPPEWA LOCAL SCHOOL DISTRICT
Board of Education Regular Meeting
Chippewa Jr/Sr High School Auditorium
Monday, May 12, 2025
6:00 p.m.

MEETING MINUTES

I. OPENING

A. Call to Order :: Moment of Silence :: Pledge of Allegiance

B. Present: Mr. DeAngelis, Mrs. Fenn, Mr. Golub, Mr. Mertic, Mr. Schafrath

RESOLUTION 049-25

C. Motion to approve the minutes from the April 14, 2025 Regular and Special Meetings.

Motion to approve by Fenn and 2nd by Golub

Roll Call: DeAngelis yes, Fenn yes, Golub yes, Mertic yes, Schafrath yes

CARRIED

II. NEW BUSINESS

RESOLUTION 050-25

A. RESOLUTION TO EMPLOY SUPERINTENDENT

WHEREAS, the position of Superintendent will be vacant effective August 1, 2025, and the Board conducted a search to fill the position; and

WHEREAS, pursuant to Ohio Revised Code Section 3319.01, a board of education is required to execute a written contract of employment with the superintendent and is authorized to appoint a superintendent for a term not longer than five years beginning the first day of August and ending the thirty-first day of July; and

WHEREAS, the Board desires to employ Timothy Adams as Superintendent effective August 1, 2025; and

WHEREAS, Mr. Adams possesses the requisite qualifications and credentials, including but not limited to the proper state licensure, to fulfill the obligations and duties of Superintendent; and

WHEREAS, the Board and Mr. Adams have negotiated a contract of employment for Mr. Adams to serve as Superintendent effective August 1, 2025, through July 31, 2030, and the contract sets forth the terms and conditions of Mr. Adams' employment, including compensation.

NOW, THEREFORE, BE IT RESOLVED, that as a result of the upcoming vacancy in the Superintendent position, the Board hereby employs Timothy Adams as Superintendent, pursuant to Ohio Revised Code 3319.01, under the terms and conditions of a five-year employment contract effective August 1, 2025, through July 31, 2030, and authorizes and directs the Board President to execute such employment contract with Mr. Adams on behalf of the Board of Education.

BE IT FURTHER RESOLVED, that the Board of Education shall pay Mr. Adams an annual base salary of \$121,000.00, for the period of August 1, 2025, through July 31, 2026, with

discretionary annual base salary increases to be provided in accordance with the terms of the employment contract.

BE IT FURTHER RESOLVED, that it is hereby found and determined that all formal action of the Board of Education concerning and/or relating to the adoption of this Resolution was taken in an open meeting of this Board and that all deliberations of this Board and any of its committees that resulted in such formal action were in meetings open to the public and in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Motion to approve by Fenn and 2nd by Golub

Roll Call: DeAngelis yes, Fenn yes, Golub yes, Mertic yes, Schafrath yes

CARRIED

RESOLUTION 051-25

B. Upon consideration to approve the Superintendent's Contract. Exhibit 1

Motion to approve by Fenn and 2nd by Golub

Roll Call: DeAngelis yes, Fenn yes, Golub yes, Mertic yes, Schafrath yes

CARRIED

RESOLUTION 052-25

C. Upon consideration to approve the Resolution to Accept the Retirement of Todd Osborn for Retirement Purposes and to Employ Todd Osborn as a Consultant to the Board

WHEREAS, Todd Osborn ("Mr. Osborn") is employed under the terms of a Superintendent's Contract effective August 1, 2022, through July 31, 2026; and

WHEREAS, Mr. Osborn has served as the Superintendent of Chippewa Local Schools for the past seven (7) years, and under his leadership, the School District's academics, finances, and facilities have steadfastly improved; and

WHEREAS, Mr. Osborn submitted his resignation for retirement purposes effective at the close of business on July 31, 2025 and

WHEREAS, the Board accepts Mr. Osborn's resignation for retirement purposes; and

WHEREAS, the Board has taken action to employ Mr. Tim Adams as the Superintendent effective August 1, 2025; and

WHEREAS, given that the Board values Mr. Osborn's leadership and desires his input and experience for purposes of a smooth transition of authority, the Board desires to hire Mr. Osborn to serve in the position of Consultant/Special Projects Manager from August 1, 2025, through July 31, 2026 and

WHEREAS, Ohio Revised Code Section 3313.171 specifically authorizes the employment of consultants for matters relating to the administration of the School District; and

WHEREAS, the Board and Mr. Osborn have negotiated a contract of employment for Mr. Osborn to serve as a Consultant/Special Projects Manager effective August 1, 2025, through July 31, 2026; and the contract sets forth the terms and conditions of Mr. Osborn's employment, including compensation.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education approves the resignation of Todd Osborn effective at the close of business on July 31, 2025, for retirement purposes.

BE IT FURTHER RESOLVED, that the Board hereby employs Todd Osborn as a Consultant/Special Projects

Manager to provide consulting services to the District effective August 1, 2025, through July 31, 2026; for matters relating to the administration of the District and the transition of authority.

BE IT FURTHER RESOLVED, that the Board authorizes and directs the Board President and Treasurer to execute such employment contract with Mr. Osborn on behalf of the Board of Education.

BE IT FURTHER RESOLVED, that it is hereby found and determined that all formal action of the Board of Education concerning and/or relating to the adoption of this Resolution was taken in an open meeting of this Board and that all deliberations of this Board and any of its committees that resulted in such formal action were in meetings open to the public and in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Motion to approve by Fenn and 2nd by Schafrath

Roll Call: DeAngelis yes, Fenn yes, Golub yes, Mertic yes, Schafrath yes

CARRIED

RESOLUTION 053-25

D. Upon consideration to approve the Employment Agreement-Consultant between the Board of Education of Chippewa Local School District and Todd Osborn. Exhibit 2

Motion to approve by Fenn and 2nd by Schafrath

Roll Call: DeAngelis yes, Fenn yes, Golub yes, Mertic yes, Schafrath yes

CARRIED

III. STUDENT RECOGNITION/STAFF RECOGNITION/INTRODUCTION OF GUESTS

A. Needle Mover: Lisa Low – Bus Driver

B. Staff Retirement Recognition: Ira Hamman

Joan Kays

Linda Matye

Valerie Remenaric

Marilyn Roehrich

Michael Santee

Brenda Wilson

C. Students of the Month

CIS

Grade 3: Lilith Janas and Hunter Robinson

Grade 4: Zoey Stopar and Noah Goson

Grade 5: Brycie Bodager and Jase Yost

Grade 6: Courtney Conyers and Ethan Faber

Hazel Harvey

Kindergarten: Aria Cairns and David Nichols

Grade 1: Leah Palmer and Emerson Schwamel

Grade 2: Lilli Boyd and Landon Stull

***10 minute break for refreshments* 6:28 pm to 6:42 pm**

III. PUBLIC PARTICIPATION – Ashleigh Starkey

IV. CONSIDER APPROVAL OF DONATIONS

RESOLUTION 054-25

It is recommended that the Board of Education approve the following donation(s):

<u>Donor</u>	<u>Item</u>	<u>Value</u>	<u>Donated To</u>
American Legion Post #407	Chairs, Tables, Carts	\$17,500.00	Jr/Sr HS

American Legion Post #407	3D Printers	\$1,000.00	Jr/Sr HS Robotics, Engineering, Makers, STEM Programs
Mull Iron	Steel Posts	\$8,000.00	Batting Cages

Motion to approve by Fenn and 2nd by Schafrath

Roll Call: DeAngelis yes, Fenn yes, Golub yes, Mertic yes, Schafrath yes

CARRIED

V. TREASURER'S UPDATES & ACTION ITEMS

A. Treasurer's Comments – Review of April Financial report, Five –Year Forecast and the 30% ceiling impacting school reserves.

B. Action Items

RESOLUTION 055-25

1. Upon consideration to approve the April 2025 unaudited financial reports (copies on file at the Doylestown Public Library)

Motion to approve by Fenn and 2nd by Golub

Roll Call: DeAngelis yes, Fenn yes, Golub yes, Mertic yes, Schafrath yes

CARRIED

RESOLUTION 056-25

2. Upon consideration to approve the Resolution for the Transfer of \$4.2 Million (\$4,200,000.00) from the General Fund to the Existing Capital Projects Fund (Fund 070) Pursuant to Section 5705.13(C) of the Revised Code.

WHEREAS, on January 9, 2023, pursuant to Revised Code § 5705.13(C), the Board of Education of the Chippewa Local School District adopted Resolution No. 006-23 establishing a capital projects fund (the 070 Fund) for the purpose of accumulating resources for the acquisition, construction, or improvement of fixed assets of the school district; and

WHEREAS, on October 14, 2024, the Board adopted Resolution No. 117-24 to contract with BEAVER CONSTRUCTORS for the construction of the Chippewa Intermediate School Addition and Renovation Project (the "Project"); and

WHEREAS, the Board desires to transfer additional funds into the capital projects fund (USAS Fund 070) to accumulate the necessary funds to meet the District's repayment obligations through December 2029 under the terms of the financing for the Project in the amount of \$4,200,00.00.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Chippewa Local School District, Wayne County, Ohio, that:

Section 1. The Board hereby authorizes and approves the transfer of funds in the amount of \$4.2 Million Dollars (\$4,200,000.00) in fiscal year 2025 from the General Fund to the Capital Projects Fund (070 Fund) for the purpose of accumulating resources to meet the District's repayment obligations under the terms of the financing for the Chippewa Intermediate School Addition and Renovation Project.

Section 2. It is hereby found and determined that all formal actions of this Board concerning and relating to the passage of this Resolution were taken in an open meeting of this Board, and that all deliberations of this Board and of any of its committees that

resulted in such formal action were in meetings open to the public in compliance with all legal requirements, including Ohio Revised Code Section 121.22.

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

Motion to approve by Fenn and 2nd by Golub

Roll Call: DeAngelis yes, Fenn yes, Golub yes, Mertic yes, Schafrath yes

CARRIED

RESOLUTION 057-25

3. Upon consideration to approve the Jefferson Health Plan contract covering Medical, Rx, and Dental for the upcoming 2025-2026 school year. Exhibit 3

Motion to approve by Fenn and 2nd by Golub

Roll Call: DeAngelis yes, Fenn yes, Golub yes, Mertic yes, Schafrath yes

CARRIED

RESOLUTION 058-25

4. Upon consideration to approve May update of the Five Year forecast and related assumptions for the five years ending June 30, 2029. Exhibit 4

Motion to approve by Fenn and 2nd by Schafrath

Roll Call: DeAngelis yes, Fenn yes, Golub yes, Mertic yes, Schafrath yes

VI. SUPERINTENDENT'S UPDATES: NONE

VII. SUPERINTENDENT'S AGENDA

RESOLUTION 059-25

A. Upon consideration to approve the purchase of 75 desks from Martin Public Seating in the amount of \$36,808.50, for students at Chippewa Intermediate School. Exhibit 5

Motion to approve by DeAngelis and 2nd by Fenn

Roll Call: DeAngelis yes, Fenn yes, Golub yes, Mertic yes, Schafrath yes

CARRIED

RESOLUTION 060-25

B. Upon consideration to approve Alex Lemon, Extended School Year Services, July 30-August 8, 2025, \$25/hour, 12 hours total.

Motion to approve by Fenn and 2nd by Schafrath

Roll Call: DeAngelis yes, Fenn yes, Golub yes, Mertic yes, Schafrath yes

CARRIED

RESOLUTION 061-25

C. Upon consideration to approve the purchase of equipment for the cafeteria at Chippewa Intermediate School from Adena SPG, in the amount of \$59,400.00. Exhibit 6

Motion to approve by Fenn and 2nd by DeAngelis

Roll Call: DeAngelis yes, Fenn yes, Golub yes, Mertic yes, Schafrath yes

CARRIED

RESOLUTION 062-25

D. Upon consideration to approve the hiring of Matthew Stewart, Intervention Specialist, 1-year limited contract, MA Step 3, per the CEA negotiated agreement for the 2025-2026 school year and Varsity Boys Head Basketball Coach, 16.00%, for the 2025-2026 school year.

Motion to approve by DeAngelis and 2nd by Fenn

Roll Call: DeAngelis yes, Fenn yes, Golub yes, Mertic yes, Schafrath yes **CARRIED**

RESOLUTION 063-25

E. Upon consideration to approve the transition of Paige Schafrath from Jr/Sr High School Secretarial Assistant to Jr/Sr High School Secretary, 8 hours a day, 201 days, Step 3, per the OAPSE negotiated contract, beginning August 1, 2025.

Motion to approve by Fenn and 2nd by DeAngelis

Roll Call: DeAngelis yes, Fenn yes, Golub yes, Mertic yes, Schafrath abstain **CARRIED**

RESOLUTION 064-25

F. Upon consideration to approve the transition of Christine Ashcraft from Chippewa Intermediate School Paraprofessional to Hazel Harvey Secretarial Assistant, 5 hours/day, 190 days, Step 6, and Hazel Harvey Aide, 3 hours/day, 186 days, Step 6, for the 2025-2026 school year.

Motion to approve by Golub and 2nd by Fenn

Roll Call: DeAngelis yes, Fenn yes, Golub yes, Mertic yes, Schafrath yes **CARRIED**

RESOLUTION 065-25

G. Upon consideration to approve the following Title I Tutors, one-year contracts for the 2025-2026 school year, per the CEA negotiated agreement.

Rena Belmont

Paige Macko

Motion to approve by Fenn and 2nd by Schafrath

Roll Call: DeAngelis yes, Fenn yes, Golub yes, Mertic yes, Schafrath yes **CARRIED**

VIII. SUPERINTENDENT'S CONSENT AGENDA**RESOLUTION 066-25**

A. Upon consideration to approve the following supplemental contracts for the 2025-2026 school year:

Daniel Edwards	Football: Varsity Head	16.00%
Evan Legg	Football: Varsity Defensive Coordinator	12.00%
Jordan Mick	Football: Varsity Offensive Coordinator	12.00%
Dave Maculaitis	Football: Varsity Assistant	10.00%
Zach Longfellow	Football: 7 th , 8 th Grade Head and Assistant (Shared)	5.75%
Ben Jackson	Football: 7 th , 8 th Grade Head and Assistant (Shared)	5.75%
Brandon Warner	Football: 7 th , 8 th Grade Head and Assistant (Shared)	5.75%
Kyle Metzger	Volleyball: Varsity	10.50%
Rhonda Regan	Volleyball: JV	7.25%

Ashley Cornelius	Volleyball: 8 th Grade	7.25%
Miki Pelfrey	Volleyball: 7 th Grade	7.25%
Jason Egli	Golf: Boys Varsity Head	9.50%
Don Henegar	Golf: Boys Varsity Assistant	2.75%
Scott Geiser	Cross Country: Varsity (Boys and Girls)	10.50%
Emily Costanzo	Cross Country: 7-8 Grade (Boys and Girls)	5.00%
Ruth Coney	Soccer: Varsity Girls Head (10+ years)	12.50%
Beth Lewis	Soccer: JV Girls	7.25%
Michael Chmura	Soccer: Varsity Boys Head	11.50%
Joshua Lepley	Soccer: JV Boys	7.25%
Joe Henthorn	Soccer: Varsity Boys Assistant	2.75%
Nick Pandrea	Tennis: Varsity Girls	9.50%
Michelle Ries	Cheerleading: High School Football	8.00%
Mora Miller	Cheerleading: Volunteer	0.00%
Sophie Haynes	Cheerleading: Volunteer	0.00%
Abby Ries	Cheerleading: Volunteer	0.00%
Olivia Demeio	Faculty Manager (Shared)	2.875%
Brittany Akins	Faculty Manager (Shared)	2.875%
Rick McMerrell	Weightlifting (Aug 1-Nov 10)	3.50%
Adam Brown	Ticket Takers, Scoreboards, Score Books	\$30 per event
Maegan Storad	Ticket Takers, Scoreboards, Score Books	\$30 per event
Mark Storad	Ticket Takers, Scoreboards, Score Books	\$30 per event
Beth Ogg	Ticket Takers, Scoreboards, Score Books	\$30 per event
Vicky DeAngelis	Ticket Takers, Scoreboards, Score Books	\$30 per event
Bob Bartel	Ticket Takers, Scoreboards, Score Books	\$30 per event
Tammy Hackenberg	Ticket Takers, Scoreboards, Score Books	\$30 per event
Olivia Demeio	Ticket Takers, Scoreboards, Score Books	\$30 per event
Brittany Akins	Ticket Takers, Scoreboards, Score Books	\$30 per event
Crystal Hershberger	Ticket Takers, Scoreboards, Score Books	\$30 per event
Mike Hershberger	Ticket Takers, Scoreboards, Score Books	\$30 per event
Leslie Marshall	Ticket Takers, Scoreboards, Score Books	\$30 per event
Ruth Coney	Ticket Takers, Scoreboards, Score Books	\$30 per event
Ryan Rigenbach	Ticket Takers, Scoreboards, Score Books	\$30 per event
Drew Conyers	Ticket Takers, Scoreboards, Score Books	\$30 per event
Emily Costanzo	Ticket Takers, Scoreboards, Score Books	\$30 per event
Tiffany McMillen	Ticket Takers, Scoreboards, Score Books	\$30 per event

- B. Upon consideration to approve the disposal of 28 4th grade Social Studies books. ISBN: 1-935022-20-2.
- C. Upon consideration to approve Rylie Dudich, non-bachelor substitute teacher, per the substitute pay rate, for the 2024-2025 school year.
- D. Upon consideration to approve Erica Longfellow, substitute nurse, per the substitute nurse pay rate, for the 2024-2025 and 2025-2026 school years.
- E. Upon consideration to approve Rachel Flath, substitute nurse, per the substitute nurse pay rate, for the 2024-2025 and 2025-2026 school years.
- F. Upon consideration to approve the resignation of CJ Julian, effective May 30, 2025.

G. Upon consideration to approve the potential list of graduates in the Class of 2025:

Anthony Cole Adams	Jacob Thomas Herceg	Noah James Raffle
Isabella Victoria Adams	Jaden Lee Herceg	Ryan Michael Rhodes
Hayden James Alexander	Haley Josephine Herold	Wyatt David Rikkenbaugh
Trinity Renna Alexander	Dakota Leigh Hill	Alexander Jay Rodriguez
Garrity Aleigha Allen	Alexis Marie Holbert	Mia Elizabeth Rodriguez
Ella Rose Anderson	Isabella Elise Hopkins	William Lee Rogers
Logan Matthew Andrukat	Logan Robert Jackson	Khloe Arlene Rollins
Ansel Thomas Armbrust	Kelvin Jameson	Payton Mae Romano
Devyn Ray Barlett	Audrey Ann Johnson	Dayawna Makenzie Sales
Tallon Matthew Becht	Brody Johnson	Mikayla Riley Sapper
Karalia June Becker	Trista Marie Jones	Annabelle Gretchen Sales
Tyler Joseph Bell	Talen David Jundzilo	Nathan Benjamin Schooling
Ava Mae Bennett	Sarah Joy Keller	Hunter Scott Senn
Madison Elizabeth Birkbeck	Anthony Joseph Kish	Trinity Rae Shea
Madison Nicole Breeden	Lane Edward Knicely	Ivy Gillies Shearer
Hunter Bruce Brinkerhoff	Allison Grace Krummel	Carter Maxwell Simms
Julia Lynn Browning	Alyssa Jayde Lanham	Luke Daniel Sommers
Alanna Linn Marie Brumfield	Gavin Xavier Lepley	Toura Kimberly Speegle
Vivian Louise Burns	Maggie Louise Leporis	Alivia Jane Spry
Lyla Millicent Butcher	Olivia Denise Lewis	Martin Allen Stanley
Rebecca Lynn Caples	Melody Pauline Lieberth	Ashleigh Elizabeth Starkey
Elizabeth Kristine Castilla	Zoey Leanne Lutz	Abigail Elizabeth Steen
Kaleb Brian Cook-Linamen	Corbin Robert Marshall	Breonna Star Stefanko
Wyatt Joshua David Coppinger	Dylan Michael McDonagh	Charley Michael Stewart
Leland Michael Culp	Wyatt Wane DeMarco McClain	Donovan Michael Thompson
Maxwell Gregory Daus	Nathaniel Bryce McNosky	Danika Lynne Underwood
Jessica Avery Daus	Ashlee Elizabeth Messner	Kendyll Ryann Underwood
Alexander Micah Davis	Callie Rae Miller	Rion Elise Van Zile
Nathan Louis Deyling	Riley Vanvert Miller	Elizabeth Anne Vandenberg
Caroline Sue Dobbins	Blake Everett Mingle	Vincent Frank Vincenski
Aiden Scott Feesler	Elena Nicole Moyer	Ryan Matthew Wade
Bryanna Lynn Fimple	Alberto Enrique Moreno	Dominic Louis Wagler
Alexa Marie Foster-Bishop	Kenzie Kathleen Moreno	Mackenzie Michelle Wallace
Kaycee Nicole Gabor	Uriel Urrutia Murillo	Lauren Reese Wamser
Gabrielle Renee Gartin	Colton Alexander Oyler	Peyton Matthew Ware
Kendall Ann Gnap	Ava Jane Panaciulli	Miles Zackaria Ware-VanSickel
Addison Helen Good	Samuel Eugene Petit	Rachel Janelle Wertz
Molly Jean Goodrich	Taylor Rae Petit	Serenity Love Wheeler
Anderson Almond Hatfield	Samuel Phoenix Prio-Schwartz	Vincent Patrick James Windows
Brodey Keith Haynes	Isaiah Robert Radebaugh	Isabella Kay Youngblood
Austin Martin Helms		

Motion to approve by Fenn and 2nd by Schafrath

Roll Call: DeAngellis yes, Fenn yes, Golub yes, Mertic yes, Schafrath yes

IX. BOARD DISCUSSION

A. Work on Board Goals for FY 2026

B. Congrats to the High School Drama Club and all who participated in the spring play.

X. EXECUTIVE SESSION

WHEREAS, a public board of education may hold an executive session only after a majority quorum of this board determines by a roll call vote to hold such a session and only at a regular or special meeting for the purpose of the consideration of any of the following matters:

- A. To consider one or more, as applicable, of the check marked items with respect to a public employee or official:
 - 1. Appointment
 - ✓ 2. Employment
 - 3. Dismissal
 - 4. Discipline
 - 5. Promotion
 - 6. Demotion
 - 7. Compensation
 - 8. Investigation of charges/complaints (unless public hearing requested)
- B. To consider the purchase of property for the public purposes or for the sale of property at competitive bidding.
- C. Conference with an attorney for the public body concerning disputes involving the public body that are the subject of pending or imminent court action.
- D. Preparing for, conducting or reviewing negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment.
- E. Matters to be kept confidential by federal law or rules or state statutes.
- F. Specialized details of security arrangements where disclosure of the matters discussed might reveal information that could be used for the purpose of committing or avoiding prosecution for a violation of the law.

NOW, THEREFORE BE IT RESOLVED that the Chippewa Board of Education, by a majority of the quorum present at this meeting, does hereby declare its intention to hold an executive session on A2 as listed above.

Motion to approve by Fenn and 2nd by Golub

Roll Call: DeAngelis yes, Fenn yes, Golub yes, Mertic yes, Schafrath yes

CARRIED

Time: 7:10 pm

XI. MOTION TO ADJOURN

Motion to adjourn by Fenn and 2nd by Golub

Roll Call: DeAngelis yes, Fenn yes, Golub yes, Mertic yes, Schafrath yes

CARRIED

Time: 7:52 pm

APPROVED: 5-12-25 Regular Meeting



PRESIDENT

DATE:

6/30/2005



TREASURER

**CHIPPEWA LOCAL SCHOOL DISTRICT
SUPERINTENDENT'S CONTRACT**

This is an Employment Agreement ("Agreement") by and between the Board of Education of the Chippewa Local School District, located in Wayne County, Ohio, ("Board"), and Tim Adams, a person qualified by training, experience and certification/licensure to occupy the position of Superintendent of Schools in an Ohio public school district ("Superintendent"), pursuant to authority contained in a resolution of the Board duly adopted on May 12, 2025, in accordance with the provisions of Ohio Revised Code Section 3319.01.

WHEREAS, the Board desires to employ Superintendent, and Superintendent desires to accept employment with the Board as Superintendent of Schools effective August 1, 2025.

WITNESSETH:

NOW, THEREFORE, in consideration of the mutual promises contained herein, the parties agree as follows:

1. TERM OF CONTRACT

The Board, in accordance with its action as found in the minutes of its meeting held on May 12, 2025, hereby employs the Superintendent, and the Superintendent hereby accepts employment as Superintendent of Schools, for a period of five (5) years commencing on August 1, 2025, and ending on July 31, 2030.

2. PROFESSIONAL CERTIFICATION

Superintendent agrees to maintain throughout the life of this Agreement a valid and appropriate certificate/license to act as Superintendent of Schools in the State of Ohio. Superintendent will furnish a copy of the valid Superintendent's license to the Board. Maintenance and continuation of his Superintendent's license is an express condition precedent to the continuation of this Agreement and/or any extension of it.

3. DUTIES OF SUPERINTENDENT/CHIEF EXECUTIVE OFFICER

Superintendent agrees to devote his exclusive full-time, skill, labor and attention to his/her employment with the Chippewa Local School District continuously throughout the term of this Agreement and shall complete no less than two hundred sixty (260) regular workdays annually subject to the leaves provided by this Agreement. It is expressly agreed that the duties of this position will require the Superintendent to work during times other than normal business hours. For and in consideration of the salary and other benefits contained in the Agreement, Superintendent agrees to perform all the duties of Superintendent and Chief Executive Officer of the Board, as provided by law, the rules and regulations of the Ohio Department of Education and Workforce, and the policies, resolutions, directives, guidance and management of the Board. Superintendent agrees to perform such other duties as may be assigned or designated to him by the Board. In

the performance of his job responsibilities, Superintendent shall be guided by the Board-approved job description for the position of Superintendent of Schools of the Chippewa Local School District, as said job description may be amended from time to time. A copy of the Board-approved job description for the position of Superintendent of Schools together with any future amendments thereto is incorporated by reference as if fully rewritten herein. See, Board Policy CBA - *Qualifications and Duties of the Superintendent*. Superintendent shall fulfill all aspects of this Agreement, any exception thereto being by mutual written consent of the Board and Superintendent.

4. COMPENSATION

- A. The Board shall pay the Superintendent at an annual base salary of \$121,000.00, to be paid in equal installments in accordance with Board Policy. Any adjustment in salary made during the term of this Agreement shall be an addendum to this Agreement, subject to the terms and conditions set forth herein, and must be in writing signed by the Board and the Superintendent. Any such adjustment or modification shall not be construed as a new contract nor as any extension of the term of employment unless expressly provided by the Board.
 - i. No Automatic Annual Base Salary Increases
 - a. No Automatic Percentage Increase: There shall be no automatic annual base salary increase during the term of this Agreement.
 - b. No COLA Increase: There shall be no automatic annual base salary increase by any cost-of-living adjustment ("COLA") during the term of this Agreement.
 - ii. Discretionary Annual Base Salary Increases: The Board may increase the annual base salary at any time during the term of this Agreement. The Parties understand that any discretionary annual base salary increase under Paragraph 4(A)(iii) of this Agreement shall be made by the Board independent of the collective bargaining process between the Board and any applicable labor organizations.
 - iii. Annual Salary Distributions: The annual salary shall be paid in equal installments in accordance with Board policies.
- B. The Board shall pay the entire share of the employer contribution of any and all State Teachers Retirement System of Ohio ("STRS") contributions as required by the laws of the State of Ohio. The Board has adopted a "pick-up on the pick-up" plan wherein the Board specifies that the "pick-up on the pick-up" plan: (a) shall apply to Superintendent, (b) shall mandate that the Board pay the Superintendent's entire share of the employee/member contribution of any and all STRS contributions as required by the laws of the State of Ohio, (c) shall include payment of the entire employee/member STRS contribution by the Board as compensation to the Superintendent, (d) shall include payment of the Superintendent's entire employee/member STRS contribution by the Board in the Superintendent's salary for STRS retirement purposes, (e) shall be a mandatory condition of employment as the Superintendent, and (f) shall prohibit the Superintendent from opting out of

the plan. The "pick-up on the pick-up" plan shall apply to Superintendent during the term of this Superintendent Contract.

- C. **Daily Rate/Per Diem Rate:** The per diem rate of pay shall be calculated by dividing the annual calculated salary set forth in Paragraph 4 of this Agreement by two hundred sixty (260) days.

5. ANNUAL PERFORMANCE INCENTIVE

In addition to the annual compensation shown in paragraph 4 above, the Board shall annually procure and directly pay an annual performance incentive to the Superintendent, the cost or value of which shall be determined as follows:

By July 31st of each year of service under this Agreement, the Board shall determine by majority vote whether the Superintendent's annual review is deemed positive. If the Superintendent's year one review is deemed positive by the Board of Education, then the Superintendent shall receive an annual performance incentive in the amount of Five Thousand dollars (\$5,000.00) by the second pay in August 2026. If the Superintendent's year two review is deemed positive by the Board of Education, then the Superintendent shall receive an annual performance incentive in the amount of Five Thousand dollars (\$5,000.00) by the second pay in August 2027. If the Superintendent's year three review is deemed positive by the Board of Education, then the Superintendent shall receive an annual performance incentive for year three, in the amount of Five Thousand dollars (\$5,000.00) by the second pay in August 2028. If the Superintendent's year four review is deemed positive by the Board of Education, then the Superintendent shall receive an annual performance incentive for year four in the amount of Five Thousand dollars (\$5,000.00) by the second pay in August 2029. If the Superintendent's year five review is deemed positive by the Board of Education, then the Superintendent shall receive an annual performance incentive for year four in the amount of Five Thousand dollars (\$5,000.00) by the second pay in August 2030.

6. OTHER COMPENSATION

- A. The Board shall pay 100% of the Superintendent's premium for medical, prescription, dental and vision for either single or family coverage in accordance with the Chippewa Local School District Administration Staff Benefit Package. The Parties understand that any health care benefits under this Agreement are made by the Board independent of the collective bargaining process between the Board and any applicable labor organizations.
- B. The Board shall pay directly to the federal government the Superintendent's share of the Medicare tax.

7. PROFESSIONAL GROWTH

The Superintendent is encouraged to keep himself informed of modern educational thought and practice by study, by visiting other school systems, and by attending professional meetings. The Board shall reimburse the Superintendent for professional development activities, including course and testing costs incurred in obtaining job-related professional development and designations, and costs of attendance at seminars required to maintain professionally related designations obtained by the Superintendent during the term of this Agreement, upon a written request and as approved by the Board. The Board will reimburse the Superintendent up to \$500 per year for membership dues for professional organizations that benefit the District. All reimbursements and payments under this item will be subject to limitation by the Board in its reasonable discretion.

8. VACATIONS AND HOLIDAYS

The Superintendent is entitled to twenty-five (25) vacation days with pay each year this Agreement is in effect and the following holidays: New Years Day, Martin Luther King Day, Good Friday, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day, New Years Eve, to be taken on the dates specified in the adopted school calendar. Vacation days should be used during the year earned; however, no more than five (5) unused vacation days shall accrue or carry over from year to year. In other words, if Superintendent does not use any paid vacation leave prior to July 31st, Superintendent shall have five (5) days of paid vacation leave on August 1st. Nor shall Superintendent ever use more than a combination of ten (10) consecutive vacation and personal days (either collectively or independently) in any given contract year without a prior resolution of the Board approving the same. That being said, any unused vacation days as of July 31st either shall be converted to sick days or paid to Superintendent at Superintendent's then-current per diem rate as set forth in Paragraph 4(C) within thirty (30) days after July 31st. The Parties understand that any vacation leave provided under this Agreement is made by the Board independent of the collective bargaining process between the Board and any applicable labor organizations.

9. SICK LEAVE/PERSONAL LEAVE

A. Sick Leave

- i. Superintendent shall be entitled to accumulate up to three hundred (300) sick leave days in accordance with R.C. 3319.141 and consistent with Board policies, Board administrative guidelines, and any and all applicable laws of the State of Ohio during the term of this Agreement. The Parties understand that any sick leave provided under this Agreement is made by the Board independent of the collective bargaining process between the Board and any applicable labor organizations.

- ii. Consistent with Board, Superintendent may use up to three hundred (300) sick days as provided by any and all applicable laws of the State of Ohio, Board policies, and Board administrative guidelines.

B. Personal Leave: Consistent with Board policies and Board administrative guidelines, Superintendent shall be entitled to three (3) paid personal days per year during the term of this Agreement; however, no unused personal days shall accrue or carry forward from year to year. In other words, if Superintendent does not use any days of paid personal leave prior to July 31st, Superintendent shall have zero (0) days of paid personal leave on August 1st. That being said, any unused personal days as of July 31st shall either be converted to sick days or paid to Superintendent at Superintendent's then current per diem rate -- as set forth in Paragraph 4(C) -- within thirty (30) days after July 31'. The Parties understand that any paid personal leave provided under this Agreement is made by the Board independent of the collective bargaining process between the Board and any applicable labor organizations.

10. TRAVEL, MOBILE COMMUNICATIONS, AND OTHER EXPENSE

The Board shall reimburse Superintendent at the current IRS mileage rate for travel for District business. The Board shall provide an \$80 per month cell phone allowance to the Superintendent to account for use of his personal cell phone for School District business. The Board agrees to reimburse the Superintendent for other necessary and reasonable expenses required in the performance of his official duties during his employment under this Agreement subject to limitation by the Board in its reasonable discretion.

Superintendent is expected to refrain from using his mobile telephone while driving, whenever possible. Safety must come before all other concerns. Regardless of the circumstances, including slow or stopped traffic, he is strongly encouraged to pull off to the side of the road and safely stop the vehicle before placing or accepting a call. Reading or sending a text message, instant message, or e-mail, or browsing the Internet using a mobile telephone while driving is strictly prohibited. If acceptance of a call is unavoidable and pulling over is not an option, Superintendent is expected to keep the call short, use hands-free options (e.g., headsets or voice activation) if available, refrain from the discussion of complicated or emotional topics, and keep his eyes on the road. Special care should be taken in situations where there is traffic, inclement weather, or he is driving in an unfamiliar area. Superintendent is required to comply with all applicable laws while driving (including any laws that prohibit texting or using a mobile telephone or other personal communication device while driving).

11. MEDICAL EXAMINATION

The Superintendent shall submit to a comprehensive annual examination by a physician once during each contract year of this Agreement at the Board's expense (to the extent not otherwise paid by any health insurance covering the Superintendent and to a maximum of \$200.00) to determine his fitness to perform his duties. The Superintendent shall direct the

examining physician to send to the Board President a physician's statement either certifying the physical and mental ability of the Superintendent to perform the duties outlined in the job description referenced herein or declaring that the examining physician cannot so certify. Such information shall be treated by the members of the Board as confidential medical information. Nothing herein shall preclude the Board from directing Superintendent to be examined to determine fitness for duty if and as such a direction is legally permitted.

12. SPECIAL COMPENSATION

A. Term Life Insurance

The Board shall pay for term life insurance in the amount of One Hundred Thousand Dollars (\$100,000) for the Superintendent.

B. Severance Pay

Should the Superintendent separate from employment with the Board on account of retirement under STRS or another state of Ohio retirement system, he shall be entitled to days of severance pay at a daily rate/per diem that is determined by dividing the Annual Salary that was in effect for the Superintendent at the time of his separation from employment retirement under the STRS by 260 Days. The number of days to be paid is the actual number of accumulated but unused sick leave days that are credited to the Superintendent at the time of separation from employment, up to a maximum of 75 days. Payout of severance pay at retirement shall result in cancellation of all accrued but unused sick days.

13. LIABILITY INSURANCE

The Board agrees, as a further condition of this Agreement, that as permitted by Ohio law, it shall purchase liability insurance for Superintendent and shall defend, hold harmless and indemnify Superintendent from and against any and all demands, claims, suits, actions and legal proceedings brought against Superintendent in his individual and/or his official capacity while Superintendent was acting within the scope of his employment, including any claims brought against Superintendent based upon his legal status as Superintendent of Schools (whether or not based upon any of his acts or omissions). Criminal legal proceedings are expressly excluded from such indemnification. The Board, however, shall, after the fact, reimburse Superintendent for any costs/expenses he incurs in defending himself from criminal charges that are brought against him, if such charges are ultimately found to be baseless and without merit (i.e., Superintendent is fully exonerated of all charges) and the criminal charges are based on conduct occurring in the scope of employment and in the good-faith belief that the conduct was lawful and in the best interests of the School District. In the event the Board and the Superintendent are determined to have adverse interests in a criminal proceeding, the Board shall have no duty of indemnification or defense.

The Board shall procure liability insurance coverage protecting Superintendent from liability arising from claims, suits, actions, and legal proceedings brought against Superintendent in his official capacity and as an agent or employee of the School District,

or brought against Superintendent in his individual capacity whenever such claims, suits, actions, or legal proceedings are based upon the alleged acts or omissions of Superintendent in the course of his employment in the School District. The Board shall provide liability insurance in the minimum amount of \$1 million per occurrence/\$2 million aggregate to satisfy its requirements under this provision. If during the term of this Agreement the Board increases its liability insurance coverage (e.g., to \$1 million per occurrence/\$3 million aggregate), the change shall apply, effective immediately, to Superintendent. The coverage provided shall apply to all occurrences and not simply to claims made during the period of Superintendent's employment, and shall continue to apply to Superintendent following any separation of employment from the District unless the cause of the separation is the occurrence (i.e., act or omission) that gives rise to the claim, suit, action and/or legal proceeding. This paragraph shall not be construed to require the purchase of additional insurance if a general school district liability policy is already in effect meeting all of the foregoing requirements.

The obligation of the Board to defend, indemnify, and hold harmless the Superintendent shall extend to the amount of any damages awarded and also to any reasonable expenses, including attorney fees, that may have been incurred by the Superintendent in the course of his defense. This obligation shall survive this Agreement and continue after Superintendent's separation from employment in the District.

Nothing in this section entitled "Liability Insurance/Indemnification" shall be construed so as to create a personal responsibility or liability on the part of any individual member of the Board to defend or indemnify Superintendent against the above-described demands, claims, suits, actions and legal proceedings.

14. **ADMINISTRATIVE AUTHORITY**

Superintendent shall have all powers conferred upon superintendents by O.R.C. Section 3319.01 and all other sections of the Ohio Revised Code relating to the powers, duties, and qualifications of superintendents of schools. Superintendent will supervise the public schools of the Chippewa Local School District, abide by and maintain all reasonable rules and regulations adopted by the Board for the governance of the public schools of the Chippewa Local School District, and perform the duties imposed by law on superintendents of public-school districts.

15. **MODEL CONDUCT**

Superintendent acknowledges and agrees that: a) he will maintain model conduct professionally and personally during the existence of this Agreement and any extension of it; b) his conduct to the contrary – including but not limited to unethical, immoral, or dishonorable behavior – will materially impede his ability to supervise the public schools of the Chippewa Local School District and discharge the other responsibilities of the office of the Superintendent in the manner required by the Board; and c) his breach of this provision shall be grounds for discipline up to and including termination under this Agreement and Ohio law.

16. TERMINATION

This Agreement may be terminated by: a) the mutual agreement of the Board and Superintendent; b) Superintendent's retirement under the applicable rules of STRS; c) incapacity as set forth in the following Paragraph; d) termination by the Board for cause as provided by Ohio law and this Agreement; e) death of Superintendent, and f) non-renewal of this Agreement by the Board pursuant to Ohio Revised Code Section 3319.01 or other applicable law.

17. INCAPACITY

In accordance with Board policy and state law governing Superintendent's incapacity in effect at the time of the alleged incapacity, should Superintendent be unable to perform any or all of his duties by reason of illness, accident or other cause beyond his control and such disability exists for a period of more than six (6) months, the Board may in its discretion make a proportionate deduction from the salary stipulated. If such disability continues for more than nine (9) months or if the disability is permanent, irreparable or of such nature as to make the performance of his duties impossible (with or without reasonable accommodation), the Board may, at its option, terminate this Agreement without further liability, whereupon the respective duties, rights and obligations hereof shall terminate. Nothing herein shall be deemed to alter or in any way affect the rights that Superintendent may have to receive disability payments under any disability insurance policy in force at the time a disability occurs.

18. EVALUATION

There shall be an annual evaluation of the Superintendent in each year of this Agreement in accordance with O.R.C. Section 3319.01, to be completed no later than July 31st of each year of this Agreement. The Board shall consider an evaluation upon those procedures in deciding whether to renew Superintendent's contract. The establishment of an evaluation procedure shall not create an expectancy of continued employment. Nothing in either O.R.C. Section 3319.01 or this Agreement shall prevent the Board from making the final determination regarding the renewal or nonrenewal of Superintendent's contract.

19. CONTRACTS

The Board agrees to comply with O.R.C. Section 3319.01 when considering the renewal or nonrenewal of the Superintendent's employment contract.

20. STRS OBLIGATIONS

Superintendent has been notified as required by R.C. 3307.21 of all duties and obligations under R.C. Chapter 3307 pertaining to SIRS as a condition of his employment and hereby accepts such duties and obligations.

21. APPLICABLE LAW

This Agreement is subject to all provisions of the Ohio Revised Code and to the provisions of STRS. Should any provision hereof be in conflict with the Ohio Revised Code and/or the STRS, the latter authorities shall govern.

22. CHOICE OF VENUE

The Board and Superintendent agree that the jurisdiction and venue for any dispute involving the terms and conditions of this Agreement will be Wayne County, Ohio, and that service of process may proceed from such appropriate court.

23. SAVINGS CLAUSE

This Agreement is subject to and shall be construed according to the laws of the State of Ohio. Any provisions of this Agreement that are declared invalid or unenforceable by legislative action or judicial ruling shall be severed from this Agreement and the remaining terms shall continue in full force and effect. If any such invalid or unenforceable provision relates to a payment or benefit quantifiable in monetary terms, the Board shall pay to Superintendent additional compensation equal to the monetary value of such lost payment or benefit. If the lost payments or benefits would have been nontaxable to Superintendent, the amount paid by the Board under this paragraph shall be increased by an amount reasonably estimated to defray the additional tax liability incurred by Superintendent.

24. ENTIRE AGREEMENT

This instrument contains the entire agreement of the parties; it may not be changed orally but only by an agreement in writing signed by the parties.

25. MISCELLANEOUS

The recitals are hereby incorporated in the Agreement as if fully rewritten herein.

Tim Adams, Superintendent

Date

Board President

Date

Board Treasurer

Date

EMPLOYMENT AGREEMENT - CONSULTANT

This is an Employment Agreement ("Agreement") by and between the Board of Education of the Chippewa Local School District, located in Wayne County, Ohio, ("Board"), and Todd Osborn ("Mr. Osborn"), pursuant to authority contained in a resolution of the Board duly adopted on May 12, 2025.

WHEREAS, the Board has taken action to employ Mr. Tim Adams as the Superintendent effective August 1, 2025; and

WHEREAS, the transition of authority would be greatly facilitated by Mr. Osborn's involvement and participation in the administrative affairs of the School District through July 31, 2026; and

WHEREAS, Ohio Revised Code ("R.C.") Section 3313.171 specifically authorizes the employment of consultants for matters relating to the administration of the School District; and

WHEREAS, Mr. Osborn has agreed to act as a Consultant to the Board to facilitate an effective transition.

WITNESSETH:

NOW, THEREFORE, in consideration of the mutual promises contained herein, the parties agree as follows:

1. **Term of the Agreement.** The Board hereby employs Mr. Osborn for a period commencing August 1, 2025, and expiring on July 31, 2026, to serve as a Consultant to the Board.
2. **Professional Certification.** Mr. Osborn agrees to maintain throughout the life of this Agreement a valid and appropriate certificate/license to perform any and all necessary duties.
3. **Duties.** As a Consultant to the Board, Mr. Osborn shall assist the Board in the effective transition of leadership and perform such other duties as are mutually developed and agreed upon by Mr. Osborn and the Board.
4. **Days to be Worked.** Mr. Osborn shall devote such time and energies as are necessary to perform the duties specified during normal business hours, but it is expressly understood and agreed that the duties of this position may require Mr. Osborn to work during times other than normal business hours. Mr. Osborn's work year shall consist of a minimum of 180 working days.
5. **Professional Growth.** The Board encourages the continuing professional growth of Mr. Osborn through his participation in:

- A. The operations, programs and other activities conducted or sponsored by local, State and national school administrators and school board associations;
 - B. Seminars and courses offered by public or private educational institutions; and
 - C. Informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of Mr. Osborn to perform his professional responsibilities for the Board. Membership will be paid by the Board for the following associations: BASA & NWOERC
6. **Salary.** Effective August 1, 2025, the Board shall pay Mr. Osborn during the term of this Employment Agreement a salary of \$84,808. This amount shall be paid on a prorated monthly basis commencing on August 1, 2025, and concluding on July 31, 2026. For purposes of this Contract where a daily rate is required, Mr. Osborn's daily rate shall be determined by dividing the total annual compensation by 180 days.
7. **Tax Deferred Annuity Withholding and Transfer:** Upon written request of Mr. Osborn, the Board shall withhold and transfer a portion of the Mr. Osborn's salary to a tax deferred annuity program chosen by Mr. Osborn from such programs as may be adopted by the Board.
8. **Other Compensation and Benefits.**
- A. **State Teachers Retirement System of Ohio**
 - 1. **STRS Employer Contribution:** The Board shall pay the entire share of the employer contribution of any and all State Teachers Retirement System of Ohio ("STRS") contributions as required by the laws of the State of Ohio.
 - 2. **Pick-Up Plan - Fringe Benefit not Included in Compensation:** The Board has adopted a "pick-up" plan wherein the Board specifies that the "pick-up" plan: (a) shall apply to a retire-rehired Superintendent, (b) shall mandate that the Board pay a retire-rehired Superintendent's entire share of the employee/member's contribution of any and all STRS contributions as required by the laws of the State of Ohio, (c) shall include payment of the entire employee/member's STRS contribution by the Board as a fringe benefit not included in the compensation pick-up plan (i.e., the contributions are paid by the employer from the employer's funds, the contribution is not deducted from the employees' salary, and contributions must be reported as tax deferred on STRS Contribution Reports), (d) shall be a mandatory condition of employment as a retire-rehired Superintendent, and (e) shall prohibit

a retire-rehired Superintendent from opting out of the plan. The "pick-up" plan shall apply to a retire-rehired Superintendent during the term of this Contract.

- B. **Health Care Plans:** Mr. Osborn shall be covered under the health care plans provided by the Board to all other full-time, twelve (12) month administrative employees during the term of this Contract. The Board shall pay One Hundred Percent (100%) of the premium for said health care plans. The Parties understand that any health care benefits under this Contract are made by the Board independent of the collective bargaining process between the Board and any applicable labor organizations.
- C. **Group Term Life Insurance Policy:** The Board shall provide Mr. Osborn with a group term life insurance policy in an amount no less than the total amount of Mr. Osborn's annual base salary as set forth in Paragraph 6. The Parties understand that any life insurance benefits under this Contract are made by the Board independent of the collective bargaining process between the Board and any applicable labor organizations.
- D. **Cell Phone Stipend:** The Board shall pay Mr. Osborn a monthly cell phone stipend in the total amount of Eighty Dollars and Zero Cents (\$80.00). The Parties understand that any cell phone stipend under this Contract shall be made by the Board independent of any other employees of the Board.
- E. **Medicare:** The Board shall pay directly to the federal government Mr. Osborn's share of the Medicare tax.

9. **Sick Leave and Personal Leave.**

A. **Sick Leave**

- 1. Mr. Osborn shall be entitled to accumulate up to one hundred twenty (120) sick leave days in accordance with R.C. § 3319.141 and consistent with Board policies, Board administrative guidelines, and any and all applicable laws of the State of Ohio during the term of this Contract. The Parties understand that any sick leave provided under this Contract is made by the Board independent of the collective bargaining process between the Board and any applicable labor organizations.
- 2. Consistent with Board Policy, Mr. Osborn may use up to one hundred twenty (120) sick days as provided by any and all applicable laws of the State of Ohio, Board policies, and Board administrative guidelines.

3. As Mr. Osborn received a retirement severance payment upon his resignation for retirement purposes prior to the commencement of this Contract, he will not be eligible for any additional retirement severance benefit upon resignation/separation from employment with the Board.
- B. **Personal Leave:** Consistent with Board policies and Board administrative guidelines, Mr. Osborn shall be entitled to three (3) paid personal days during the term of this Contract. Any unused personal days as of July 31st shall either be converted to sick days or paid to Mr. Osborn at Mr. Osborn's then-current per diem rate - as set forth in Paragraph 6 - within thirty (30) days after July 31st. The Parties understand that any paid personal leave provided under this Contract is made by the Board independent of the collective bargaining process between the Board and any applicable labor organizations.
10. **Travel and Other Expenses.** The Board shall reimburse Mr. Osborn for actual and necessary travel outside of the District, at the rate set by the Board, and other expenses incurred in the performance of his official duties in accordance with Board policy.
11. **Contract Termination.**

This Contract may be terminated by:

 - A. Mutual agreement of the Parties;
 - B. Resignation, disability, or death;
 - C. Termination by Board; and/or
 - D. As otherwise provided by law.
12. **Liability Insurance/Indemnification.**
 - A. The Board agrees, as a further condition of this Agreement, that as permitted by Ohio law it shall purchase liability insurance for Mr. Osborn and shall defend, hold harmless and indemnify Mr. Osborn from and against any and all demands, claims, suits, actions and legal proceedings brought against Mr. Osborn in his individual and/or his official capacity while Mr. Osborn was acting within the scope of his employment, including any claims brought against Mr. Osborn based upon his legal status as a Consultant (whether or not based upon any of his acts or omissions). Criminal legal proceedings are expressly excluded from such indemnification. The Board, however, shall, after the fact, reimburse Mr. Osborn for any costs/expenses

he incurs in defending herself from criminal charges that are brought against her, if such charges are ultimately found to be baseless and without merit (i.e., Mr. Osborn is fully exonerated of all charges) and the criminal charges are based on conduct occurring in the scope of employment and in the good-faith belief that the conduct was lawful and in the best interests of the School District. In the event the Board and Mr. Osborn are determined to have adverse interests in a criminal proceeding, the Board shall have no duty of indemnification or defense.

- B. In actions where the Board and Mr. Osborn are co-defendants, and a good-faith disagreement exists as to the manner in which a claim should be defended, Mr. Osborn may retain independent counsel for his defense with prior approval of the Board, the cost of which shall be paid or reimbursed by the Board; provided, however, that the foregoing shall not be construed to require the Board to pay the legal expenses of Mr. Osborn in any action or proceeding in which the Board and Mr. Osborn have adverse interests.
- C. The Board shall procure liability insurance coverage protecting Mr. Osborn from liability arising from claims, suits, actions, and legal proceedings brought against Mr. Osborn in his official capacity and as an agent or employee of the School District, or brought against Mr. Osborn in his individual capacity whenever such claims, suits, actions, or legal proceedings are based upon the alleged acts or omissions of Mr. Osborn in the course of his employment in the District. The Board shall provide liability insurance in the minimum amount of one million (\$1,000,000) per occurrence/three million (\$3,000,000) aggregate to satisfy its requirements under this provision. If during the term of this Agreement the Board increases its liability insurance coverage, the change shall apply, effective immediately, to Mr. Osborn. The coverage provided shall apply to all occurrences and not simply to claims made during the period of Mr. Osborn's employment, and shall continue to apply to Mr. Osborn following any separation of employment from the District unless the cause of the separation is the occurrence (i.e., act or omission) that gives rise to the claim, suit, action and/or legal proceeding. This paragraph shall not be construed to require the purchase of additional insurance if a general school district liability policy is already in effect meeting all of the foregoing requirements.
- D. The obligation of the Board to defend, indemnify, and hold harmless Mr. Osborn shall extend to the amount of any damages awarded and also to any reasonable expenses, including attorney fees, which may have been incurred by Mr. Osborn in the course of his defense. This obligation shall survive this Agreement and continue after Mr. Osborn's separation from employment in the District.

- E. Nothing in this section entitled "Liability Insurance/Indemnification" shall be construed so as to create a personal responsibility or liability on the part of any individual member of the Board to defend or indemnify Mr. Osborn against the above-described demands, claims, suits, actions, and legal proceedings.
13. **Other Business Activities and Job Responsibilities.** During the term of this Contract, Mr. Osborn may engage in other business activity, including consulting work, speaking engagements, writing, lecturing, teaching or other professional duties and obligations insofar as such undertakings do not interfere with the performance of his duties pursuant to the terms of this Contract; provided that he discloses such activities to the Board and is not specifically directed to refrain from such activity per the Ohio Revised Code.
14. **Acknowledgements and Representations.** Mr. Osborn acknowledges that he has supplied certain information relied upon by the Board in connection with his employment as a Consultant. Mr. Osborn represents that all information he supplied to the Board is accurate and reliable. Mr. Osborn further acknowledges that he has been notified of all duties and obligations under R.C. Chapter 3307 pertaining to the State Teachers Retirement System.
15. **Applicable Law.** This Agreement is subject to all provisions of the Ohio Revised Code and to the provisions of the State Teachers Retirement System. Should any provision hereof be in conflict with the Ohio Revised Code and/or the State Teachers Retirement System, the latter authorities shall govern.
16. **Choice of Venue.** The Board and Mr. Osborn agree that the jurisdiction and venue for any dispute involving the terms and conditions of this Agreement will be Wayne County, Ohio, and that service of process may proceed from such appropriate court.
17. **Savings Clause.** This Agreement is subject to and shall be construed according to the laws of the State of Ohio. Any provisions of this Agreement that are declared invalid or unenforceable by legislative action or judicial ruling shall be severed from this Agreement and the remaining terms shall continue in full force and effect. If any such invalid or unenforceable provision relates to a payment or benefit quantifiable in monetary terms, the Board shall pay to Mr. Osborn additional compensation equal to the monetary value of such lost payment or benefit. If the lost payments or benefits would have been nontaxable to Mr. Osborn, the amount paid by the Board under this paragraph shall be increased by an amount reasonably estimated to defray the additional tax liability incurred by Mr. Osborn.
18. **Entire Agreement.** This instrument contains the entire agreement of the parties; it may not be changed orally but only by an agreement in writing signed by the parties.
19. **Miscellaneous.** The recitals are hereby incorporated into the Agreement as if fully rewritten herein.

IN WITNESS WHEREOF, the Board of Education of the Chippewa Local School District by its President and Treasurer having been first duly authorized, and Mr. Osborn have set their hands hereto this 12th day of May, 2025.

BOARD OF EDUCATION OF THE CHIPPEWA LOCAL SCHOOL DISTRICT

By: _____ Date: _____
John Mertic, Board President

By: _____ Date: _____
Ira D. Hamman, Treasurer

TODD S. OSBORN - CONSULTANT

By: _____ Date: _____
Todd S. Osborn



Jefferson
HEALTH PLAN

Chippewa Local Schools

Renewal Effective 7/1/2025

Confidential

**Protection you can rely on.
Experience you can trust.**

The Jefferson Health Plan
 (Member Group: Groupw Local Schools
 Fiscal Year: 2025/2026) (Period: 6/1/2025 - 5/31/2026)
 Recommended Rate Determination

Row:

1 Historical Average Enrollment/Contracts

2 Claims and Fund Costs Projection

3 Claims Paid (Assumed)

4 Apply: Benefit Adjustment (if applicable)

5 Less: Large Claims Reimbursed

6 Adjusted Paid Claims

7 Apply Trend

8 Assumed Trend %

9 Paid Claims Experience Period:

10 Projected Rating Period:

11 Annualized Trend Factor

12 Projected Annual Claims

13 Projected Claims Per Employee Per Month (PEPM)

14 Apply projected to Reverse Adjustment

15 Projected Claims Subtotal

16 Total Projected Claims Cost (PEPM applied to Current Enrollment)

17 Fund Costs PEPM

18 Total Estimated Annual Fund Costs (PEPM applied to Current Enrollment)

19 Member Group Projected Claims and Fund Costs PEPM

20 Total Annual Member Group Projected Claims and Fund Costs (PEPM applied to Current Enrollment)

21 Current Annual Accrual

22 Gross Accrual Calculation:

23 Estimated Member Group Loss Ratio

24 Member Group Experience Rate

25 Apply Credibility (based on group size)

26 HIP Corelation Historical Rate

27 Annual Base Rate Funding Increase (Med/Fix capped at 35%)

28 Total Projected Blended Base Rate Funding PEPM

29 Total Annual Projected Blended Base Rate Funding

30 Reserve Accrual Calculation:

31 Member Group Reserve Balance as of:

32 Add: Outstanding Large Claim Reimbursements

33 Add: Outstanding Member Group Funding Payments

34 Adjusted Balance

35 Deficit Funding Requirement

36 DRH Funding Requirement

37 Claims Fluctuation Reserve (CRF) Requirement

38 Recommended Fully Reserved Amount

39 Available Member(s)?

40 group may apply

41 If increased, please contact insurance@jeffersonhealthplan.org

42 TIA

43 Recommended Reserve (Supplemental) Funding Amount

44 Recommended Reserve (Supplemental) Funding Amount PEPM

45 Recommended Reserve (Supplemental) Funding Reserve Increase

46 Total Estimated Annual Required Funding Amount (Claims Projection + Fund Costs + Reserves)

47 Total Estimated Required Funding Amount PEPM (Claims Projection + Fund Costs + Reserves)

48 Total Recommended Rate Adjustment

49

(for details, see exhibit A)

Date changes made:

N/A

LCMP Deductible: \$50,000

Beginning

End

Midpoint

End of Year

12/31/2024

7/1/2025

6/30/2026

12/30/2025

17.95

1.089

1.134

1.045

1.107

\$1,257,565

\$654,632

\$180,283

\$2,303,500

\$654,99

\$55,34

\$121.34

\$1,257,565

\$516.72

\$121.34

\$1,257,565

\$784,674

\$2,228,566

\$1,257,565

\$516.72

\$121.34

\$1,257,565

\$784,674

\$2,228,566

\$1,257,565

\$516.72

\$121.34

\$1,257,565

\$784,674

\$2,228,566

\$1,257,565

\$516.72

\$121.34

\$1,257,565

\$784,674

\$2,228,566

\$1,257,565

\$516.72

\$121.34

\$1,257,565

\$784,674

Medicaid	DR	Disability	Total
122	122	130	122
\$1,651,139	\$755,610	\$181,094	\$2,587,843
1,000	1,000	1,000	1,000
\$1,651,139	\$755,610	\$181,094	\$2,587,843
\$506,657	\$0	\$0	\$506,657
\$1,144,482	\$755,610	\$181,094	\$2,081,186
6.50%	8.75%	3.00%	7.01%
1.089	1.134	1.045	1.107
\$1,257,565	\$654,632	\$180,283	\$2,303,500
\$654,99	\$55,34	\$121.34	\$1,257,565
\$0.00	\$68.43	\$0.00	\$68.43
\$654,99	\$516.72	\$121.34	\$1,257,565
\$1,257,565	\$784,674	\$2,228,566	\$2,228,566
\$784,674	\$0.00	\$4.65	\$713.10
\$1,045,872	\$0	\$7,889	\$1,053,761
\$1,567,46	\$516.72	\$125.99	\$1,710.16
123	123	136	123
\$2,313,545	\$784,674	\$208,408	\$3,306,627
\$2,100,000	\$466,228	\$180,677	\$2,746,905
Med/Fix Combined			
115.72%			107.66%
15.72%			7.66%
\$0.00%			100.00%
5.283%			
10.51%			7.66%
\$1,990,25			\$125.99
\$2,937,618			\$208,408
			\$3,146,026
			\$10,396
			\$2,116.24
			\$3,146,228

Applied to

Reserve

Calculation

Amortized Term

Funding in

Accrual

\$0

\$0.00

\$0.00%

\$2,937,618

\$1,990,25

\$208,408

\$3,146,228

\$10,396

\$2,116.24

\$3,146,228

\$10,396

\$2,116.24

\$3,146,228

\$10,396

\$2,116.24

\$3,146,228

\$10,396

\$2,116.24

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\$2,116.24

\$3,146,228

\$10,396

The Jefferson Health Plan

Member Group: Chippewa Local Schools - Med/PA

Accrual Rate Election Sheet - Renewal Effective: 7/1/2025 - 6/30/2026

	Current Enrollment		Current Accrual Rates			Renewal Accrual Rates		
	Medical	Drug	Medical	Drug	Total	Medical	Drug	Total
PPD \$100.80% \$1250.00								
Employee	34	31	\$700.95	\$189.31	\$890.26	\$774.60	\$209.20	\$983.80
Family	89	88	\$1,784.74	\$374.81	\$2,159.55	\$1,972.26	\$414.19	\$2,386.45
Monthly Total	123	119	\$182,674	\$38,852	\$221,526	\$201,868	\$42,934	\$244,801
Total Contracts as of : 1/2025	123	119						
Estimated Monthly Accrual Total			\$182,674	\$38,852	\$221,526	\$201,868	\$42,934	\$244,801
Estimated Annual Accrual Total			\$2,192,090	\$466,223	\$2,658,313	\$2,422,410	\$515,207	\$2,937,618
Renewal % Increase/Decrease						10.51%	10.51%	10.51%

Assumed Plan Parameters:

LCRP Deductible Level: \$50,000

Please sign below to accept the renewal rates as shown above:

Member Group Representative Name (Print)	Position/Title
Member Group Representative (Signature)	Date

Notes:

- Signed election sheet must be returned The Jefferson Health Plan by May 15, 2025 via mail or email to: renewals@thejeffersonhealthplan.org
- Please remember to also forward a copy of the signed election sheet to your claims administrator (TPA) for their records.
- All network and/or plan changes need to be conveyed in writing to JHP, the TPA, and the PBM/PBA 60+ days prior to the effective date.
- The standard JHP Large Claim Reimbursement Plan (LCRP) Period and Aggregate Plan Period, if applicable, cover paid dates between July 1st and June 30th.
- Changes to LCRP deductible levels can only be made effective July 1st if communicated in writing to JHP at least 30 days prior (June 1st).

The Jefferson Health Plan

Member Group: Chippewa Local Schools - Dental

Accrual Rate Election Sheet - Renewal Effective: 7/1/2025 - 6/30/2026

	Current Enrollment	Current Accrual Rates	Renewal Accrual Rates
Employee	Dental Plan 1	Dental Plan 1	Dental Plan 1
Family	20	\$117.02	\$125.99
	116	\$117.02	\$125.99
Monthly Total	136	\$15,915	\$17,135
Total Contracts as of : 1/2025	136		
Estimated Monthly Accrual Total		\$15,915	\$17,135
Estimated Annual Accrual Total		\$190,977	\$205,616
Renewal % Increase/Decrease			7.66%

Please sign below to accept the renewal rates as shown above:

Member Group Representative Name (Print)	Position/Title
Member Group Representative (Signature)	Date

Notes:
 - Signed election sheet must be returned The Jefferson Health Plan by May 15, 2025 via mail or email to: renewals@thejeffersonhealthplan.org

Chippewa Local School District

Wayne County

EXHIBIT 4

Schedule of Revenues, Expenditures and Changes in Fund Balances For the Fiscal Years Ended June 30, 2022, 2023 and 2024 Actual; Forecasted Fiscal Years Ending June 30, 2025 Through 2029

	MAY 2025 Five Year Forecast UPDATE											
	Actual			Forecasted			Average Change	Fiscal Year 2025	Fiscal Year 2026	Fiscal Year 2027	Fiscal Year 2028	Fiscal Year 2029
	Fiscal Year 2022	Fiscal Year 2023	Fiscal Year 2024	Fiscal Year 2025	Fiscal Year 2026	Fiscal Year 2027						
Revenues												
1.010 General Property Tax (Real Estate)	\$3,897,199	\$3,894,840	\$4,662,612	5,403,776	5,511,852	5,622,089	9.8%					
1.020 Tangible Personal Property Tax	2,068,668	1,949,668	739,221	4,055,674	1,900,427	1,862,418	-33.9%					
1.030 Income Tax	2,397,903	2,584,432	2,517,446	2,723,689	2,669,215	2,709,253	2.6%					
1.035 Unrestricted State Grants-in-Aid	5,208,878	5,004,623	5,043,822	4,973,000	5,000,000	5,000,000	-1.6%					
1.040 Restricted State Grants-in-Aid	95,073	366,172	353,983	300,000	305,000	310,000	140.9%					
1.045 Restricted Federal Grants-in-Aid - SFSF												
1.050 State Share of Local Property Taxes	584,737	600,126	695,582	792,546	795,000	795,000	9.3%					
1.060 All Other Revenues	301,852	657,186	1,005,848	1,086,400	1,026,400	966,400	85.4%					
1.070 Total Revenues	14,554,310	15,057,047	15,018,514	19,335,085	17,207,894	17,265,160	1.6%					
Other Financing Sources												
2.010 Proceeds from Sale of Notes												
2.020 State Emergency Loans and Advancements (Approved)												
2.040 Operating Transfers-In			1,527,770	123,284								
2.050 Advances-In	650	37,350	21,986				-20.7%					
2.060 All Other Financing Sources	37,472	37,350	21,986									
2.070 Total Other Financing Sources	38,122	37,350	1,549,766	123,284			6.6%					
2.080 Total Revenues and Other Financing Sources	14,592,432	15,094,397	16,568,280	19,458,369	17,207,894	17,265,160						
Expenditures												
3.010 Personal Services	7,476,875	7,810,553	8,271,763	8,777,220	9,128,309	9,447,800	5.2%					
3.020 Employees' Retirement/Insurance Benefits	3,164,839	3,267,805	3,467,670	3,900,000	4,350,039	4,604,702	4.7%					
3.030 Purchased Services	1,843,686	1,739,794	2,080,331	2,922,000	3,068,100	3,221,505	7.0%					
3.040 Supplies and Materials	387,337	445,379	591,305	714,694	750,429	787,950	23.9%					
3.050 Capital Outlay	5,971	23,168		137,500	100,000	100,000	94.0%					
3.060 Intergovernmental												
Debt Service:												
4.010 Principal-All (Historical Only)												
4.020 Principal-Notes				660,000								
4.030 Principal-State Loans												
4.040 Principal-State Advancements												
4.050 Principal-HB 264 Loans												
4.055 Principal-Other												
4.060 Interest and Fiscal Charges												
4.300 Other Objects												
4.500 Total Expenditures	203,506	243,429	216,123	322,657	266,700	280,035	4.2%					
	13,082,214	13,530,128	14,627,192	17,688,071	17,663,577	18,441,992	5.8%					
Other Financing Uses												
5.010 Operating Transfers-Out												
5.020 Advances-Out	359,911	593,698	1,949,020	4,650,000	450,000	450,000	146.6%					
5.030 All Other Financing Uses		41,467	123,284									
5.040 Total Other Financing Uses	359,911	635,165	2,072,304	4,650,000	450,000	450,000	151.4%					
5.050 Total Expenditures and Other Financing Uses	13,442,125	14,165,293	16,699,496	22,338,071	18,113,577	18,891,992	11.6%					
6.010 Excess of Revenues and Other Financing Sources over (under) Expenditures and Other Financing Uses	1,150,307	929,104	131,216	2,879,702	905,683	1,626,831	-66.7%					

7.010	Cash Balance July 1 - Excluding Proposed Renewal/Replacement and New Levies	7.100.336	8.250,643	9.179.747	13.7%	9,048,531	6,168,829	5,263,146	3,636,315	128,721-
7.020	Cash Balance June 30	8,250,643	9,179,747	9,048,531	4.9%	6,168,829	5,263,146	3,636,315	128,721-	6,109,914-
8.010	Estimated Encumbrances June 30									
	Reservation of Fund Balance									
9.010	Textbooks and Instructional Materials									
9.020	Capital Improvements									
9.030	Budget Reserve									
9.040	DPIA									
9.045	Fiscal Stabilization									
9.050	Debt Service									
9.060	Property Tax Advances									
9.070	Bus Purchases									
9.080	Subtotal									
10.010	Fund Balance June 30 for Certification of Appropriations	8,250,643	9,179,747	9,048,531	4.9%	6,168,829	5,263,146	3,636,315	128,721-	6,109,914-
	Revenue from Replacement/Renewal Levies									
11.010	Income Tax - Renewal								1,374,946	2,708,780
11.020	Property Tax - Renewal or Replacement									
11.300	Cumulative Balance of Replacement/Renewal Levies								1,374,946	4,083,726
12.010	Fund Balance June 30 for Certification of Contracts, Salary Schedules and Other Obligations	8,250,643	9,179,747	9,048,531	4.9%	6,168,829	5,263,146	3,636,315	1,246,225	2,026,188-
	Revenue from New Levies									
13.010	Income Tax - New									
13.020	Property Tax - New									
13.030	Cumulative Balance of New Levies									
14.010	Revenue from Future State Advancements									
15.010	Unreserved Fund Balance June 30	8,250,643	9,179,747	9,048,531	4.9%	6,168,829	5,263,146	3,636,315	1,246,225	2,026,188-
	ADIM Forecasts									
20.010	Kindergarten - October Count									
20.015	Grades 1-12 - October Count									
	State Fiscal Stabilization Funds									
21.010	Personal Services SFSF									
21.020	Employees Retirement/Insurance Benefits SFSF									
21.030	Purchased Services SFSF									
21.040	Supplies and Materials SFSF									
21.050	Capital Outlay SFSF									
21.060	Total Expenditures - SFSF									

See accompanying summary of significant forecast assumptions and accounting policies
Includes: General fund, Emergency Levy fund, DPIA fund, Textbook fund and any portion of Debt Service fund related to General fund debt



Chippewa Local Schools 5-Year Forecast Assumptions November, 2024 Updated May 2025

Ira D. Hamman, Treasurer

Revenues:

Line 1.010

Real Estate Tax

Real Estate & Public Utility Personal Property (PUPP) tax revenues account for approximately 42% of the total revenue for the school district. An increase of 15.9% is forecasted for FY-2025 for real estate tax collections as a result of the residential/agricultural property reappraisal of 2023. FY-2024 reflected only half of the reappraisal increase. FY-2025 reflects a full year of collections. Property values increased across Wayne County by 36.52%. A modest 2% per year increase has been projected for the remaining 4 years of this forecast.

Line 1.020

Tangible Personal Property Tax

The collection of personal property tax for FY-2024 was down significantly due to a late payment of approximately \$1,180,000 received by the County after the final Spring settlement for FY-2024. The shortfall has been collected and reflected in the FY-2025 numbers. The district received an additional \$897,637 as a result of the Nexus settlement. Projecting forward, a 2% reduction in each of the following years has been budgeted as public utility personal property values will depreciate (decrease). Currently, there is no projection of an increase in public utilities personal property values at this time.

The following paragraph has been left in these comments only for context. The Ohio

Department of Taxation and Nexus have settled the complaint and Nexus has paid the arrearage has indicated in the above paragraph.

"Over the past 4 years the district has realized an increase in PUPP values due to the Nexus Pipeline. However, the district continues to wait on how the Ohio Department of Taxation is going to rule on the PUPP values challenged by Nexus. Original property values were estimated at almost \$66 million. Nexus filed a complaint first in December of 2019 to reduce values by 38.5% and subsequently filed a second complaint in January of 2020 to reduce the values by 52%. Currently, Nexus is tender paying on approximately \$33 million of valuation. Forecasted revenues from Nexus are based on the reduced value with no anticipated increase in valuation. Once the complaint is settled the value could be increased thus causing Nexus to owe the district additional tax dollars. Conversely, the value could be further reduced creating a District obligation to refund a portion of taxes already paid by Nexus. This revenue source will be updated once final settlement has been reached."

Line 1.030

Income Tax

The district has a 1% SDIT that was renewed in the November 2022 general election and will be up for renewal in 2027. The FY-2025 forecast has been changed to reflect the current collections showing an increase of 8.2% over FY-2024. It is anticipated that FY-2026 will be down 2% due to the economy followed by a 1.5% increase for FY-2027 with the first half of FY-2028. The second half of FY-2028 and FY-2029 are reflect on Line 11.010 below due to the need to renew the tax levy in 2027.

Line 1.035

State Basic Aide

Beginning in FY-2022, Ohio adopted the Fair School Funding Plan (FSFP). Funding is driven by a base cost methodology that incorporates the four components identified as necessary to support the education process. The Base Cost is currently calculated for two years using a statewide average from historical data.

The forecast assumes no growth for the life of this forecast. We are on a guarantee with the new state funding plan. The guarantee keeps us from having any reductions in state aid.

Line 1.040

Restricted State Aide

Restricted State Aide funding is part of the State's funding of public schools for the purpose of providing dollars for specific areas of education to include Disadvantaged Pupil Impact Aide; English Learners; Gifted Students; and Career Technical Education.

Student Wellness & Success monies, previously Fund 467, is now included in the state basic aide formula and shows up as part of the Restricted State Aide within the General Fund. No real growth

has been projected for this category.

Minimal growth has been projected for this line item.

Line 1.050

State Share of Local Property Taxes

This was tax reform from the 1970's when property taxes were rising significantly. The State passed two pieces of legislation. First, the Rollback which in effect rolled back 10% of taxes for all residential property owners. The second piece provided additional relief for seniors whose annual income fell beneath State guidelines. The State, in return, reimburses the school district for this lost revenue. FY-2025 is forecasted up 14% as a result of the discussed above under line 11.010. There is no increase forecasted for this line.

Line 1.060

State of Ohio – Other Receipts

Casino revenue is included in this line which began in FY 2013. Historically, there is minimal change in the amount of revenue the District receives on an annual basis.

Tuition & Open Enrollment

The District offers open enrollment for those families not living in the Chippewa district but wanting to enroll their students at one of our schools. Both open enrollment in and out will be "netted" and included with state unrestricted aid. The District continues to receive preschool tuition and special education tuition for any court placed students in our district. No changes are forecasted on this line.

Interest on Investments

Cash not needed for immediate operations is invested during the year. Interest rates have increased significantly over the past few years currently in the mid-4% range. The forecast reflects a \$60,000 decrease per year due to declining cash reserves. It is expected that interest rates will continue to hold in the mid-4% range.

Federal Revenue

The Medicaid Schools Program (MSP) has been developed to include federal Medicaid matching funding for specific direct services (including targeted case management), certain administrative activities, and specialized transportation. It is anticipated that there will be minimal change in this revenue source.

Line 2.050

Advances - In

FY-2025 show a return of advances from FY-2024. See Line 5.020. No advances-in have been forecasted.

Expenses:**Line 3.010**
Salaries & Wages

The district negotiated a 3.25, 2.75 & 2.75% base wage increase for FY-2024-FY-2026 for both bargaining units. The district has used Fund 467 (Student Wellness and Success Fund) since FY-2022 to cover the cost of the school nurse with those costs returning to the general fund in FY-2025.

FY-2025 is forecasted to end the year up by 6.1% -- one additional teacher and one aide have been added to the staffing forecast.

For FY-2026 wages are projected up at 4% reflecting the last year of the negotiated contract and step increases. FY-2027 through FY-2029 are budgeted up at 3.5% reflecting possible base increase to wages along with the step increases.

Line 3.020
Fringe Benefits**STRS/SERS**

The district pays 14% of each dollar paid in wages to either the State Teachers Retirement System or the School Employees Retirement System as required by Ohio law.

Health Insurance

FY-2025 includes a premium increase of 14.25%. FY-2026 rates will be increase 10.5% with a 7% increase through the remainder of this five year forecast.

Workers Compensation & Unemployment Compensation

Workers Compensation is expected to remain at about 0.6% of wages for this five year forecast which is in line with recent historic growth. Unemployment Compensation (UC) has been negligible.

Medicare

Medicare costs will continue to increase due to the projected increase in wages. The contribution rate is 1.45%. These amounts are growing at the general growth rate of wages.

Line 3.030
Purchased Services

Expenses in this category include: professional & legal services, utilities and contracted educational services. The original forecast of a 20% increase for FY-2025 appears to be short as current obligation will result in a 40% increase is forecasted to account for an increase in special education

needs, legal services and utilities. A 5% increase has been projected for the following 4 years as the need for services continues to increase.

Line 3.040

Supplies, Materials, Textbooks

Textbooks and instructional materials can vary greatly between the years and can be a significant expense in this category. Major curriculum purchases for reading and math are planned for FY-2025 along with an increase in facility maintenance supplies. Due to the economy, a 10% increase is forecasted to plan for inflationary growth for FY-2025 followed by 5% for the remaining 4 years.

Line 3.050

Capital Expenditures & New Equipment

Due to the lack of resources within the Permanent Improvement Fund, capital expenditures will need to be budgeted within the General Fund. FY-2025 spending in this category is up 37.5% over the original forecast. A modest \$100,000 a year has been forecasted for the last 4 years..

Line 4.020

Principal Notes

The district recently entered into a financing arrangement for \$12,000,000 to add on to and to renovate the intermediate school. The numbers forecasted represent the annual payments due as part of the financing arrangement. This original forecast has been removed and funds have been set aside, transferred, to the Capital Projects Fund (070) to insure payment of the district's obligation on the COP's financing arrangement. See Line 5.010 to reflect this transfer.

Line 4.060

Interest and Fiscal Charges

As part of the financing arrangement noted in Line 4.020, the district is obligated to pay interest to the bond holder. The numbers forecasted represent the annual payments due as part of the financing arrangement. There is no future forecast for this line item as it relates to the transaction in Line 4.020 above

Line 4.300

Other Objects

These expenditures include insurance, audit expenses and fees charged by the state and county for the collection of tax revenue.

Line 5.010
Operating Transfers - Out

This account covers fund to fund transfers from the General Fund to other Funds.

Annually, the District will transferred funds to cover the cost of District Managed Student Activities (Fund 300) where the activities have not generated adequate funds to cover their costs. Such programs include Athletics, Drama, Music/Choir/Band and Yearbook.

The current forecast includes transferring \$150,000 to the District Managed Student Activities Fund (Fund 300) and \$300,000 to the Capital Projects Fund (Fund 070).

Reflected in this May 2025 update, \$4,200,000 will be transferred to the Capital Projects Fund (070). The district has an obligation to make annual payments on a Certificate of Participation (COPs) financing arrangement entered into in FY-2024. This transfer of funds will earmark those funds allowing for the payment of this obligation through the Capital Projects Fund through December 2029

Line 5.020
Advances - Out

This account covers end of year short term advances (loans) from the General Fund to other Funds. Amounts advanced are limited in impact to the General Fund as the amounts are repaid as soon as dollars are received in the debtor fund. No advances out have been forecasted. See Line 2.050 above.



QUOTATION

MARTIN PUBLIC SEATING
PO BOX 469
CHARDON, OH 44024-0469
(330)769-2723
www.MartinPublicSeating.com

Billing: Chippewa Local Sch. Dist.
 56 N Portage St
 Doylestown, OH 44230-1350

Ship To: Chippewa Intermediate School
 100 Valley View Road
 Doylestown, Ohio 44230

Quote #: 9880
Quote Date: 4/28/2025
Revision: 0
Quote Expiration: 5/28/2025

Attn: Jamie Zolinger

Classroom		Qty	Unit Price	Ext Price
RUZ20 E	Ruckus Single Post Cantilever Desk by KI 20" x 30" top with High pressure laminate worksurface, Satin Stainless, Sky Blue PVC edge, Sky Blue frame finish, no book storage, wheelbarrow, (rolling front, steel glides back), adjustable with pneumatic assist, ships in 4-6 weeks from Bonduel, WI, freight included.	75	\$490.78	\$36,808.50



Total Price: **\$36,808.50**

Priced using KI STS discounting...materials and freight included.

Thank you for your inquiry, we appreciate the opportunity to work with you. If you have any questions or would like to place an order, please contact us.

Sincerely,

Kirt Virgin / Outside Direct Sales
Martin Public Seating
 1-800-362-8994
k.virgin@martinpublicseating.com

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Building form...crafting function

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P: 419-529-4456 • F: 419-529-4288 • www.adenacorporation.com

PROPOSAL

Date: 5/5/2025

To: Christine Schafrath

Re: Chippewa Local Schools – Cafeteria Serving Line Renovation (Chippewa Intermediate School)

Please accept our budget proposal regarding the Cafeteria Serving Line renovation project located at the Chippewa Intermediate School in Chippewa, OH 44230.

Scope of Work (Equipment):

- Includes:
 - Furnish and install the following equipment:
 - (1) warming cabinet (allowance of \$11,000).
 - (1) cooling cabinet (allowance of \$8,800).
 - (1) hot/cold serving buffet (allowance of \$12,100).
 - (1) a-la-carte serving buffet (allowance of \$5,500).
 - (1) custom built cashier station w/milk cooler (allowance of \$22,000).

Project Total = \$ 59,400

Clarifications/Assumptions:

- OSHA Compliant.
- We have not provided for:
 - Utility consumption during construction – assume use of owner's existing utilities.
 - Any other items not specifically mentioned.

Please let us know if you have any questions or require additional information. Thank you for the opportunity to provide this pricing.

Sincerely,

Dan Henry
Regional Manager – Adena SPG



EIN Assistant

Your Progress: 1. Identity ✓ 2. Authenticate ✓ 3. Addresses ✓ 4. Details ✓ 5. EIN Confirmation

Summary of your information

Please review the information you are about to submit. If any of the information below is incorrect, you will need to [start a new application](#).

Click the "Submit" button at the bottom of the page to receive your EIN.

Organization Type: LLC

LLC Information

Legal name: CONNECTED EDUCATIONAL PARTNERS LLC
 County: LUCAS
 State/Territory: OH
 Start date: FEBRUARY 2025
 Closing month of accounting year: DECEMBER (The closing month of the accounting year is defaulted to December due to your organization type. To change your closing month of accounting year, complete [Form 1128](#).)
 State/Territory where articles of organization are (or will be) filed: OH

Addresses

Physical Location: 2423 S HOLLAND SYLVANIA RD APT 94
 MAUMEE OH 43537
 Phone Number: 440-488-3307

Responsible Party

Name: SCOTT J HUNT MBR
 SSN/ITIN: XXX-XX-6135

Employee Information

Date wages or annuities will be paid: JUNE 2025
 Number of agricultural employees: 0
 Number of other employees: 3
 Tax Liability of \$1000 or less during calendar year: YES

Principal Business Activity

What your business/organization does: CONSULTING
 Principal products/services: EDUCATIONAL

Additional LLC Information

Owens a 55,000 pounds or greater highway motor vehicle: NO
 Involves gambling/wagering: NO
 Involves alcohol, tobacco or firearms: NO
 Files Form 720 (Quarterly Federal Excise Tax Return): NO
 Has employees who receive Forms W-2: YES
 Reason for Applying: STARTED A NEW BUSINESS

Help Topics

[What is Form 1128?](#)

We strongly recommend you print this summary page for your records as this will be your only copy of the application. You will not be able to return to this page after you click the "Submit" button.

Click "Submit" to send your request and receive your EIN.

Once you submit, please wait while your application is being processed. It can take up to two minutes for your application to be processed.

**EIN Assistant**

Your Progress: 1. Identity ✓ 2. Authenticate ✓ 3. Addresses ✓ 4. Details ✓ 5. EIN Confirmation

Additional Information about your EIN

We suggest you print this page for your records.

When Can You Use Your EIN?

This EIN is your permanent number and can be used immediately for most of your business needs, including:

- Opening a bank account
- Applying for business licenses
- Filing a tax return by mail.

However, it will take up to two weeks before your EIN becomes part of the IRS's permanent records. You must wait until this occurs before you can:

- File an electronic return
- Make an electronic payment
- Pass an IRS Taxpayer Identification Number (TIN) matching program.

Next Steps (for LLC)?

If you do not wish to accept the default status of either partnership or disregarded entity, you can file:

- **Form 8832** (Entity Classification Election). This form must be completed in a timely manner to receive corporation status. See the instructions for complete information.
- **Form 2553** (Election by a Small Business Corporation). This form must be completed in a timely manner to receive S corporation status. See the instructions for complete information.

Acceptance or Non-Acceptance of Election

- The service center will notify the LLC as to the acceptance or non-acceptance of its election. The LLC should generally receive a determination on its election within 60 days after it has filed Form 8832 or Form 2553.
- Do not file Form 1120 (U.S. Corporation Income Tax Return) or Form 1120S (U.S. Income Tax Return for an S Corporation) until you receive notification of your acceptance.

You can download IRS forms, publications, and tax returns at <http://www.irs.gov/formspubs>

Corrections?

If you need to make changes to your organization's information, you must do so in writing and mail the information to the address provided at <https://www.irs.gov/businesses/business-name-change>.

Help Topics[? What is Form 8832?](#)[? What is Form 2553?](#)

<< Back

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