

Board of Education Regular Meeting
Chippewa Jr/Sr High School Auditorium
Monday, July 14, 2025
6:00 p.m.

Meeting Minutes

I. OPENING

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

B. Present: Mrs. Fenn, Mr. Golub, Mr. Mertic, Mr. Schafrath
Absent: Dr. De Angelis

RESOLUTION 094-25

C. Appoint Alan Boone, Treasurer Pro Tempore for the July 14 Regular Meeting.

Motion to approve by 1st Mrs. Fenn, 2nd Mr. Schafrath

Roll Call: Mr. Golub yes, Mr. Mertic yes, Mr. Schafrath yes, Mrs. Fenn yes

CARRIED

RESOLUTION 095-25

D. Motion to approve the minutes from the June 30 Regular Meeting.

Motion to approve by 1st Mrs. Fenn, 2nd Mr. Schafrath

Roll Call: Mr. Golub yes, Mr. Mertic yes, Mr. Schafrath yes, Mrs. Fenn yes

CARRIED

II. PUBLIC PARTICIPATION

NONE

III. CONSIDER APPROVAL OF DONATIONS

N/A

IV. TREASURER'S UPDATES & ACTION ITEMS

A. Treasurer's Comments

B. Action Items

RESOLUTION 096-25

1. Upon consideration to approve the June 2025 unaudited financial report (copy on file at the Doylestown Public Library)

Motion to approve by 1st Mrs. Fenn, 2nd Mr. Schafrath

Roll Call: Mr. Golub yes, Mr. Mertic yes, Mr. Schafrath yes, Mrs. Fenn yes

CARRIED

RESOLUTION 097-25

2. Upon consideration to approve the Then and Now purchase order list as presented. Exhibit 1

Motion to approve by 1st Mrs. Fenn, 2nd Mr. Golub

Roll Call: Mr. Golub yes, Mr. Mertic yes, Mr. Schafrath yes, Mrs. Fenn yes **CARRIED**

Resolution 098-25

3. Upon consideration to enter a purchase agreement with Allerton Hill Communications LLC for Communication Services for \$30,000.00 to be charged to fund 001-0000.

Motion to approve by 1st Mrs. Fenn, 2nd Mr. Golub

Roll Call: Mr. Golub yes, Mr. Mertic yes, Mr. Schafrath yes, Mrs. Fenn yes **CARRIED**

V. SUPERINTENDENT'S UPDATES:
NONE

VI. SUPERINTENDENT'S AGENDA

RESOLUTION 099-25

- A. Upon consideration to approve the administrative pay scale. Exhibit 2

Motion to approve by 1st Mrs. Fenn, 2nd Mr. Golub

Roll Call: Mr. Golub yes, Mr. Mertic yes, Mr. Schafrath yes, Mrs. Fenn yes **CARRIED**

RESOLUTION 100-25

- B. Upon consideration to approve the administrative benefits package. Exhibit 3

Motion to approve by 1st Mrs. Fenn, 2nd Mr. Schafrath

Roll Call: Mr. Golub yes, Mr. Mertic yes, Mr. Schafrath yes, Mrs. Fenn yes **CARRIED**

RESOLUTION 101-25

- C. Upon consideration to approve the administrative supplemental contract for Ken Gasser, August 1, 2025 through May 31, 2026. Exhibit 4

Motion to approve by 1st Mrs. Fenn, 2nd Mr. Schafrath

Roll Call: Mr. Golub yes, Mr. Mertic yes, Mr. Schafrath yes, Mrs. Fenn yes **CARRIED**

RESOLUTION 102-25

- D. Upon consideration to approve the MOU between the Chippewa Local School District Board of Education and the Ohio Association of Public School Employees, Chapter #445. Exhibit 5

Motion to approve by 1st Mrs. Fenn, 2nd Mr. Golub

Roll Call: Mr. Golub yes, Mr. Mertic yes, Mr. Schafrath yes, Mrs. Fenn yes **CARRIED**

RESOLUTION 103-25

- E. Upon consideration to approve the hiring of Courtney Holsinger, part-time teacher, 1 year limited contract, 184 days, 4 hours per day, MA Step 4 (\$27,778.92) and Laura Klemp, part-time teacher, 1 year limited contract, 184 days, 4 hours per day, MA Step 10 (\$34,614.84), for the 2025-2026 school year.

Motion to approve by 1st Mrs. Fenn, 2nd Mr. Golub

Roll Call: Mr. Golub yes, Mr. Mertic yes, Mr. Schafrath yes, Mrs. Fenn yes

CARRIED

RESOLUTION 104-25

F. Upon consideration to approve the hiring of Ashley Richardson, yearlong substitute, Step 0 BA, for the 2025-2026 school year.

Motion to approve by 1st Mrs. Fenn, 2nd Mr. Schafrath

Roll Call: Mr. Golub yes, Mr. Mertic yes, Mr. Schafrath yes, Mrs. Fenn yes

CARRIED

VII. SUPERINTENDENT'S CONSENT AGENDA

NOTE: *Items under the consent agenda are considered routine and will be enacted under one motion. There will be no separate discussion of these items prior to the time the Board votes unless a Board member requests an item be clarified or even removed from the agenda for a separate action.*

RESOLUTION 105-25

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

Annabel Rodriguez	Basketball 8 th Grade Girls	7.25%
Eric Williams	Football Varsity Assistant	10.00%
Ashley Richardson	Basketball 7 th Grade Girls	7.25%

B. Upon consideration to approve the following staff be moved on the salary scale for the 2025-2026 school year:

Laura Klemp BA +150 Step 9 to Masters Step 10

C. Upon consideration to approve the resignation of Dave Maculaitis, Varsity Football Assistant Coach.

D. Upon consideration to approve the resignation of Joshua Lepley, JV Boys Soccer Coach.

E. Upon consideration to approve the Payment in Lieu of Transportation amount of \$607.15 for the 2025-2026 school year.

F. Upon consideration to approve the natural gas agreement with IGS, November 2025 through October 2027. Exhibit 6

G. Upon consideration to approve the agreement between the Wayne County Board of Developmental Disabilities (WCBDD) and the Chippewa Local Schools for the 2025-2026 school year. Exhibit 7

H. Upon consideration to approve the MOU between Goodwill Industries of Wayne and Holmes Counties, Inc. and Chippewa Local Schools. Exhibit 8

I. Upon consideration to approve the unpaid leave of absence for Megan Schmitz from the end of her maternity leave through March 16, 2026.

Motion to approve by 1st Mrs. Fenn, 2nd Mr. Golub

Roll Call: Mr. Golub yes, Mr. Mertic yes, Mr. Schafrath yes, Mrs. Fenn, yes

CARRIED

VIII. BOARD DISCUSSION

NONE

IX. NEW BUSINESS

NONE

X. EXECUTIVE SESSION (as needed) (ROLL CALL)

NONE

XI. MOTION TO ADJOURN

Motion to approve by 1st Mrs. Fenn, 2nd Mr. Schafrath

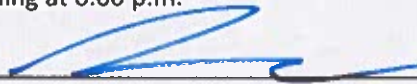
Roll Call: Mr. Golub yes, Mr. Mertic yes, Mr. Schafrath yes, Mrs. Fenn yes

CARRIED

Time: 6:25PM

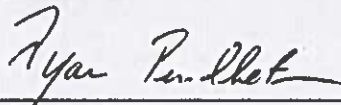
NOTE: The next Work Session will be held on Friday, August 1, 2025 at the Jr/Sr High School Conference Room beginning at 8:00 a.m. The next Regular Meeting will be held on Monday, August 11, 2025 at the Jr/Sr High School Auditorium beginning at 6:00 p.m.

APPROVED: 07-14-25 Regular Meeting



PRESIDENT

DATE: 09/03/2025



TREASURER

Exhibit 1

Be it resolved, upon the recommendation of the Treasurer, that the Board of Education approves the following "Then and Now" certificate, in accordance with Ohio Revised Code Section 5705.41(D):

The Treasurer certifies that at the time the obligation was incurred, funds were available in the appropriate account

THEN & NOW

PO No	Invoice No	Invoice Date	Invoice Amount	Vendor
26000011	1905	08/01/2024	\$ 36,750.00	OHUDDLE MENTORS
26000001	122606	07/01/2025	\$ 795,327.43	BEAVER CONSTRUCTORS, INC.

4TH DRAFT JULY 11, 2025 for Fiscal Year 2026

ADMINISTRATIVE SALARY SCHEDULE for Certified Admin Staff

For Fiscal Year 2026 - Certified

Before making any changes, copy F7 - R7 to row 9
NOTE: Only need to update values in bold boxes & highlighted in yellow, longevity and base salary

Longevity @ Aug 1, 2024
Longevity @ Aug 1, 2025

Total Proposed: \$ 916,932.62
Percent change: -1.49%
Previous: \$930,840.14

	8	6	3	6	0	5	6	11	14
	9	7	4	7	0	6	7	11	0
FY-2026 PROPOSED SALARY	\$ 69,140.78	\$ 79,779.28	\$ 77,171.62	\$ 79,779.28	\$ 75,867.79	\$ 90,153.23	\$ 86,298.43	\$ 89,775.31	\$ 96,370.04

FY25 Salary-->

CURRENT										
contract days days +/- 184	186	220	220	220	220	240	220	220	224	
	2	36	36	36	36	56	36	36	40	
	\$472.40	\$8,503.24	\$8,503.24	\$8,503.24	\$8,503.24	\$13,227.26	\$8,503.24	\$8,503.24	\$9,448.04	
Base Days	184	\$69,140.78	\$79,779.28	\$77,171.62	\$79,779.28	\$75,867.79	\$90,153.23	\$86,298.43	\$89,775.31	\$96,370.04

Base per diem = \$236.20

<-----Per diem adjusted annually based on current year teachers salary schedule, step 0, MA/MS divided by 184

25-26 Base= \$43,461.00

<-----Base adjusted annually. It is Step 0, MA/MS current year CEA contract

Experience	0.02		0.03		1.4		1.5		1.5		1.55		1.65		1.65		1.65		2	
	Longevity Calculated	Longevity Calculated	Longevity Calculated	Longevity Calculated	Longevity Calculated	Longevity Calculated	Longevity Calculated	Longevity Calculated	Longevity Calculated	Longevity Calculated	Longevity Calculated	Longevity Calculated	Longevity Calculated	Longevity Calculated	Longevity Calculated	Longevity Calculated	Longevity Calculated	Longevity Calculated	Longevity Calculated	Longevity Calculated
0	0.00	0.00	0.00	0.00	60,845.40	60,845.40	65,191.50	65,191.50	65,191.50	65,191.50	67,364.55	71,710.65	71,710.65	71,710.65	71,710.65	71,710.65	71,710.65	71,710.65	86,922.00	86,922.00
1	0.02	0.03	0.03	0.03	61,714.62	61,714.62	66,060.72	66,060.72	66,060.72	66,060.72	68,233.77	72,579.87	72,579.87	72,579.87	72,579.87	72,579.87	72,579.87	72,579.87	88,225.83	88,225.83
2	0.04	0.06	0.06	0.06	62,583.84	62,583.84	66,929.94	66,929.94	66,929.94	66,929.94	69,102.99	73,449.09	73,449.09	73,449.09	73,449.09	73,449.09	73,449.09	73,449.09	89,529.66	89,529.66
3	0.06	0.09	0.09	0.09	63,453.06	63,453.06	67,799.16	67,799.16	67,799.16	67,799.16	69,972.21	74,318.31	74,318.31	74,318.31	74,318.31	74,318.31	74,318.31	74,318.31	90,833.49	90,833.49
4	0.08	0.12	0.12	0.12	64,322.28	64,322.28	68,668.38	68,668.38	68,668.38	68,668.38	70,841.43	75,187.53	75,187.53	75,187.53	75,187.53	75,187.53	75,187.53	75,187.53	92,137.32	92,137.32
5	0.10	0.15	0.15	0.15	65,191.50	65,191.50	69,537.60	69,537.60	69,537.60	69,537.60	71,710.65	76,056.75	76,056.75	76,056.75	76,056.75	76,056.75	76,056.75	76,056.75	93,441.15	93,441.15
6	0.12	0.18	0.18	0.18	66,060.72	66,060.72	70,406.82	70,406.82	70,406.82	70,406.82	72,579.87	76,925.97	76,925.97	76,925.97	76,925.97	76,925.97	76,925.97	76,925.97	94,744.98	94,744.98
7	0.14	0.21	0.21	0.21	66,929.94	66,929.94	71,276.04	71,276.04	71,276.04	71,276.04	73,449.09	77,795.19	77,795.19	77,795.19	77,795.19	77,795.19	77,795.19	77,795.19	96,048.81	96,048.81
8	0.16	0.24	0.24	0.24	67,799.16	67,799.16	72,145.26	72,145.26	72,145.26	72,145.26	74,318.31	78,664.41	78,664.41	78,664.41	78,664.41	78,664.41	78,664.41	78,664.41	97,352.64	97,352.64
9	0.18	0.27	0.27	0.27	68,668.38	68,668.38	73,014.48	73,014.48	73,014.48	73,014.48	75,187.53	79,533.63	79,533.63	79,533.63	79,533.63	79,533.63	79,533.63	79,533.63	98,656.47	98,656.47
10	0.20	0.30	0.30	0.30	69,537.60	69,537.60	73,883.70	73,883.70	73,883.70	73,883.70	76,056.75	80,402.85	80,402.85	80,402.85	80,402.85	80,402.85	80,402.85	80,402.85	99,960.30	99,960.30
11	0.22	0.31	0.31	0.31	70,406.82	70,406.82	74,752.92	74,752.92	74,752.92	74,752.92	76,925.97	81,272.07	81,272.07	81,272.07	81,272.07	81,272.07	81,272.07	81,272.07	100,394.91	100,394.91
12	0.24	0.32	0.32	0.32	71,276.04	71,276.04	75,622.14	75,622.14	75,622.14	75,622.14	77,795.19	82,141.29	82,141.29	82,141.29	82,141.29	82,141.29	82,141.29	82,141.29	100,829.52	100,829.52
13	0.26	0.33	0.33	0.33	72,145.26	72,145.26	76,491.36	76,491.36	76,491.36	76,491.36	78,664.41	83,010.51	83,010.51	83,010.51	83,010.51	83,010.51	83,010.51	83,010.51	101,264.13	101,264.13
14	0.28	0.34	0.34	0.34	73,014.48	73,014.48	77,360.58	77,360.58	77,360.58	77,360.58	79,533.63	83,879.73	83,879.73	83,879.73	83,879.73	83,879.73	83,879.73	83,879.73	101,698.74	101,698.74
15	0.30	0.35	0.35	0.35	73,883.70	73,883.70	78,229.80	78,229.80	78,229.80	78,229.80	80,402.85	84,748.95	84,748.95	84,748.95	84,748.95	84,748.95	84,748.95	84,748.95	102,133.35	102,133.35
16	0.32	0.36	0.36	0.36	74,752.92	74,752.92	79,099.02	79,099.02	79,099.02	79,099.02	81,272.07	85,618.17	85,618.17	85,618.17	85,618.17	85,618.17	85,618.17	85,618.17	102,567.96	102,567.96
17	0.34	0.37	0.37	0.37	75,622.14	75,622.14	79,968.24	79,968.24	79,968.24	79,968.24	82,141.29	86,487.39	86,487.39	86,487.39	86,487.39	86,487.39	86,487.39	86,487.39	103,002.57	103,002.57
18	0.36	0.38	0.38	0.38	76,491.36	76,491.36	80,837.46	80,837.46	80,837.46	80,837.46	83,010.51	87,356.61	87,356.61	87,356.61	87,356.61	87,356.61	87,356.61	87,356.61	103,437.18	103,437.18

Exhibit 2, Page 2 of 3

Updated July 11, 2025

Updated July 11, 2025

NOTE: Only need to update values in bold boxes & highlighted in yellow

5	11	2	11	4
5	11	2	11	4

FY-2026 PROPOSED SALARY	\$ 44,075.20	\$ 48,143.68	\$ 46,109.44	\$ 48,722.13	\$ 46,520.21
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FY25 Salary->	45,553.25	46,213.44	40,271.71	46,743.87	44,588.21
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45,553.25	46,213.44	40,271.71	46,743.87	44,588.21
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260	260	260	206	210
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44,075.20	48,143.68	46,109.44	48,722.13	46,520.21
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BASE DAYS	260	260	260	206	210
260.00	260.00	260.00	260.00	206.00	210.00

PER DIEM	130.40	130.40	130.40	166.56	166.56
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Experience Level	0.02		0.03		1.2	1.2	1.3	1.2	1.25
	Longevity Calculated	Longevity Calculated	Longevity Calculated	Longevity Calculated					
0	0.00	0.00	0.00	0.00	40,684.80	40,684.80	44,075.20	41,173.63	43,722.00
1	0.02	0.03	0.03	0.03	41,362.88	41,362.88	45,092.32	41,859.86	44,421.55
2	0.04	0.06	0.06	0.06	42,040.96	42,040.96	46,109.44	42,546.09	45,121.10
3	0.06	0.09	0.09	0.09	42,719.04	42,719.04	47,126.56	43,232.31	45,820.66
4	0.08	0.12	0.12	0.12	43,397.12	43,397.12	48,143.68	43,918.54	46,520.21
5	0.10	0.15	0.15	0.15	44,075.20	44,075.20	49,160.80	44,604.77	47,219.76
6	0.12	0.18	0.18	0.18	44,753.28	44,753.28	50,177.92	45,291.00	47,919.31
7	0.14	0.21	0.21	0.21	45,431.36	45,431.36	51,195.04	45,977.22	48,618.86
8	0.16	0.24	0.24	0.24	46,109.44	46,109.44	52,212.16	46,663.45	49,318.42
9	0.18	0.27	0.27	0.27	46,787.52	46,787.52	53,229.28	47,349.68	50,017.97
10	0.20	0.30	0.30	0.30	47,465.60	47,465.60	54,246.40	48,035.90	50,717.52
11	0.22	0.33	0.33	0.33	48,143.68	48,143.68	55,263.52	48,722.13	51,417.07
12	0.24	0.36	0.36	0.36	48,821.76	48,821.76	56,280.64	49,408.36	52,116.62
13	0.26	0.39	0.39	0.39	49,499.84	49,499.84	57,297.76	50,094.59	52,816.18
14	0.28	0.42	0.42	0.42	50,177.92	50,177.92	58,314.88	50,780.81	53,515.73
15	0.30	0.45	0.45	0.45	50,856.00	50,856.00	59,332.00	51,467.04	54,215.28
16	0.32	0.48	0.48	0.48	51,534.08	51,534.08	60,349.12	52,153.27	54,914.83

RN and LPN SALARY SCHEDULE for NURSE Positions

	FY - 2024	FY - 2025	FY - 2026
RN ODE Licensed:			
Salary Range per Hour:	\$24.00 to \$28.00	\$24.66 to \$28.77	\$25.34 to \$29.56
RN Non-ODE Licensed			
Salary Range per Hour:	\$23.00 to \$27.00	\$23.63 to \$27.74	\$24.28 to \$28.50
LPN Licensed			
Salary Range per Hour:	\$16.00 to \$23.00	\$16.44 to \$23.63	\$16.89 to \$24.28

Salary range increased annually at the same rate as the base increase in the CEA contract

Chippewa Local School District

Administration Staff Benefit Package

Board Approved July 14, 2025 with an Effective Date of August 1, 2025

Administration Classifications and Tier Level

Administrators	<u>Tier Level</u>
Superintendent	1
Treasurer	1
Principals	2
Assistant Principals	2
Athletic Director	2
Literacy Coordinator	2
Student Service Director	2
Operations Director	2
Supervisors & Licensed Professionals	
Food Service Supervisor	3
Transportation Supervisor	3
School Psychologist	3
Administration Support Staff	
Executive Secretary	4
EMIS Coordinator	4
Treasurer's Assistant – A/P	4
Treasurer's Assistant – P/R	4

Benefits By Tier Level

Tier 1

- All benefits as specifically stated in their individual contracts. If not specifically stated in their contract, they receive all the benefits as listed herein.
- Board provided \$100K group term life insurance.
- Board provided cell phone stipend of \$80.00 per month.

Tier 2 - Administrators

- The Board will pick-up the employee's contribution to STRS/SERS per the following table:

○ Years 0-4 as an administrator in the district	4%
○ Years 5-8 as an administrator in the district	8%
○ Years 9-12 as an administrator in the district	12%
○ 13 or more years as an administrator in the district	14%
- The Board will pay 100% of the employee premium for medical, prescription, dental and vision for either single or family coverage.
- The administrator is responsible for the spousal surcharge as specified in the CEA contract when electing family coverage and the spouse is eligible for medical & prescription coverage through

their employer. The spousal surcharge is not applicable if both spouses work full-time for the Chippewa Local School District.

- Board provided \$100K group term life insurance.
- The Administrator is entitled to mileage reimbursement for all travel outside of the district as approved by the superintendent at a rate set by the Board. Rates may or may not change annually.
- The Board will pay a cell phone stipend of \$50.00 per month for the following positions: Elementary Principal, Elementary Assistant Principal, Intermediate School Principal, Jr/Sr HS Assistant Principal, Student Service Director, Literacy Coordinator and Operations Director.
- The Board will pay a cell phone stipend of \$80.00 per month for the following positions: High School Principal and Athletic Director.
- Up to \$500 per year for membership in professional organizations that benefit the district. In addition, conferences and other professional development opportunities as approved by the Superintendent. Each event will be considered independently and the request must be in writing.
- The Board will reimburse 90% of up to \$5,000 per individual per year for tuition reimbursement for earned college credit from an accredited university applicable to their current position (Superintendent must approve courses prior to enrollment). Transcript showing course dates, passing grade and receipt of payment required for reimbursement. The employee will be responsible for paying back the funds if they voluntarily leave the district prior to completing one full school year after completion of the course(s).
- The Administrator is entitled to 3 personal leave days per contract year. Days are prorated for employees starting mid-year.
- The Administrator will accrue 1.25 sick leave days per month per ORC with maximum accumulation to equal the same as per the current CEA negotiated agreement.
- Upon retirement, the Board grants severance pay to the Administrator at their per diem rate at 25% of the total of the employee's accumulated and unused sick days with maximum pay out of days to equal that in the CEA negotiated agreement.

Tier 3 - Supervisors & Licensed Professionals

- The Board will pay 86.5% of the employee premium for medical insurance and 85% of the premium for prescription, dental and vision insurance for either single or family coverage.
- The administrator is responsible for the spousal surcharge as specified in the CEA contract when electing family coverage and the spouse is eligible for medical & prescription coverage through their employer. The spousal surcharge is not applicable if both spouses work full-time for the Chippewa Local School District.
- The Board will provide \$49,000 of group term life insurance coverage for the employee.
- The Tier 3 employee is entitled to mileage reimbursement for all travel outside of the district as approved by the superintendent at a rate set by the Board. Rates may or may not change annually.

- The Board will pay a cell phone stipend of \$50.00 per month for the following positions: Food Service supervisor and the Transportation supervisor.
- Up to \$500 per year for membership in professional organizations that benefit the district. In addition, conferences and other professional development opportunities as approved by the Superintendent. Each event will be considered independently and the request must be in writing.
- The Supervisor/Professional is entitled to 3 personal leave days per contract year. Days are prorated for employees starting mid-year.
- The Supervisor/Professional will accrue 1.25 sick leave days per month per ORC with maximum accumulation to equal the same as per the current CEA negotiated agreement.
- Upon retirement, the Board grants severance pay to the Supervisor/Professional at their per diem rate at 25% of the total of the employee's accumulated and unused sick days with maximum pay out of days to equal that in the CEA negotiated agreement.

Tier 4 – Support Staff

- The Board will pay 86.5% of the employee premium for medical insurance and 85% of the premium for prescription, dental and vision insurance for either single or family coverage.
- The Employee is responsible for the spousal surcharge as specified in the CEA contract when electing family coverage and the spouse is eligible for medical & prescription coverage through their employer. The spousal surcharge is not applicable if both spouses work full-time for the Chippewa Local School District.
- The Board will provide \$49,000 of group term life insurance coverage for the employee.
- The Tier 4 employee is entitled to mileage reimbursement for all travel outside of the district as approved by the superintendent at a rate set by the Board. Rates may or may not change annually.
- Up to \$500 per year for membership in professional organizations that benefit the district. In addition, conferences and other professional development opportunities as approved by the Superintendent. Each event will be considered independently and the request must be in writing.
- The Support Staff personnel are entitled to 3 personal leave days per contract year. Days are prorated for employees starting mid-year.
- The Support Staff personnel will accrue 1.25 sick leave days per month per ORC with maximum accumulation to equal the same as per the current CEA negotiated agreement.
- Upon retirement, the Board grants severance pay to the Support Staff personnel at their per diem rate at 25% of the total of the employee's accumulated and unused sick days with maximum pay out of days to equal that in the CEA negotiated agreement.

Other Information

Definitions:

- The year always refers to the administrative contract year beginning August 1 and ending July 31 of the following calendar year.
- Full-time versus part-time. Full-time refers to any employee working in excess of 1,664 hours per year (32 hours per week x 52 weeks).

Holidays for year-round employees include:

New Year's Day	Juneteenth	Day after Thanksgiving
Martin Luther King Day	Independence Day	Christmas Eve
Good Friday	Labor Day	Christmas Day
Memorial Day	Thanksgiving	New Year's Eve

Vacation Days:

- The Board provides vacation days for all 260 day employees per the following years of employment as a 260 day employee:
 - Years 1-5 (after first 90 day probationary period) 10 days per year
 - Years 6-12 15 days per year
 - Years 13 and thereafter 20 days per year
 - Vacation days will be pro-rated for those hired after August 1 for year 1 days available.
 - Up to 5 unused days of vacation may be rolled over to the following year, and
 - Up to 5 unused days can be paid out at the current year per diem rate. Request for either must be in writing and approved by the Superintendent and Treasurer prior to July 31 of the current year.
 - Any remaining unused days at July 31 of the current year will be forfeited.
 - The vacation year is the same as the administrative contract year defined above.

Calamity Days:

Calamity days are still considered workdays for all tier levels Based on District needs, discretion is given to the superintendent and treasurer regarding working from home or physical presence in the District including late start or early departure.

CHIPPEWA LOCAL SCHOOL DISTRICT

Position: Administrative Supplemental Contract (Treasurer)

Number of contract days per school year: 260

Reports to: Treasurer

Category: Administrative

Compensation: \$7,500 paid in accordance with the Supplemental Schedule.

Education: Bachelor's degree in Business, Finance, and/or Management.

Job Goal: In summary, this position is responsible for assisting the Treasurer in the effective daily management of the district's financial operations.

Qualifications:

- The following qualifications are considered as guidelines:
- Ohio License as a School Treasurer, Business Manager, or timely eligibility for same.
- Proficiency with computer applications, including Microsoft Office, Google Workspace, and software/programs.
- Skills and abilities to write and speak effectively in both small and large group settings.
- Abilities to work with mathematical concepts such as probability and statistical inference, and calculate using fractions, percentages, ratios, and proportions.
- Abilities to solve practical problems and to multitask.
- Abilities and attributes to promote positive internal and external customer relations, including creating effective interpersonal relationships and projecting a professional image.
- Alternatives to the above as approved by the Governing Board.

Performance Responsibilities:

- Learn the components of the treasurer position including, but not limited to, revenue, expenses, and forecasting
- Oversee the entry of payroll process, applicable reports and tax filings
- Reconcile all checks and assist the Treasurer in monthly bank account reconciliations.
- In the CCIP, budget all grants specifically assigned, including setting up all accounts according to USAS coding.
- Coordinate and collaborate with grant administrators to appropriately expend grant funds according to grant objectives.
- In the CCIP, complete and file all fiscal documents promptly, including project cash requests, final expenditure, and carryover budget reports.
- Assist the Treasurer in maintaining a USAS chart of accounts, adding and deleting accounts as appropriate.
- Assist in maintaining and organizing vendor files, including W-9s.
- Prepare and distribute financial reports, including month and year-end, closeout procedures including annual preparation of 1099 forms, and associated filing with the IRS.
- Assist in coding, organizing, and monitoring purchase orders to ensure that no allocations are over expended.
- Assist the Treasurer in the preparation of all appropriations and reconcile appropriations monthly.
- Prepare and post certain journal entries as directed by the Treasurer.
- Assume the responsibilities of bookkeepers in their absence.
- Review and update annually a spreadsheet of all certified salaries and prepare contracts and salary notices as required by the Ohio Revised Code.
- Maintain an effective working relationship with the Superintendent and other administrators.
- Manages and coordinates timely deposits of all cash and checks received.
- Collaborate with contracted personnel in the preparation of the GAAP Report.

- Cooperate with auditors during periodic audits of books and records.
- If assigned, acts as the Treasurer in his/her absence to ensure that the Treasurer's office functions effectively.
- Perform all other duties assigned by the Treasurer.

Required Ethical and Professional Attributes and Behaviors:

- Is regular and prompt in attendance.
- Seeks opportunities to improve skills and grow professionally.
- Prepares an annual professional development plan that links professional growth with that of the district and other assigned goals.
- Attends and actively participates in all required/assigned training sessions, meetings, and other responsibilities.
- Provides quality service to both internal and external colleagues and customers.
- Seeks opportunities to participate as a productive member of the school district, and other committees and teams.
- Represents the district with professionalism at all times.
- Demonstrates at all times integrity and ethical behavior.
- Responds quickly to directions for improvement from supervisors.
- Maintains confidentiality in all job-related discussions and communications.

Other Expectations and Demonstrated Skills and Abilities:

- Possesses a valid state-issued driver's license and/or government-issued ID.
- Reads, analyzes, and interprets data and reports.
- Writes reports, correspondence, and other appropriate communicate.
- Presents information and responds to questions effectively and efficiently.
- Prioritizes tasks, requirements, and expectations to perform to a standard of excellence in service and professionalism at all times.

Working Conditions:

Exposure to the following situations may range from remote to frequent based on circumstances and factors that may not be predictable.

- Duties may require bending, crouching, kneeling, reaching, and standing.
- Duties may require lifting, carrying, and moving work-related supplies/equipment, up to 50 pounds.
- Duties may require operating and/or riding in a vehicle.
- Duties may require traveling to meetings and work assignments.
- Duties may require working in proximity to moving mechanical parts.
- Duties may require using a computer keyboard and monitor.
- Duties may require wearing protective clothing and using safety equipment.
- Duties may require working extended hours.
- Duties may require working under time constraints to meet deadlines.
- Potential for exposure to blood-borne pathogens and communicable diseases.
- Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Ken Gasser

Board President

Treasurer

Date

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into by and between the Chippewa Local School District Board of Education ("Board") and the Ohio Association of Public School Employees, Chapter #445 ("Association") (collectively known as "the Parties"), on this 30th day of June 2025, in order to address a one-time, non-precedent-setting matter between them.

WHEREAS, the Board and the Association are parties to a Master Agreement for the period of July 1, 2023, through June 30, 2026; and

WHEREAS, Article XXII – Special Issues, section E. reads as follows:

Any bargaining unit member who has obtained an Associate's degree or higher shall receive the following additional financial compensation:

Full-time employees \$300 per term of collective bargaining agreement
Part-time employees \$150 per term of collective bargaining agreement

Proof of such degree shall be submitted to the Treasurer's Office. Payment shall be made to the employee during the second paycheck in June at the end of the term of the collective bargaining agreement; and

WHEREAS, bargaining unit member Joan Kays has obtained an Associate's degree and provided proof of same to the Treasurer's Office; and

WHEREAS, Ms. Kays's Associate's degree would have made her eligible for \$300 compensation at the end of the term of the collective bargaining agreement, which is June 30, 2026; and

WHEREAS, Ms. Kays retired from full-time employment after 20 years of service, working her last day on May 29, 2025, and will not be employed as a bargaining unit member on June 30, 2026, rendering her ineligible for the compensation outlined in Article XXI, section E.; and

WHEREAS, the Parties desire to accommodate Ms. Kays's request for the \$300 compensation prior to the expiration of the current collective bargaining agreement as a one-time bonus as a matter of goodwill and without establishing a precedent or practice.

NOW, THEREFORE, the Parties hereby agree as follows:

1. Joan Kays will be paid a one-time bonus of \$300.00 on July 3rd, 2025;
2. This MOU shall prevail over any contrary provision in the Master Agreement or any successor agreement. To the extent that any provision in the Master Agreement or successor agreement has changed under this MOU, all other provisions in the Master Agreement or successor agreement shall remain in full force and effect as written.

3. This MOU shall set no precedent in any other matter between the Parties, now or in the future, and shall not be referred to by any party in any other matter unrelated to this MOU or in regard to any other employee.
4. This MOU constitutes the entire agreement between the Board and the Association regarding the issues outlined herein. There are no other written or verbal agreements, understandings, or arrangements between the Parties regarding the issues outlined herein. Any amendment to this MOU must be reduced to writing and signed by the Parties.


WHEREFORE, the undersigned have executed this Memorandum of Understanding as of the date set forth above with full authority to bind the parties hereto.

**FOR THE OHIO ASSOCIATION OF
PUBLIC SCHOOL EMPLOYEES,
CHAPTER #445**

BY 
Mike Rote, President

DATE: 6-26-25

**FOR THE CHIPPEWA LOCAL
SCHOOL DISTRICT BOARD OF
EDUCATION**

BY: 
Todd Osborn, Superintendent

DATE: 6/20/2025

Natural Gas Purchase Contract

Large Commercial V5.1CH-IND-OH

Seller: Interstate Gas Supply, LLC

Attn: Commercial & Industrial Sales, 6100 Emerald Parkway, Dublin, Ohio 43016

FOR OFFICE USE ONLY: 119

Fax: 614-659-5126

Phone: 877-923-4447

Buyer: The Chippewa Local School District**Contact Name**

Todd Osborn

Confirmation Email chip_tosborn@tccsa.net**Phone** 330-658-6368**Fax****Street Address****City****State****Zip****Mailing** 56 N Portage St

Doylestown

OH

44230

Billing Same as Mailing**Facility** See Exhibit A**Account Number/s** See Exhibit Aor ☒ see the attached **Exhibit A**

This Contract is subject to the attached Natural Gas Supply Master Terms and Conditions, which are incorporated in their entirety herein.

Natural Gas Distribution Company ("NGDC"):

Enbridge Gas Ohio

Critical Day Volume:

100% of Usage determined by the NGDC

Purchase Price:☒ Fixed Price of \$4.49 per MCF for all gas delivered to the Burnertip throughout the Initial Term.☐ Variable Price determined by 100% of the applicable NYMEX settlement price (depending on the Buyer's billing cycle) plus \$ per MCF for all gas delivered to the Burnertip throughout the Initial Term.

The price includes all applicable interstate transportation charges, shrink/fuel to the delivery point, Btu conversion, and pooling fees, but it does not include the applicable taxes or NGDC transportation and distribution charges. After the Initial Term expires, the price will be as described under the Renewal Variable Pricing section of this Contract.

Initial Term:

The Initial Term of this Contract will begin with the November 2025 NGDC billing cycle, and it will continue through the October 2027 NGDC billing cycle.

Renewal:

Upon expiration of the Initial Term, this Contract will automatically renew on month-to-month basis, with each such month constituting a "Secondary Term." Any automatic renewal may be cancelled by Buyer or Seller delivering written notice to the other party at least 30 days before the automatic renewal date. The automatic renewal date will be the first calendar day of the month at the end of the applicable Term. Because Seller needs to contract for supply and transportation in advance, Buyer's early termination of any Account under this Contract will harm Seller.

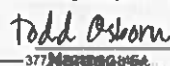
Early Termination Damages:**If under a Fixed Price:** For each Account that is terminated early, damages will be equal to the positive difference, if any, between the Fixed Price minus the then-current market price, multiplied by the "Contract Volumes" (defined below) as apportioned to the terminated Account(s) and remaining under the then-current Term. The "Contract Volumes" are calculated using each Account's historical monthly consumption, as provided to Seller by the NGDC, multiplied by weather normalization factors and are set forth in the table below. The Contract Volumes will be used for determining early termination damages under this Contract. Buyer is not otherwise obligated to accept/consume the Contract Volumes on a monthly or annual basis.**If under a Variable Price:** For each Account that is terminated early, damages will be equal to \$0.40 per MCF multiplied by the Contract Volumes as apportioned to the terminated Account(s) and remaining under the then-current Term.**Contract Volumes in MCF at the Burnertip**

Month	Jan	Feb	Mar	Apr	May	Jun	July	Aug	Sept	Oct	Nov	Dec
	1,542	1,384	1,104	591	320	204	207	207	227	472	944	1,310

This Contract, including any Exhibit(s) may be signed in counterparts. If Buyer and Seller execute more than one Contract with respect to any Account(s), the terms of the most recent Contract will supersede and take priority over all previous Contracts with regard to the same Account(s). Any signature on this Contract and any Exhibit(s) will be considered valid for all purposes and have the same effect whether it is an ink-signed original, e-signed, a photocopy, or a facsimile representation of the original document.

The signers below personally certify that they have all requisite authority to sign and enter into this Contract on behalf of the parties identified above their signatures. Further, they acknowledge that on behalf of their respective parties, they have read, understood, and voluntarily agreed to every provision of this Contract, the attached Terms and Conditions, and any Exhibit A.

DocuSigned by:

Accepted by Buyer:


 377 NORTON BLVD

Superintendent

6/11/2025

Title**Date****Accepted by Seller:**


 Name: Jonathan Liba

Sr. Director, C&I Acct. Mgmt.

Title

6/12/2025

Date

Natural Gas Supply Master Terms and Conditions

These Master Terms and Conditions (the "Terms and Conditions") set forth the general terms and conditions for the retail sale and purchase of natural gas between Seller and Buyer. The specific terms with respect to Buyer's Accounts will be set forth on Page 1. These Master Terms and Conditions, the specific terms set forth on Page 1, and any Exhibits form a written agreement between Seller and Buyer (the "Contract").

1. Natural Gas Supply. Seller will supply and deliver to Buyer the full natural gas requirements for all Accounts under this Contract, and Buyer will accept and pay for all such deliveries according to this Contract. Seller will act as Buyer's agent for the limited purposes of working with Buyer's NGDC in order to: (a) obtain the Accounts' usage, billing, and payment histories; (b) effect the transfer of natural gas supply service to Seller; and (c) perform Seller's obligations under this Contract. Buyer will execute all documents and be responsible for all services and equipment required by the NGDC in order for Buyer to receive service under this Contract. Buyer understands that there may be delays in starting gas supply due to the NGDC's enrollment requirements and will not hold Seller responsible for any such delays.

2. Renewal Variable Price. The price for each Secondary Term will be determined monthly by the index price of gas delivered to the applicable delivery point, plus: transportation, demand charges, shrink/fuel, Btu conversion, pooling fees, and a service fee. The price will not include the applicable taxes or NGDC transportation/distribution charges.

3. Billing & Payment. The NGDC will issue consolidated monthly invoices which will contain Seller's natural gas charges, plus applicable taxes and all of the NGDC's distribution and other applicable charges. Buyer will pay to the NGDC the entire amount of each natural gas bill under the NGDC's payment terms and conditions. Late charges will apply for all past-due amounts owed to Seller at the rate set forth in the NGDC's tariff for its charges. Seller reserves the right to invoice Buyer directly for: (a) Seller's charges only, plus applicable taxes; or (b) for the NGDC's charges, as well as Seller's charges, plus all applicable taxes. If Seller invoices Buyer directly, payment will be due in full on or before the 20th calendar day following the invoice date and late charges will apply for all past-due amounts at a rate of 1.5% per month. The NGDC is solely responsible for reading Buyer's meter(s), and all disputes that Buyer has with respect to meter readings and related adjustments will be addressed by Buyer solely to the NGDC.

4. Credit. Upon Seller's reasonable request, Buyer will provide to Seller financial statements and other credit-related information, all of which will be treated as confidential by Seller. If Seller reasonably deems Buyer's financial condition inadequate to extend credit, Seller may require security sufficient to cover volumes for the two largest months' Contract Volumes. The security will be in the form of either a deposit or an irrevocable letter of credit. Furthermore, if Buyer: (a) becomes a Debtor in a bankruptcy proceeding; or (b) breaches any payment obligation or any other obligation to Seller (including any obligation to provide security as provided above), then Seller may suspend deliveries and/or terminate this Contract 10 days after delivering written notice to Buyer. Seller's rights under this Credit section are in addition to all other remedies available under this Contract.

5. Damages. Seller may hedge its obligations under this Contract by purchasing natural gas and related transportation, as well as natural gas futures and/or swaps, or any combination thereof. If (a) Buyer terminates any or all Accounts from under this Contract before the expiration of any Term; or (b) Seller terminates this Contract as to any or all Accounts before the expiration of any Term as a result of Buyer's breach of this Contract; or (c) the NGDC terminates any or all Accounts from under this Contract before the expiration of any term as a result of late or non-payment, then Buyer will pay to Seller damages calculated as set forth in the Early Termination Damages section on the Page 1. Seller may increase the price charged to Buyer for Accounts that have not breached in order to cover the damages described above; in such instance, Seller will send to Buyer an informational invoice to supplement the NGDC's bill. If Buyer transfers service to the NGDC, Buyer may be charged a price other than NGDC's standard rate. Nothing in this Damages section limits Buyer's obligation to pay for all delivered natural gas as metered by the NGDC. If Seller fails to perform its delivery obligations under this

Contract, Seller will pay to Buyer an amount equal to the positive difference, if any, between Buyer's reasonable cost of cover minus the then-current Contract price for all natural gas Seller failed to deliver. The prevailing party in any lawsuit under this Contract will be entitled to collect from the breaching party the prevailing party's costs of enforcing this contract, including reasonable attorneys' fees and all other litigation expenses.

6. Cross Default. If Buyer is a party to one or more other natural gas or electricity supply contracts with Seller, a breach by Buyer under such other contract(s) may be treated by Seller as a breach by Buyer of this Contract.

7. Limitation of Liability. Seller will not be liable for any losses arising from Buyer's use of natural gas or for losses arising from any pipeline or the NGDC, including but not limited to: their operations and maintenance of their system, any disruption of their service, termination of their service, their events of force majeure, or deterioration of their service. Except as otherwise set forth in this Contract, neither party will be liable for any indirect, consequential, special, or punitive damages, whether arising under contract, tort (including negligence and strict liability), or any other legal theory.

8. Warranty. Seller warrants that all gas delivered to the NGDC for its distribution to Buyer will meet the NGDC's quality standards and that title to such gas is free from liens and adverse claims. Seller makes no other warranties or representations of any kind, express or implied, including any warranty of merchantability or warranty that the goods are fit for any particular purpose.

9. Regulatory. The choice program is subject to ongoing utilities commission jurisdiction and NGDC rules. Seller may pass through to Buyer any additional charges/fees imposed on suppliers through a regulatory and/or utility proceeding. If the choice program is terminated or materially changed, this Contract may be modified accordingly or terminated by Seller without penalty to either party.

10. Relationship of Parties. Buyer will make decisions regarding pricing and volumes in Buyer's sole discretion, with or without advice or recommendation from Seller, and Seller will not be liable for Buyer's acting or failing to act upon Seller's advice or recommendations.

11. Assignment. This Contract may be assigned by Buyer only with express written consent of Seller, which consent will not be unreasonably withheld, delayed, or conditioned.

12. Waiver. No failure to enforce any provision of this Contract will be deemed a waiver of any right to do so, and no express waiver of any breach will operate as a waiver of any other breach or of the same breach on future occasion.

13. Choice of Law, Jurisdiction, Venue & Jury Trials. This Contract will be governed by the applicable laws of the State of Ohio, without regard to Ohio's principles of conflicts of law. All legal actions involving all disputes arising under this contract will be brought exclusively in a court of the State of Ohio sitting in Franklin County, Ohio, or in the United States District Court for the Southern District of Ohio sitting in Columbus, Ohio. Buyer and Seller waive all of their rights to a trial by jury in any legal action related to this Contract.

14. Severability. If any provision of this contract is held unenforceable by any court having jurisdiction, no other provisions will be affected, and the court will modify the unenforceable provision (consistent with the intent of the parties as evidenced in this contract) to the minimum extent necessary so as to render it enforceable.

15. Entire Agreement. This Contract, including these Terms and Conditions and any Exhibits, contain the entire agreement between Seller and Buyer regarding the Accounts under this Contract, and it supersedes all prior and contemporaneous written and oral agreements and understandings between them with respect to those accounts. This Contract cannot be modified in any way except by a writing signed by both Seller and Buyer.

**Exhibit A to Natural Gas Purchase Contract Form V5.1CH-IND-OH
Account Numbers & Facility Addresses**

Seller: Interstate Gas Supply, LLC
Buyer: The Chippewa Local School District

Following are the Account/Meter Numbers and Addresses included under the above-mentioned contract between Seller and Buyer:

	Account Number	Service Address	Service City	Service State	Service Zip Code
1	1180001739606	466 S Portage	Doylestown	OH	44230
2	1180014905473	219 Collier Dr Apt A	Doylestown	OH	44230
3	1421800092631	165 Brooklyn Ave	Doylestown	OH	44230
4	1500009594760	56 N Portage St	Doylestown	OH	44230
5	1500026988018	219 Collier Dr	Doylestown	OH	44230
6	4421800092670	100 Valley View Rd	Doylestown	OH	44230
7	5421800092647	273 Gates St	Doylestown	OH	44230

AGREED.

Accepted by Buyer:	DocuSigned by: <i>Todd Osborn</i> 32714E4...	Superintendent	6/11/2025
		Title	Date
Accepted by Seller:	<i>Jon Liba</i> Name: Jonathan Liba	Sr. Director, C&I Acct. Mgmt.	6/12/2025
		Title	Date

**Written Agreement in Support of
Placement WCBDD Classroom Units**

Both the Wayne County Board of Developmental Disabilities (WCBDD) and the Chippewa Local Schools submit and agree to the terms contained within this agreement regarding the WCBDD classes placed within the Chippewa Local Schools system.

The Wayne County Board of Developmental Disabilities agrees to:

- Offer placement in the classroom unit(s) to Chippewa Local students and students from other Wayne County school districts, with special consideration given to Chippewa Local residents;
- Provide primary instructional and supervisory services for students in the classroom unit, with an understanding that Chippewa supervisors welcome the opportunity to become more involved with and active in the provision of supervisory services to these classroom students;
- Jointly develop, as appropriate, the students' Individualized Education Programs;
- Provide related services to students from non-Chippewa Local districts, with the understanding that Chippewa Local is agreeable to provide related services to Chippewa Local-resident students in the SLP, OT and PT disciplines, recognizing that WCBDD cannot participate directly in the Medicaid in the Schools program. A collaborative model of shared therapy service provision will be crafted and adopted which outlines Chippewa Local's provision of related services (SLP, OT and PT services) to non-Chippewa Local students with a provision of billing Medicaid or excess costs to home districts;
- Support the community instructional needs of the students in these unit(s) by providing transportation services as determined by the IEPs, and WCBDD and Chippewa Local;
- Collaborate with willing regular and special educators, working within Chippewa Local School system, to develop and provide naturally occurring and planned integration experiences for students across their classrooms, including collaborative access to music, art, and general physical education, where available;
- Encourage WCBDD staff participation in all aspects of the School's programs, including, but not limited to, activities such as the following: attendance at staff meetings and Open House programs, shared "end of the day" school duties, and the like;
- Collaborate in the development and provision of staff development focused on team building skills and practices, involving both special and regular educators.

Chippewa Local Schools agrees to:

- Chippewa agrees to pay to WCBDD the ODE weighted-funding as validated by ODE School Finance based upon the October Chippewa student count within the units. WCBDD will generate an invoice in December payable within 45 days.
- Make space available to the WCBDD classroom unit(s) in their LEA settings to extend through School Year, 2025-2026;

- Provide a classroom aide responsible for all students assigned to the classroom and directed by the classroom Intervention Specialist;
- Reimburse the WCBDD per contract for individualized support services as determined by IEP for Chippewa Local students who require related services beyond basic services offered by WCBDD (for example: 1:1 assistant, interpreter, personal nurse);
- Help to develop a collaborative model of shared therapy service provision to be crafted and adopted which outlines Chippewa Local's provision of related services (SLP, OT and PT services) to non-Chippewa Local students with a provision of billing Medicaid or excess costs to home districts;
- Provide appropriate transportation to and from school daily for all Chippewa Local students placed within these classroom units;
- Collaborate in the development and provision of opportunities for naturally occurring and planned integration experiences for the students served in these classrooms, including collaborative access to music, art, and general physical education, where available;
- Provide access to professional staff development offered through Chippewa Local Schools for WCBDD staff, which will facilitate these goals being accomplished.



WCBDD Superintendent Signature

Chippewa Local Schools Superintendent Signature6/24/25

Date6/25/25

Date

Memorandum of Understanding

This agreement is made and entered into by and between Goodwill Industries of Wayne and Holmes Counties, Inc. a Not-for-Profit Corporation located at 524 Palmer Street in Wooster Ohio and Chippewa Local Schools, Doylestown, Ohio.

1. **Implementation of Services:** Subject to the terms and conditions set forth in this agreement, Goodwill and School agree to provide those services detailed in this agreement.
2. **Agreement Period:** This agreement will be effective from July 1, 2025 through June 1, 2026 unless terminated by either party with thirty (30) days' notice.
3. **Cost and Delivery of Services:** Goodwill will use the Comprehensive Case Management and Employment Program (CCMEP TANF) and Workforce Innovation and Opportunity Act (CCMEP WIOA) funding for the provision of services. There will be no charges to participant, parent or guardian or school for the provision of these services. Goodwill and School will collaborate on assisting participants with signing the necessary paperwork to enter services with Goodwill. Wayne County Job and Family Services will determine TANF eligibility. Attachment I and II set forth the areas of service and the number of days per week Goodwill will provide to School.

Other services covered by Pathways to Success will be invoiced directly to Wayne County Department of Job and Family Services. Goodwill and School will collaborate on assisting participants with signing the necessary paperwork to enter services with Goodwill. Attachment II sets forth the areas of service and number of days per week Goodwill staff will provide to School.

4. **Subcontracting:** When deemed necessary to deliver services of the quantity and quality specified in Attachment I, Goodwill may subcontract (with the approval and written consent of WCDJFS prior to subcontracts being approved.) All such subcontracts shall be subject to the same terms, conditions, and covenants contained herein. No such contracts shall in any case release Goodwill of any liability under this agreement. Goodwill is responsible for making direct payment. Goodwill is also responsible for monitoring and evaluating and/all subcontracts within this agreement at least once during the agreement period.
5. **Safeguarding of Client Information:** Goodwill agrees that the disclosure of any information concerning eligible individuals for any purpose not directly related with the administration of School or Goodwill's responsibility with respect to the contracted service, is prohibited except upon the consent of the eligible individual or his/her responsible parent or guardian.

6. **Indemnity and Insurance:** Both parties agree to maintain liability insurance in the amount of at least one million dollars that will cover their own services to the operation and to hold the other party, including but not limited to, Board members, staff, consultants, and volunteers harmless for any and all damages to persons and property which may occur under the discard of their respective duties under this contract.
7. **Amendment and Agreement:** The provider agreement may be amended at any time by a written amendment signed by both parties and with the approval of WCDJFS and submitted to School.
8. **Conflict Resolution:** The conflict resolution stipulation is in place to address issues or conflicts that may arise during the terms of the contract. Both parties agree to the following process for fair, orderly and prompt resolution of disagreements:

Goodwill and School agree to attempt to resolve issues initially on an informal basis; this can be by oral conversation or written communication between the staff involved. Goodwill and School agree to allow a 20-business day period to attempt to reach agreement. If the informal process does not resolve the issue, Goodwill and School agree to submit a written grievance by the Director/CEO of the other party. This grievance will also include the remedy sought. Both parties agree to allow 15 business days to attempt to resolve the situation. Both parties can agree to extend the timeliness of this dispute resolution process, enlist the assistance of WCDJFS for technical assistance to help resolve the situation or request mediation. All conflicts that cannot be resolved in an informal manner shall trigger notification to WCDJFS, whether assistance is needed by WCDJFS to resolve the conflict or not.

If an agreement cannot be reached through this process, either party may opt to end the contract and seek legal counsel.

9. **Governing Law:** This agreement and any modification, amendments, or alterations shall be governed, construed, and enforced under the laws of Ohio.
10. **Integration and Modification:** This instrument embodies the entire agreement between the parties. There are no promises, terms, conditions, or obligations other than those contained within this agreement, this agreement shall supersede all previous communication, representations or contracts whether written or oral, between the parties to this agreement. The parties shall not modify this agreement in any manner except by an instrument in writing, executed by all parties to this agreement.

Attachment I**Description of Service****Goodwill Industries of Wayne and Holmes Counties, Inc.**

Chippewa Local Schools hereby enters into an agreement with Goodwill Industries of Wayne and Holmes Counties, Inc. for the provision of the Pathways to Success Program.

Goodwill agrees to provide the following services to all referred clients:

1. One dedicated Case Manager.
2. The completion of a Comprehensive Case Management and Employment Program Assessment.
3. An Individual Opportunity/Career Plan with input from client and guardian (s).
4. Referrals to other services that may be applicable (mental health or other family services)
5. Life and Work Skills Training and Workshops – this includes but is not limited to; financial literacy, digital literacy, social interaction, decision making, customer service, interviewing, resume writing and career exploration.
6. Financial assistance with items necessary for the accomplishment of goals. This may include but is not limited to permits, driving lessons, work clothing or uniforms, certain school related expenses.
7. Financial incentives for achievement of program milestones (TANF only)
8. Work experience opportunities for summer (TANF only)
9. Work experience opportunities during school year (WIOA eligible only)
10. Coordination with school system personnel and mental health counselors as applicable and appropriate.
11. Job placement and post placement retention services.

School agrees to:

1. Assist students and Goodwill with completing JFS Form 03002, WIOA Youth Program Eligibility Application.
2. Allow Goodwill to provide services to school students during the school year.
3. Refer youth to Goodwill's Pathways to Success Program.
4. Provide private office space to Goodwill staff.
5. Provide access to the Staff Internet, copier and printer as needed. Accessing the Staff Internet would ensure all systems that Goodwill utilizes to complete work promptly are accessible. We are committed to adhering to your protocol and signing any necessary documentation to gain access.
6. Include our organization in your security drills and protocols to ensure effective coordination and response measures during emergencies or security incidents.

Goodwill and School agree to:

1. Develop a referral process that is confidential and is timely based on the student's need.
2. Collaborate with one another to ensure the success of all students that participate in the program.
3. Maintain open communications, as permitted through signed releases and ethical practices.
4. Work together to assist participants getting parents in to sign necessary paperwork.

Attachment II

Location and Hours of Service

Goodwill Industries of Wayne and Holmes Counties

Goodwill of Wayne and Holmes Counties, Inc. agrees to provide services identified in Attachment I as follows:

Staff

One Goodwill Case Manager will work at Chippewa High School.

Hours of Service

Case Manager will be on site at least 1 day. (Not on Thursday)

Dawn Cazzolli, President
Goodwill Industries of Wayne and Holmes Counties
1034 Nold Avenue
Wooster, Ohio
44691

(Date)

Dawn Cazzolli

5.13.25

Chippewa Local School District
56 Portage St.
Doylestown, Ohio
44230

(Date)

Todd S. Oak

7/1/2025