



CHIPPEWA

LOCAL SCHOOL DISTRICT

Board of Education Regular Meeting
Chippewa Jr/Sr High School Auditorium
Monday, October 13, 2025
6:00 p.m.

Meeting Minutes

I. OPENING

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

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

RESOLUTION 126-25

C. Motion to approve the minutes from the September 15 Regular Meeting.

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

Roll call: Dr. DeAngelis yes, Mr. Mertic yes, Mr. Schafrath yes, Mrs. Fenn yes

CARRIED

RESOLUTION 127-25

D. Appoint Mr. Mertic, an alternate delegate to the OSBA Legislative Committee,
to replace Mr. Golub.

Motion to approve by 1st Mrs. Fenn, 2nd Dr. De Angelis

Roll call: Dr. DeAngelis yes, Mr. Mertic yes, Mr. Schafrath yes, Mrs. Fenn yes

CARRIED

II. STUDENT RECOGNITION/STAFF RECOGNITION/INTRODUCTION OF GUESTS (if necessary)

A. Needle Mover: Crystal Hershberger

B. Students of the Month

CIS

Grade 3: Briar Van Zile, Caleb Ruch

Grade 4: Brooklynn Bell, Boyan Lance

Grade 5: Sage Gillette, Will Steiner

Grade 6: Marie Keenan, Carter Smith

Hazel Harvey

Kindergarten: Alexander Bacher, Grady Weaver

Grade 1: Maggie Mosier, Clara Vander Boon

Grade 2: Whitley Gauder, Griffin Osting

III. PUBLIC PARTICIPATION

NONE

RESOLUTION 128-25

IV. CONSIDER APPROVAL OF DONATIONS

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>
Doylestown Friends of the Library	Check	\$1,000.00	Chippewa High School Drama Department

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

Roll call: Dr. DeAngelis yes ,Mr. Mertic yes, Mr. Schafrath yes, Mrs. Fenn yes

CARRIED

V. TREASURER'S UPDATES & ACTION ITEMS

A. Treasurer's Comments: Financial Forecast Presentation

B. Action Items

RESOLUTION 129-25

1. Upon consideration to approve the Financial Forecast and Assumptions, as presented. Exhibit 1

Motion to approve by 1st Mr. Schafrath, 2nd Dr. De Angelis

Roll call: Dr. DeAngelis yes ,Mr. Mertic yes, Mr. Schafrath yes, Mrs. Fenn yes

CARRIED

RESOLUTION 130-25

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

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

Roll call: Dr. DeAngelis yes ,Mr. Mertic yes, Mr. Schafrath yes, Mrs. Fenn yes

CARRIED

VI. SUPERINTENDENT'S UPDATES:

- A. Mr. Marshall- Stadium light repairs, baseball infield, improvements at CIS, Drivers won award for Rodeo.
- B. Mr. Hartman- strong start to school year with student initiatives, staff is motivated, focus on culture by fostering student involvement.
- C. Mrs. Zollinger- amazing staff leadership, well supported reading under the lights ,thanks to 6th grade team for supporting Camp NuHop.
- D. Mrs. Schrock- attended SI spec ed meetings and working on compliance.

VII. SUPERINTENDENT'S AGENDA

A. Upon consideration to approve the hiring of April Heaps, Van Driver, 1-year contract, Step 0, per the OAPSE negotiated agreement, hours per attached schedule, for the 2025-2026 school year.
Retroactive start date: September 22, 2025. Exhibit 2

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

Roll call: Dr. DeAngelis yes ,Mr. Mertic yes, Mr. Schafrath yes, Mrs. Fenn yes

CARRIED

VIII. 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 132-25

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

Kyle Osborn	Basketball: 8 th Grade Girls	7.25%
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B. Upon consideration to remove the following staff from previously approved supplemental contracts for the 2025-2026 school year:

Annabel Rodriguez	Basketball: 8 th Grade Girls	7.25%
Kati Kager	7 Power of the Pen	2.75%
Kati Kager	8 Power of the Pen	2.75%

C. Upon consideration to approve the following substitute teachers, per the substitute pay rate, for the 2025-2026 school year (Retroactive start date: 8/18/2025):

Nancy Shultz	JoAnn Richards
Jennifer Jett	John Richmond
Rylie Dudich	Susan Fausnaugh
Jennifer Jonke	

D. Upon consideration to approve the following classified substitutes, per the substitute pay rate, for the 2025-2026 school year:

Steve Mueller Truck/Trailer Driver (Band) Retroactive start date: 9/26/2025

E. Upon consideration to approve Brittany Schumaker, Friday Night School at CIS, as needed, for the 2025-2026 school year, at a rate of \$20.00 per hour.

F. Upon consideration to approve the Ashland University Eagle Community Partners Contract. Exhibit 3

G. Upon consideration to approve the retirement of Lisa Smith, effective May 29, 2026.

H. Upon consideration to approve the retirement of Steve Smith, effective May 29, 2026.

I. Upon consideration to approve the Teacher (Public Preschool Grant Program) job description. Exhibit 4

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

Roll call: Dr. DeAngelis yes, Mr. Mertic yes, Mr. Schafrath yes, Mrs. Fenn yes

CARRIED

IX. BOARD DISCUSSION

A. Linda Fenn shared Halloween notes, STEAM night was huge success

X. NEW BUSINESS

NONE

XI. 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, B, D, E as listed above.

Motion to approve by 1st Mrs. Fenn, 2nd Dr. De Angelis

Roll call: Dr. DeAngelis yes, Mr. Mertic yes, Mr. Schafrath yes, Mrs. Fenn yes

CARRIED

Time: _____ 6:42pm _____

XII. MOTION TO ADJOURN

Motion to approve by 1st Mrs. Fenn, 2nd Dr. De Angelis

Roll call: Dr. DeAngelis yes, Mr. Mertic yes, Mr. Schafrath yes, Mrs. Fenn yes

CARRIED

Time: _____ 7:33pm _____

NOTE: The next Regular Meeting will be held on Monday, November 10, 2025 at the Jr/Sr High School Auditorium beginning at 6:00 p.m.

APPROVED: 10/13/25 Regular Meeting

A black ink signature, appearing to be "J. Smith", written over a horizontal line.

PRESIDENT

DATE:

11/13/25

A blue ink signature, appearing to be "J. Smith", written over a horizontal line.

TREASURER

Chippewa Local School District

Fiscal Year
2026
October

Five Year
Forecast
Report



Prepared By:

Ryan Pendleton, Treasurer/CFO

Chippewa Local School District

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Forecast Purpose/Objectives

Ohio Department of Education and Workforce's purposes/objectives for the five-year forecast are:

1. To engage the local board of education and the community in the long range planning and discussions of financial issues facing the school district.
2. To serve as a basis for determining the school district's ability to sign the certificate required by O.R.C. §5705.412, commonly known as the "412 certificate."
3. To provide a method for the Department of Education and Auditor of State to identify school districts with potential financial problems.

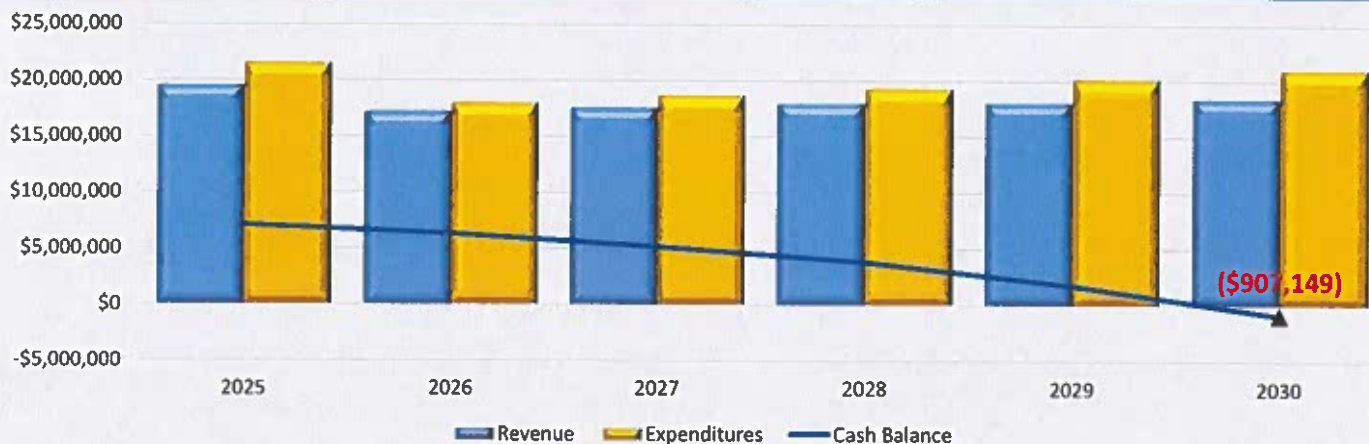
Forecast Methodology

This forecast is prepared based upon historical trends and current factors. This information is then extrapolated into estimates for subsequent years. The forecast variables can change multiple times throughout the fiscal year, and while cash flow monitoring helps to identify unexpected variances, no process is guaranteed. The intent is to provide the district's financial trend over time and a roadmap for decisions aimed at encouraging financial sustainability and stability.

Forecast Summary

Chippewa Local School District

Projected Revenue, Expenditures, and Cash Balance



Financial Forecast Summary

	Fiscal Year 2026	Fiscal Year 2027	Fiscal Year 2028	Fiscal Year 2029	Fiscal Year 2030
Beginning Balance (Line 7.010) <i>*Includes Renewal/New Levy Revenue, see Disclosures</i>	7,062,015	6,292,104	5,165,851	3,830,915	1,738,506
+ Revenue	17,204,095	17,549,082	17,956,118	18,055,602	18,395,315
- Expenditures	(17,974,005)	(18,675,335)	(19,291,054)	(20,148,011)	(21,040,969)
= Revenue Surplus or Deficit	(769,910)	(1,126,253)	(1,334,936)	(2,092,409)	(2,645,655)
Line 7.020 Ending Balance with Renewal/New Levies	6,292,104	5,165,851	3,830,915	1,738,506	(907,149)

Financial Summary Notes

Expenditure change is projected to outpace revenue change. By the end of 2030, the cash balance is projected to decline by a total of \$7,969,163 compared to 2025. For fiscal year 2030, expenditures are currently projected to exceed revenue, resulting in a revenue shortfall the final year of the forecast period.

For revenue, projected change is expected to be less than the historical average. Over the past five years, revenue increased by 7.82% (\$1,202,445 annually). However, it is projected to decrease by -1.04% (-\$228,543 annually) through fiscal year 2030. Notably, Public Utility, is expected to be \$1,294,047 less per year compared to history, and is the biggest driver of trend change on the revenue side.

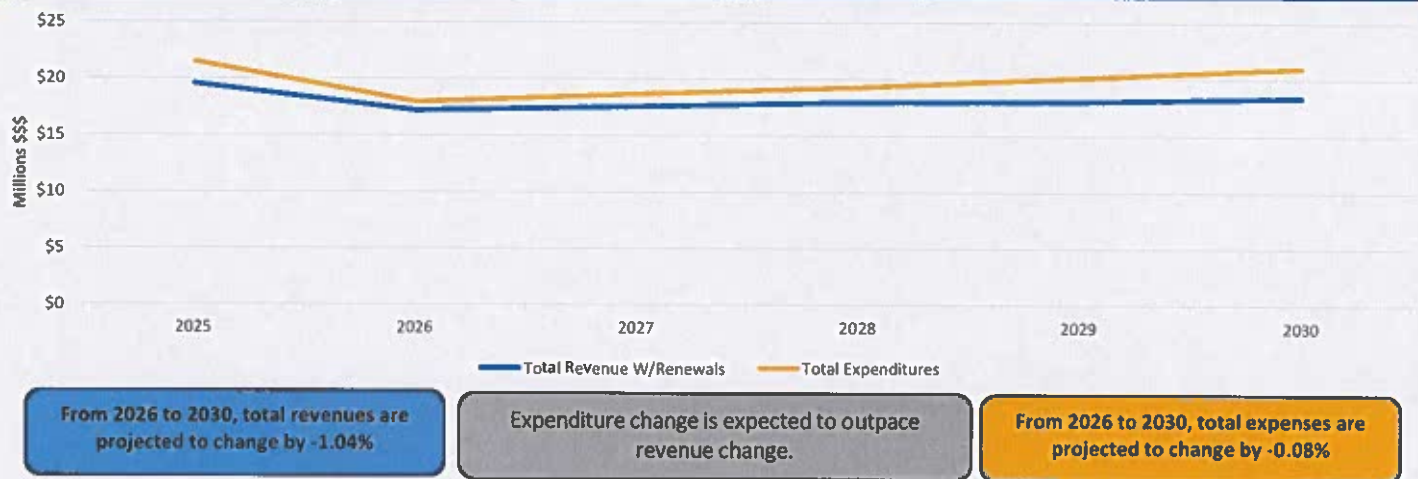
For expenditures, projected change is expected to be at a slower pace than the historical trend. Expenditures increased by 9.59% (\$1,481,323 annually) during the past 5-year period, and are projected to decrease by 0.08% (\$96,715 annually) through 2030. The forecast line with the most change on the expense side, Other Uses, is anticipated to be \$1,628,118 less per year in the projected period compared to historical averages.

Disclosure Items:	2026	2027	2028	2029	2030
Modeled Renewal Levies - Annual Amount	-	-	-	-	-
Modeled New Levies - Annual Amount	-	-	-	-	-
Encumbrances (not subtracted from Cash Balance)	-	-	-	-	-

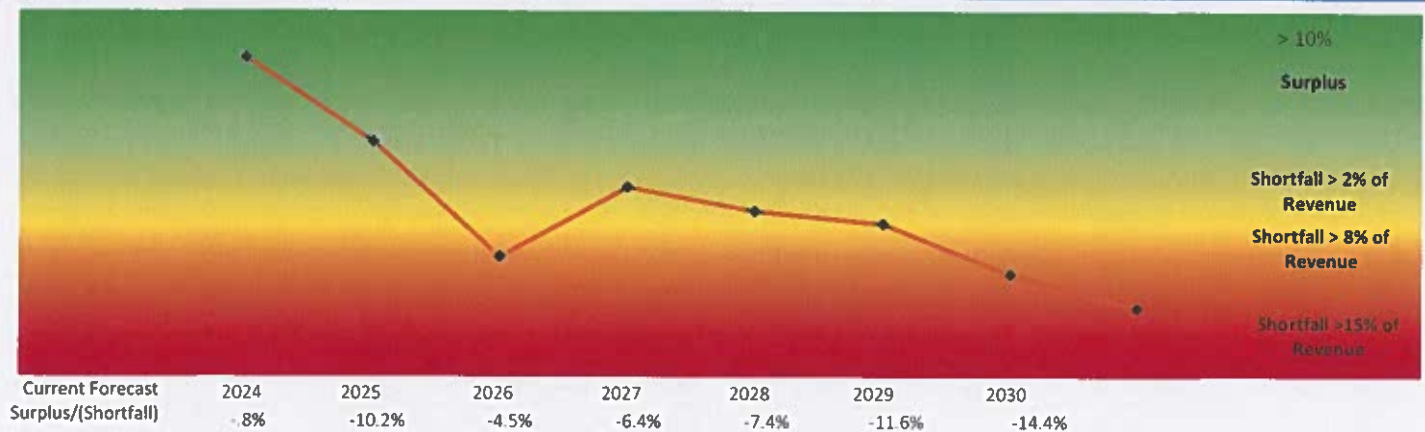
Forecast Analysis

Chippewa Local School District

Revenue Compared to Expenditures



Revenue Surplus/(Shortfall) as a Percentage of Revenue

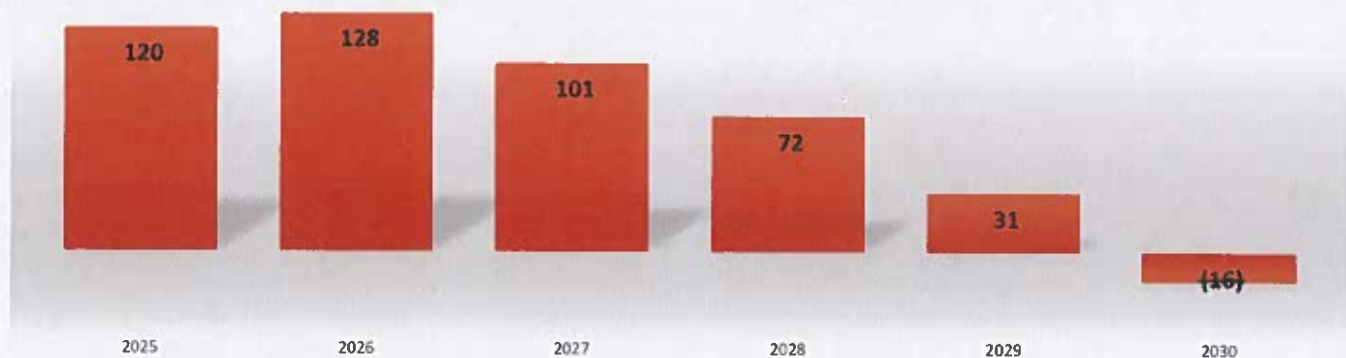


The district is trending toward revenue shortfall with the expenditures declining faster than revenue.

A revenue increase of 11.59% is needed to balance the budget in fiscal year 2030, or a \$2,645,655 reduction in expenditures.

- The largest contributor to the projected revenue trend is the change in Public Utility.
- The expenditure most impacting the changing trend is Other Uses.

Days Cash on Hand at Fiscal Year-end



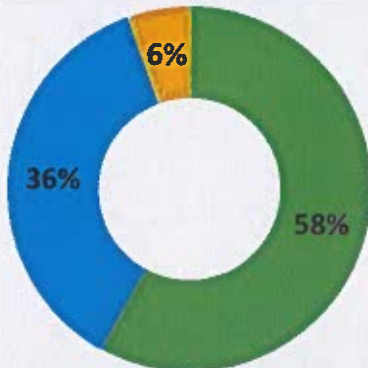
The Government Finance Officers Association (GFOA) recommends districts maintain an unrestricted fund balance of at least two (2) months or 60 days cash to be on hand at year end. The district is not projected to fall below the 60 day mark until 2030.

*based on 365 days

Revenue Overview

Chippewa Local School District

Revenue Sources



Local Taxes

Real Estate Tax	31.65%
Public Utility Tax	10.18%
Income Tax	16.16%

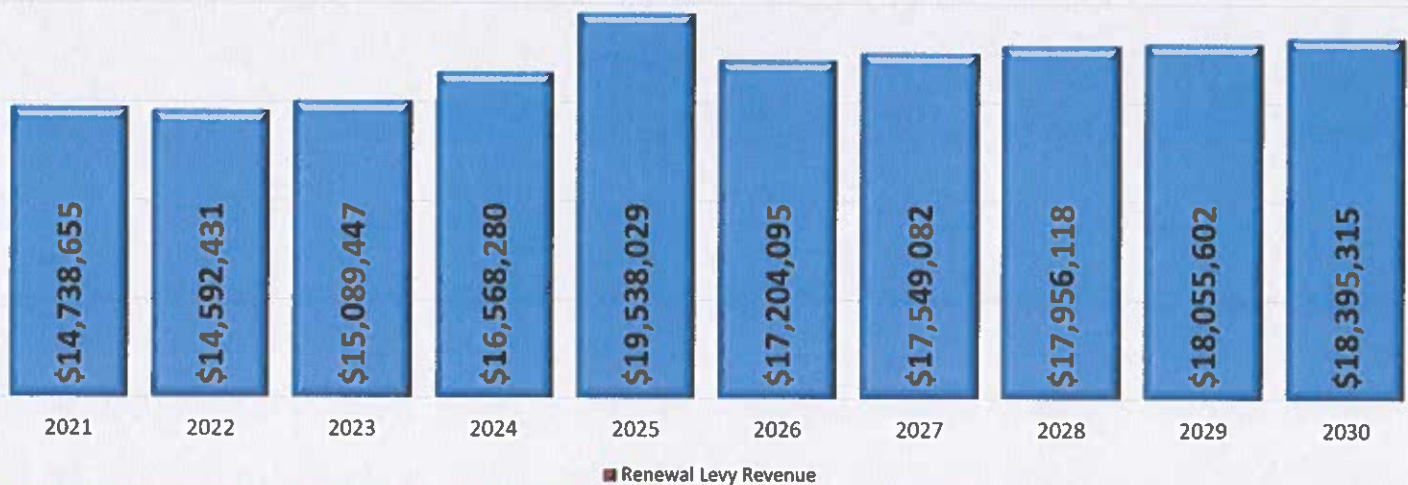
State Sources

State Funding	30.11%
Restricted Aid	1.65%
State Share of Local Tax	4.67%

All Other Revenue

Other Revenue	5.47%
Other Sources	0.11%

Annual Revenue Actual + Projected



Historic Revenue Change versus Projected Revenue Change

	Historical Average Annual \$\$ Change	Projected Average Annual \$\$ Change	Projected Compared to Historical Variance	Over the past five years, revenue increased by 7.82% (\$1,202,445 annually). However, it is projected to decrease by -1.04% (-\$228,543 annually) through fiscal year 2030. Notably, Public Utility, is expected to be \$1,294,047 less per year compared to history, and is the biggest driver of trend change on the revenue side.
Real Estate	\$113,818	\$196,656	\$82,838	
Public Utility	\$811,135	(\$482,913)	(\$1,294,047)	
Income Tax	\$112,740	\$92,776	(\$19,964)	
State Funding	\$76,758	\$38,595	(\$38,163)	
State Reimb Prop Tax Credits	\$47,804	\$31,594	(\$16,211)	
All Othr Op Rev	\$23,453	(\$75,111)	(\$98,564)	
Other Sources	\$16,737	(\$30,140)	(\$46,877)	
Total Average Annual Change	\$1,202,445 7.82%	(\$228,543) -1.04%	(\$1,430,988) -8.86%	

For Comparison:

Expenditure average annual change is projected to be >

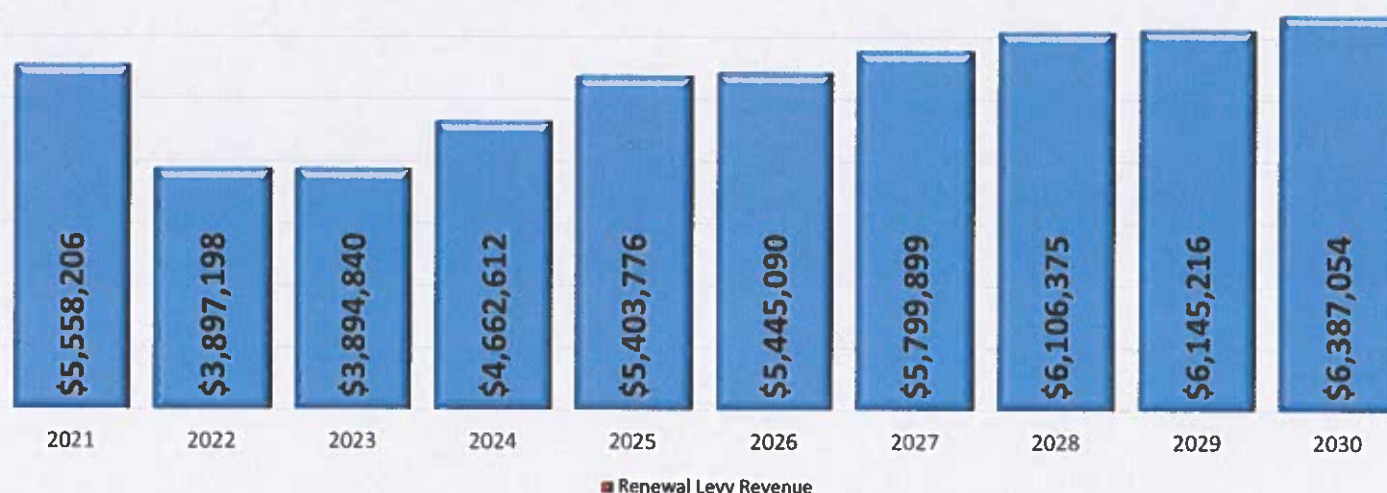
(\$96,715) On an annual average basis, expenditures are projected to contract while revenue contracts

1.010 - General Property Tax (Real Estate)

Revenue collected from taxes levied by a school district by the assessed valuation of real property using effective tax rates for class I (residential/agricultural) and class II (business).



Real estate property tax revenue accounts for 31.65% of total district general fund revenue.



Key Assumptions & Notes

Values, Tax Rates and Gross Collections							Gross Collection Rate Including Delinquencies
Tax Yr	Valuation	Value Change	Class I Rate	Change	Class 2 Rate	Change	
2024	306,152,530	2,242,140	20.03	-	20.96	-	101.3%
2025	308,394,530	2,242,000	20.03	(0.00)	20.96	(0.00)	99.9%
2026	346,676,530	38,282,000	20.00	(0.03)	20.91	(0.04)	99.9%
2027	348,918,530	2,242,000	20.00	-	20.91	(0.00)	99.9%
2028	351,160,530	2,242,000	20.00	-	20.91	(0.00)	99.9%
2029	374,172,530	23,012,000	20.00	-	20.89	(0.02)	99.9%

Class I, or residential/agricultural taxes make up approximately 92.33% of the real estate property tax revenue. The Class I tax rate is 20.03 mills in tax year 2025. The projections reflect an average gross collection rate of 99.9% annually through tax year 2029. The revenue changed at an average annual historical rate of 4.13% and is projected to change at an average annual rate of 3.43% through fiscal year 2030.

A 12.99% increase in property tax revenue is projected for tax year 2026, reflecting the scheduled property reappraisal. This growth will first be realized in the second half of fiscal year 2027. A more moderate 6.45% increase is anticipated for tax year 2029.

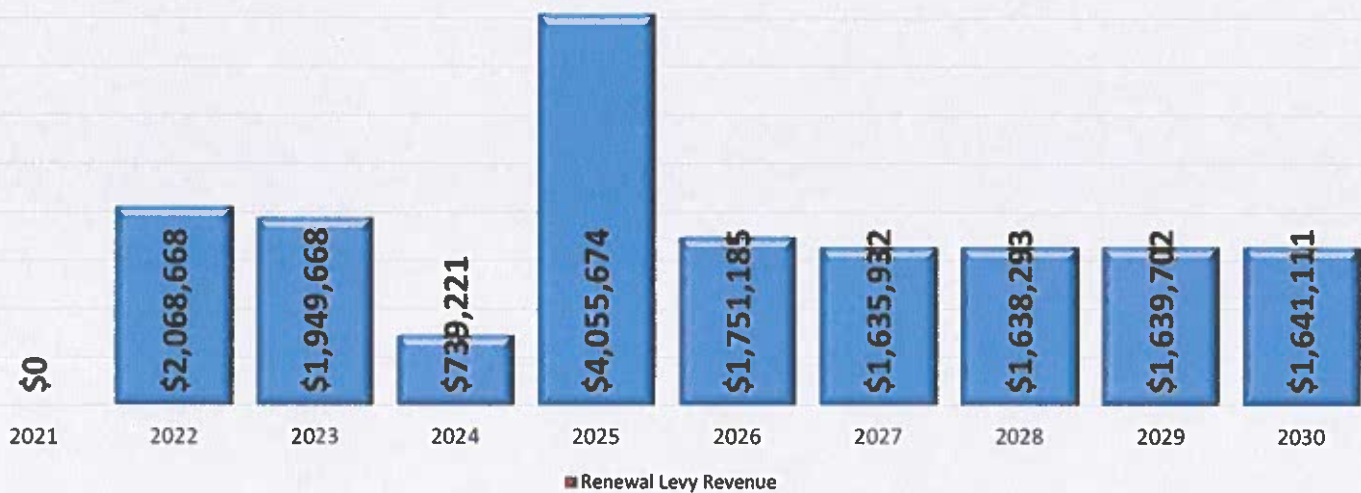
However, property valuations remain a key topic of discussion among Ohio legislators, with several pending bills that could impact future property values. The district will closely monitor legislative developments and adjust real estate tax revenue projections as necessary to reflect any changes in law.

1.020 - Public Utility Personal Property

Revenue generated from public utility personal property valuations multiplied by the district's full voted tax rate.



Public Utility Personal Property tax revenue accounts for 10.18% of total district general fund revenue.



Key Assumptions & Notes

Values and Tax Rates					Gross Collection Rate Including Delinquencies
Tax Year	Valuation	Value Change	Full Voted Rate	Change	
2024	57,683,810	(13,463,240)	37.50	-	100.0%
2025	57,883,810	200,000	37.50	-	75.2%
2026	58,083,810	200,000	37.50	-	75.2%
2027	58,133,810	50,000	37.50	-	75.2%
2028	58,183,810	50,000	37.50	-	75.2%
2029	58,233,810	50,000	37.50	-	75.2%

The public utility personal property tax revenue is generated from the personal property values, additions, and depreciation reported by the utility companies. The property is taxed at the full voted tax rate which in tax year 2025 is 37.50 mills. The forecast is modeling an average gross collection rate of 75.16%. The revenue changed historically at an average annual dollar amount of \$811,135 and is projected to change at an average annual dollar amount of -\$482,913 through fiscal year 2030.

The significant difference in Public Utility revenue is the result of a settlement reached between NEXUS and the Ohio Department of Taxation. All delinquent payments and accrued interest—stemming from the difference between the 40% valuation originally paid and the 68% valuation established in the settlement—were received with the first tax payment of fiscal year 2025. This was a one-time revenue adjustment and is therefore not reflected in the forecast for FY2026 and beyond. Also, Ohio House Bill 15 decreases most types of taxable utility property by about 70% for all new property placed in service in tax year 2027 and beyond.

1.030 - School District Income Tax

Revenue collected from income tax earmarked specifically to support schools with a voter approved tax by residents of the school district; separate from federal, state and municipal income taxes.



School District Income Tax revenue accounts for 16.16% of total district general fund revenue.



Key Assumptions & Notes

The district maintained one income tax levy in fiscal year 2026. The average annual dollar change in total income tax revenue is forecasted to be \$92,776 through 2030.

The district is projecting revenue increases of 2.1% in fiscal year 2026, 3.4% in fiscal year 2027, and 3.5% annually in each subsequent fiscal year. These projections are slightly more conservative than the 4.2% statewide growth anticipated for fiscal year 2026 and fiscal year 2027, as reported by the Ohio Legislative Service Commission's Legislative Budget Office in its February 4, 2025 report, Baseline Forecasts of GRF Revenues & Medicaid Expenditures.

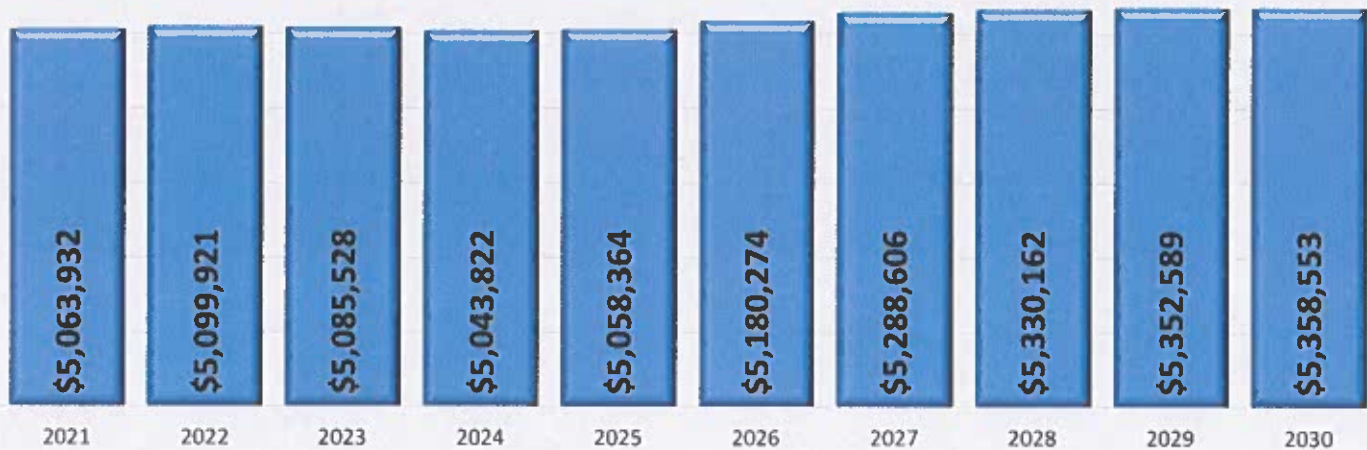
The district's 1% School District Income Tax (SDIT) was renewed in November 2022, for a five-year term, and is set to expire on December 31, 2027. The district intends to place the renewal levy on the ballot at the earliest opportunity permitted by Ohio law.

1.035 - Unrestricted Grants-in-Aid

Funds received through the State Foundation Program with no restriction.

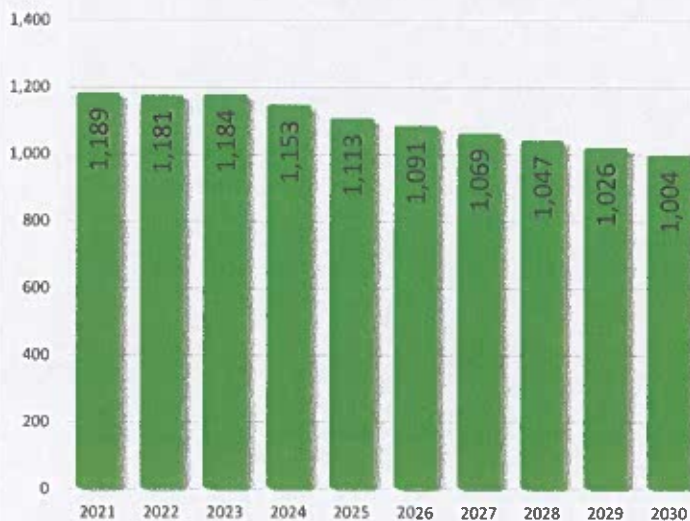


Unrestricted State Aid revenue accounts for 30.11% of total district general fund revenue.



Key Assumptions & Notes

District Educated Enrollment



Beginning in fiscal year 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 the education process. The Base Cost is currently calculated for two years using a statewide average from historical actual data.

For Chippewa Local School District, the calculated Base Cost total is \$9,579,381 in 2026.

The State's Share of the calculated Base Cost total is \$2,109,973, or \$1,934 per pupil.

The FSFP also started funding students where they attended school. Therefore district educated enrollment is now used for per pupil funding. At the same time, the FSFP eliminated tuition transfer payments from school districts, which impacts the expense side of the forecast.

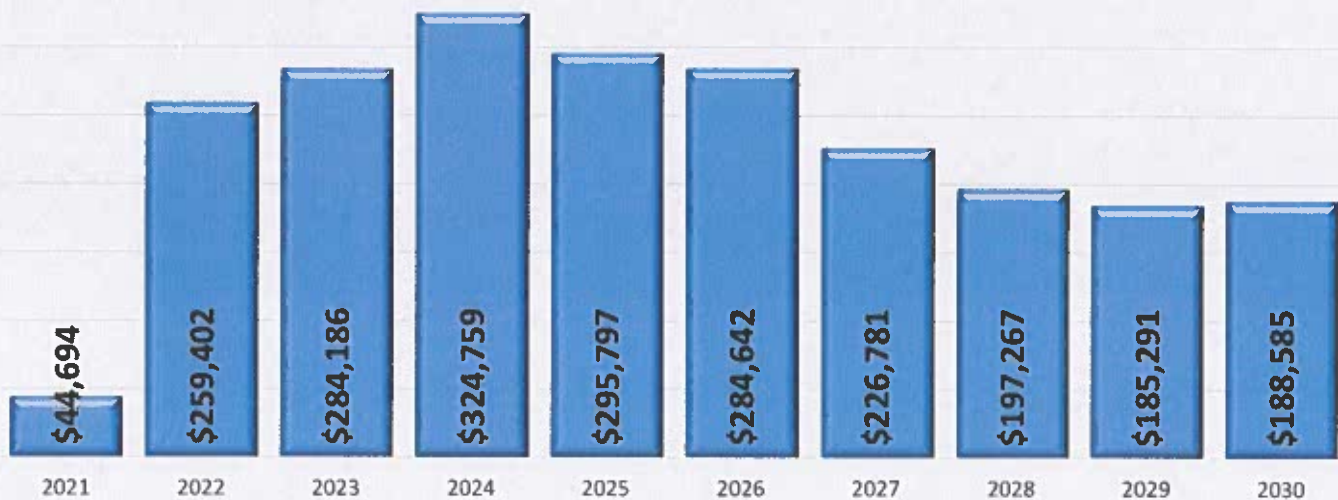
Chippewa Local Schools is currently operating on the state funding guarantee. As a result, the district does not anticipate any reductions in state aid, barring legislative changes that impact the Fair School Funding Plan (FSFP).

1.040 & 1.045 - Restricted Grants-in-Aid

Funds received through the State Foundation Program or other allocations that are restricted for specific purposes.



Restricted State Aid revenue accounts for 1.65% of total district general fund revenue.



Key Assumptions & Notes

Restricted aid is the portion of state per pupil funding that must be classified as restricted use. Historically the district's restricted state aid changed annually on average by \$12,132 and is projected to change annually on average by -\$21,442. Restricted funds represent 1.65% of the district's total revenue. Starting in fiscal year 2022, the district's Success & Wellness funding became restricted; the state's share of this funding recorded as restricted is \$122,220. This funding has implications on general fund expenditures in that certain spending now occurring in a fund external to the general fund could shift to the general fund. The expenditures in this forecast are adjusted to reflect this change.

Restricted State Aid represents the portion of state funding allocated for specific educational purposes, including Disadvantaged Pupil Impact Aid (DPIA), English Learners, Gifted Education, and Career-Technical Education.

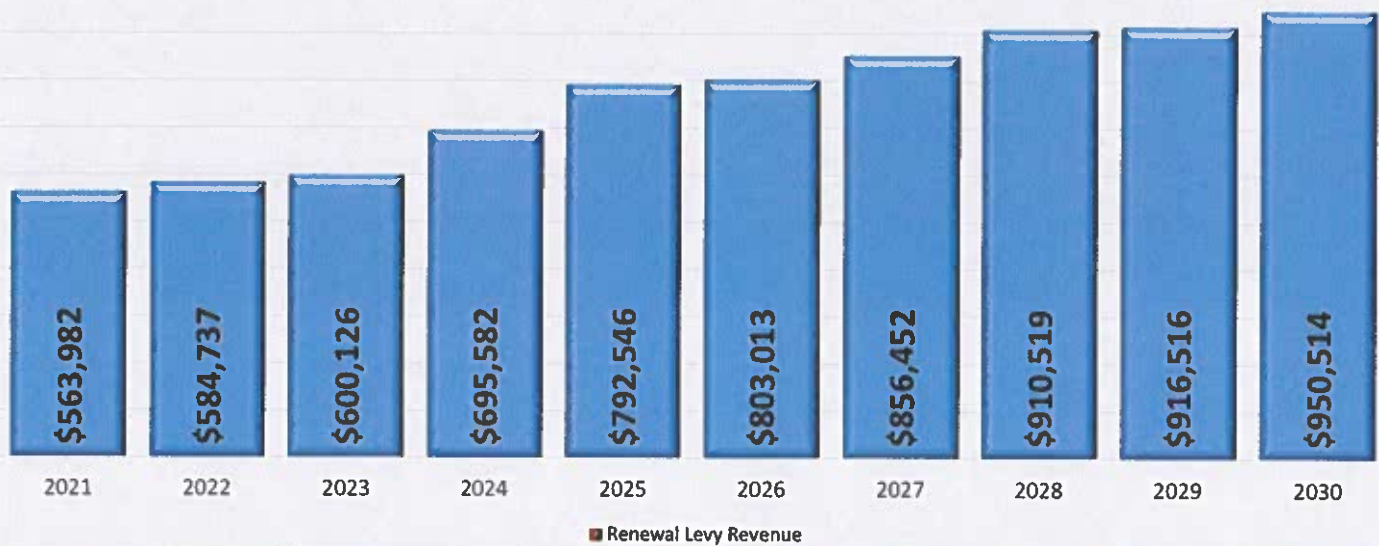
The district received the remaining portion of its Science of Reading Grant from FY2025 during FY2026, contributing to the higher restricted aid reflected in those fiscal years. Due to uncertainty regarding the continuation of current funding formulas, the district has projected a slight decline in restricted state aid over the remaining years of the forecast.

1.050 - State Reimb Prop Tax Credits

Includes funds received for Tangible Personal Property Tax Reimbursement, Electric Deregulation, Homestead and Rollback.



State Share of Local Property tax revenue accounts for 4.67% of total district general fund revenue.



Key Assumptions & Notes

State Reimb Prop Tax Credits primarily consists of reimbursements from the state of Ohio for local taxpayer credits or reductions to their tax bill. The state reduces the local taxpayer's tax bill with a 10% rollback credit, and 2.5% owner-occupied rollback credit, plus a homestead credit for qualifying taxpayers. In fiscal year 2026, approximately 11.7% local residential property taxes will be reimbursed by the state in the form of rollback credits and approximately 1.8% will be reimbursed in the form of qualifying homestead exemption credits.

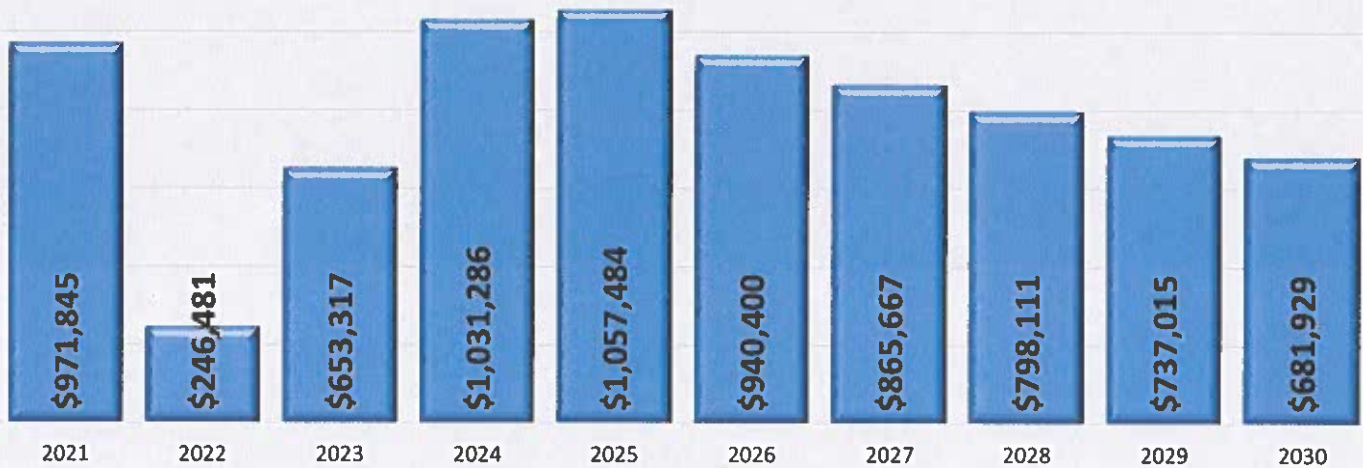
Significant growth was experienced from 2023 through 2025; however, more moderate increases of 6.65% in fiscal year 2027 and 6.31% in fiscal year 2028 are projected moving forward.

1.060 - All Other Operating Revenues

Operating revenue sources not included in other lines; examples include tuition, fees, earnings on investments, rentals, and donations.



All Other Revenue accounts for 5.47% of total district general fund revenue.



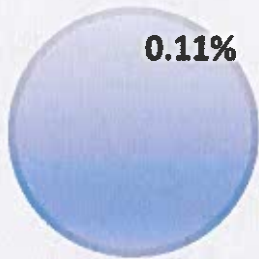
Key Assumptions & Notes

Other revenue includes tuition received by the district for non-resident students educated by the district. It also includes interest income, payments in lieu of taxes, and miscellaneous revenue. The historical average annual change was \$23,453. The projected average annual change is -\$75,111 through fiscal year 2030.

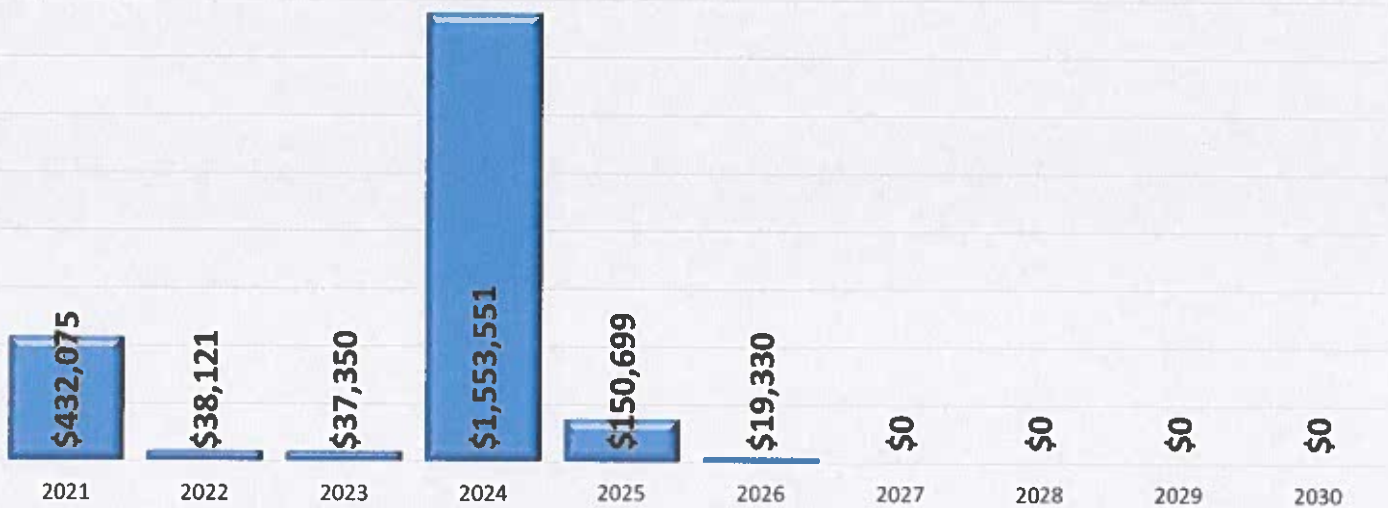
Beginning in FY2027, interest income is expected to decline due to anticipated federal rate reductions, which will lower the district's earning potential in this category. All other revenue sources are projected to remain consistent with historical trends throughout the forecast period.

2.070 - Total Other Financing Sources

Includes proceeds from sale of notes, state emergency loans and advancements, operating transfers-in, and all other financing sources like sale and loss of assets, and refund of prior year expenditures.



Other Sources of revenue accounts for 0.11% of total district general fund revenue.



Key Assumptions & Notes

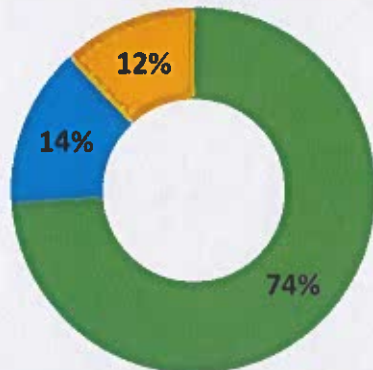
	FORECASTED					
	2025	2026	2027	2028	2029	2030
Transfers In	-	-	-	-	-	-
Advances In	123,284	19,330	-	-	-	-
All Other Financing Sources	27,415	-	-	-	-	-

Other sources includes revenue that is generally classified as non-operating. Return advances-in are the most common revenue source. In 2025 the district receipted \$123,284 as advances-in and is projecting advances of \$19,330 in fiscal year 2026. The district also receives other financing sources such as refund of prior year expenditures in this category. The district is projecting that all other financing sources will be \$0 in 2026 and average \$0 annually through 2030.

Expenditure Overview

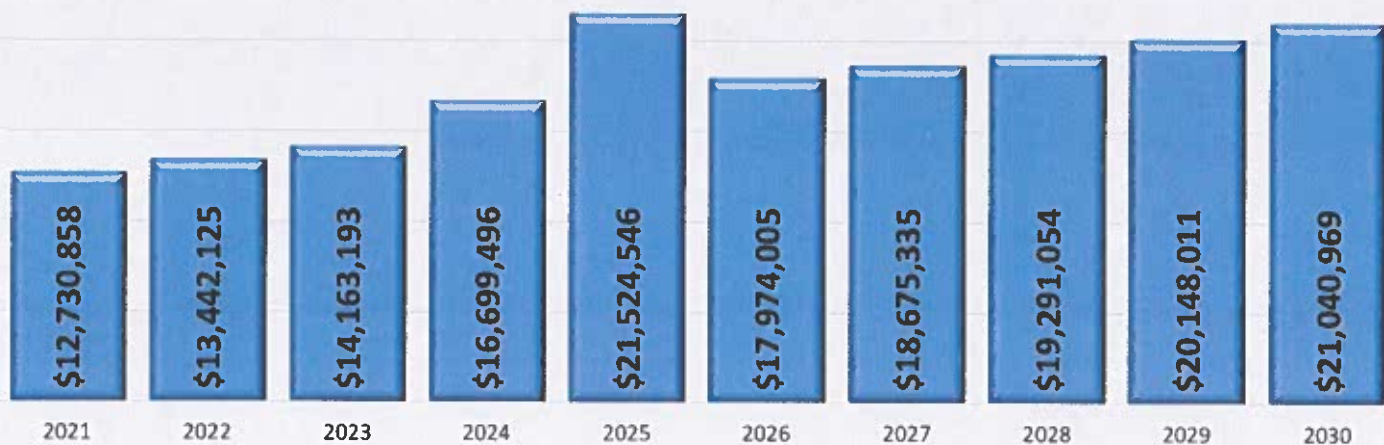
Chippewa Local School District

Expenditure Categories



Personnel Costs	
Salaries	51.35%
Benefits	22.55%
Purchased Services	14.01%
All Other Expenditures	
Supplies, Capital, Debt, Other Obj	9.58%
Other Uses	2.50%

Annual Expenditures Actual + Projected



Historic Expenditures Change versus Projected Expenditures Change

	Historical Average Annual \$\$ Change	Projected Average Annual \$\$ Change	Projected Compared to Historical Variance	Expenditures increased by 9.59% (\$1,481,323 annually) during the past 5-year period, and are projected to decrease by 0.08% (\$96,715 annually) through 2030. The forecast line with the most change on the expense side, Other Uses, is anticipated to be \$1,628,118 less per year in the projected period compared to historical averages.
Salaries	\$330,227	\$296,756	(\$33,471)	
Benefits	\$266,796	\$333,820	\$67,024	
Purchased Services	\$18,655	\$111,190	\$92,535	
Supplies & Materials	\$26,234	\$45,283	\$19,049	
Capital Outlay	(\$186,217)	(\$7,326)	\$178,891	
Intergov & Debt	\$188,592	(\$53,174)	(\$241,766)	
Other Objects	\$32,437	\$255	(\$32,182)	
Other Uses	\$804,599	(\$823,520)	(\$1,628,118)	
Total Average Annual Change	\$1,481,323	(\$96,715)	(\$1,578,038)	
	9.59%	-0.08%	-9.67%	

For Comparison:

Revenue average annual change is projected to be >

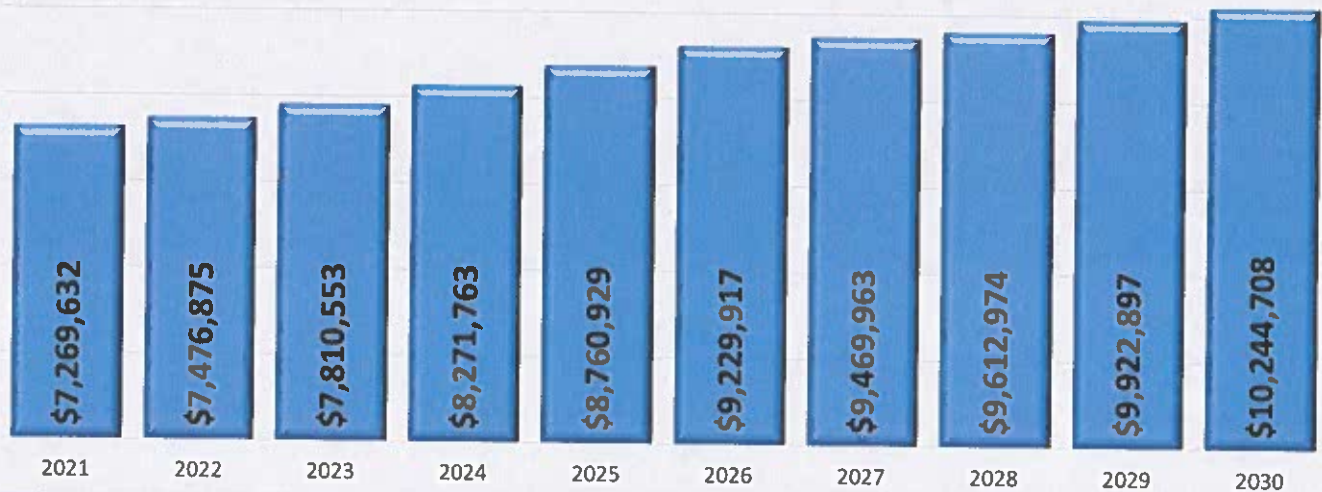
(\$228,543) On an annual average basis, revenues are projected to contract while expenditures contracts

3.010 - Personnel Services

Employee salaries and wages, including extended time, severance pay, supplemental contracts, etc



Salaries account for 51.35% of the district's total general fund spending.



Key Assumptions & Notes

Salaries represent 51.35% of total expenditures and increased at a historical average annual rate of 4.28% (or \$330,227). This category of expenditure is projected to grow at an annual average rate of 3.19% (or \$296,756) through fiscal year 2030. The projected average annual rate of change is 1.09% less than the five year historical annual average.

Both the CEA and OAPSE negotiated agreements are set to expire in June 2026. This forecast includes the 2.75% base salary increase negotiated for fiscal year 2026. It also assumes a modest base wage increase anticipated to result from negotiations in the spring of 2026, along with an additional 2% annual increase throughout the forecast period to account for step movement within the salary schedules outlined in the collective bargaining agreements with both associations.

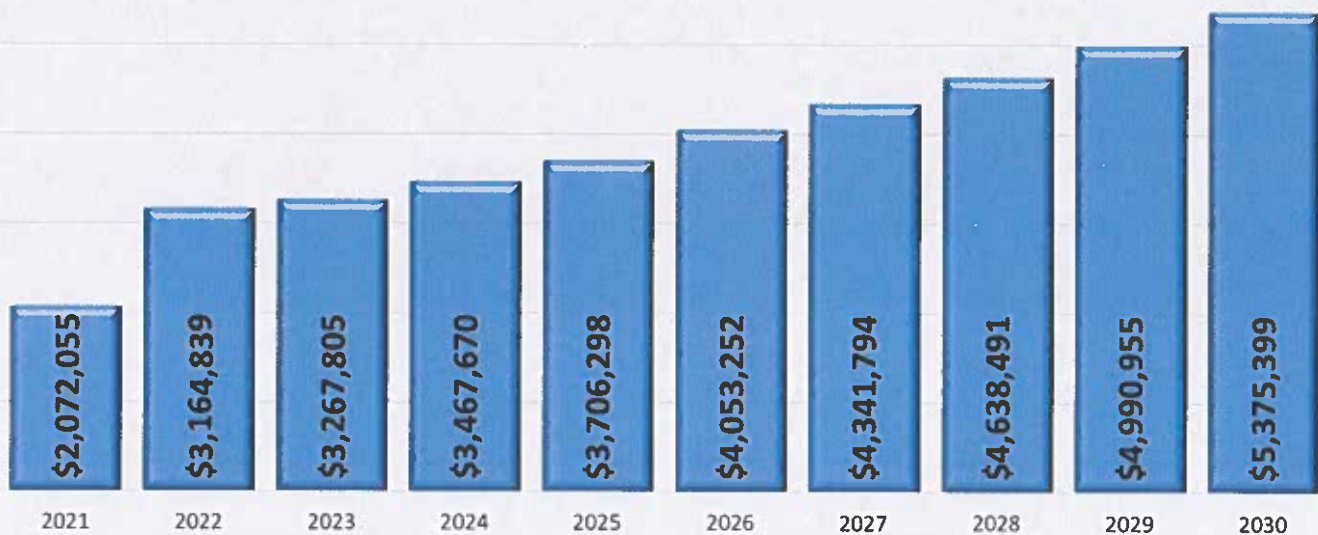
The district continues to monitor retirements and related severance payouts. Retirees are typically replaced by employees earning lower salaries; however, in some instances, positions are eliminated or consolidated with others. These cost savings have been incorporated into the forecast.

3.020 - Employees' Benefits

Retirement for all employees, Workers Compensation, early retirement incentives, Medicare, unemployment, pickup on pickup, and all health-related insurances.



Benefits account for 22.55% of the district's total general fund spending.



Key Assumptions & Notes

Benefits represent 22.55% of total expenditures and increased at a historical average annual rate of 11.27%. This category of expenditure is projected to grow at an annual average rate of 7.72% through fiscal year 2030. The projected average annual rate of change is 3.54% less than the five year historical annual average.

The District contributes 14% of all eligible wages to either the State Teachers Retirement System (STRS) or the School Employees Retirement System (SERS), as required by Ohio law. These rates are established by statute and are not expected to change during the forecast period.

In fiscal year 2025, the District experienced a 14.25% increase in health insurance premiums, followed by an additional 10.5% increase in fiscal year 2026. Given continued volatility in the healthcare market, the forecast assumes a 10% annual increase in health insurance premiums for the remaining years of the forecast. Dental and life insurance costs are expected to remain stable with minimal annual fluctuation.

Unemployment Compensation costs have been negligible in recent years and are anticipated to remain minimal as staffing levels are planned carefully to align with enrollment and operational needs.

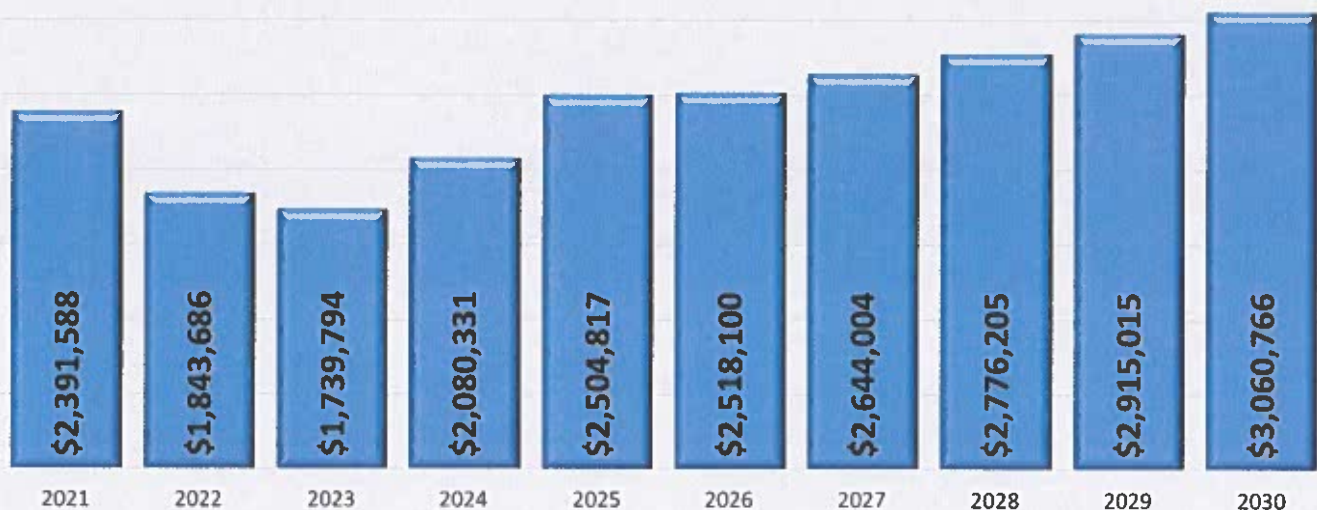
Medicare contributions will continue to increase proportionally with total wages.

3.030 - Purchased Services

Amounts paid for services rendered by personnel who are not on the payroll of the school district, expenses for tuition paid to other districts, utility costs and other services which the school district may purchase.



Purchased Services account for 14.01% of the district's total general fund spending.



Key Assumptions & Notes

Purchased Services represent 14.01% of total expenditures and increased at a historical average annual rate of 2.12%. This category of expenditure is projected to grow at an annual average rate of 4.11% through fiscal year 2030. Starting in 2022, the Fair School Funding Plan (State Funding) only accounted for district educated enrollment, thereby reducing district tuition costs for open enrollment 'out,' community schools, STEM, and scholarship students. This change resulted in lower district costs, but also less per pupil state revenue since per pupil funding is now paid directly by the state to the district students attend.

This category includes expenditures for professional and legal services, utilities, technical services, and contracted educational services. A significant increase in purchased services occurred in fiscal year 2025 due to one-time professional and technical costs associated with the Chippewa Intermediate School addition and remodel project. This elevated level of expenditure is not expected to continue in future years.

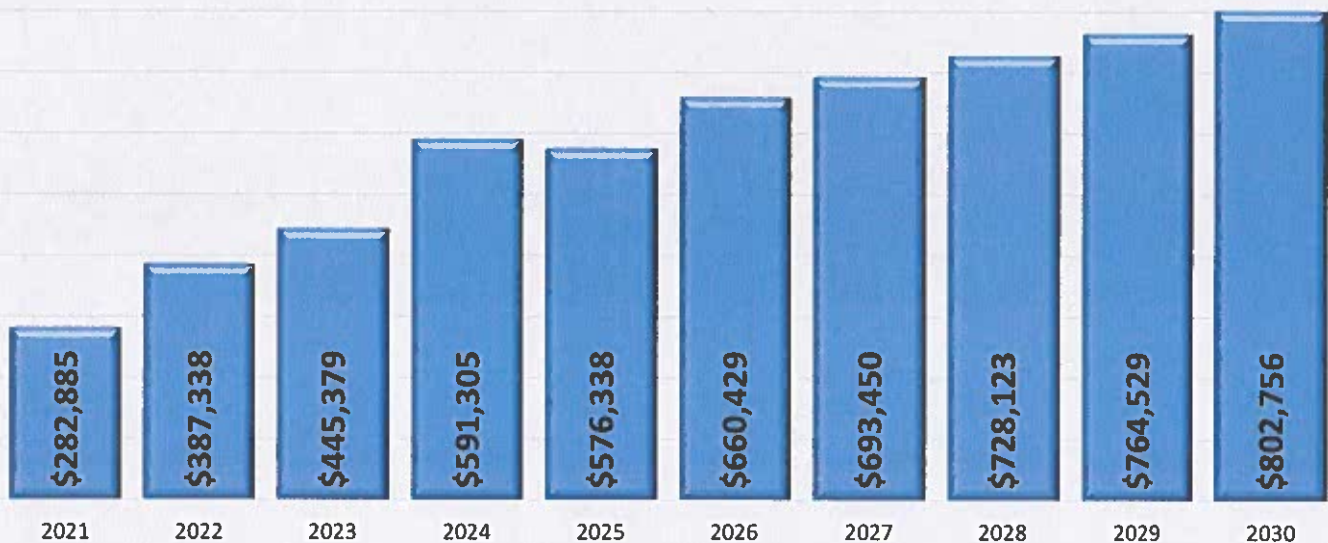
Ongoing costs in this category also include the District's annual communication and technology service contracts. After adjusting for the one-time construction-related expenses, a 5% annual increase in purchased services is projected over the forecast period to account for inflationary trends and potential contractual cost adjustments.

3.040 - Supplies & Materials

Expenditures for general supplies, instructional materials including textbooks and media material, bus fuel and tires, and all other maintenance supplies.



Supplies and Materials account for 3.67% of the district's total general fund spending.



Key Assumptions & Notes

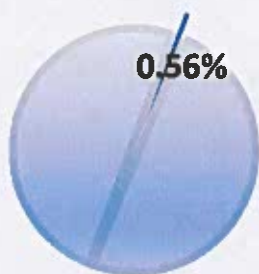
Supplies & Materials represent 3.67% of total expenditures and increased at a historical average annual rate of 9.14%. This category of expenditure is projected to grow at an annual average rate of 6.92% through fiscal year 2030. The projected average annual rate of change is 2.22% less than the five year historical annual average.

Expenditures in this category include textbooks, instructional materials, and facility maintenance supplies, which can fluctuate significantly from year to year. In fiscal year 2025, major curriculum adoptions in reading and mathematics were completed, along with increased spending on maintenance-related supplies. The District does not anticipate purchases of this magnitude in fiscal year 2026 or subsequent years.

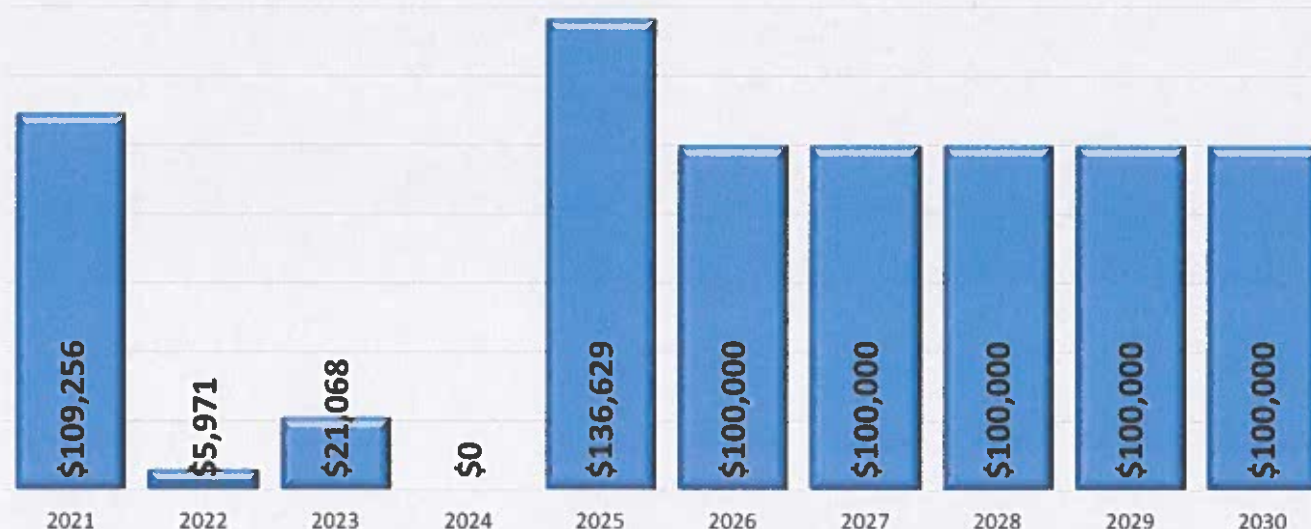
Accordingly, the spike in expenditures from fiscal year 2024 to fiscal year 2025 is considered nonrecurring. To reflect normal replacement cycles and anticipated inflationary pressures, a 5% annual increase in this category has been projected for the remainder of the forecast period.

3.050 - Capital Outlay

This line includes expenditures for items having at least a five-year life expectancy, such as land, buildings, improvements of grounds, equipment, computers/technology, furnishings, and buses.



Capital Outlay account for 0.56% of the district's total general fund spending.



Key Assumptions & Notes

Capital Outlay represent 0.56% of total expenditures and decreased at a historical average annual amount of \$186,217. This category of expenditure is projected to decrease at an annual average rate of \$7,326 through 2030. The projected average annual change is more than the five year historical annual average.

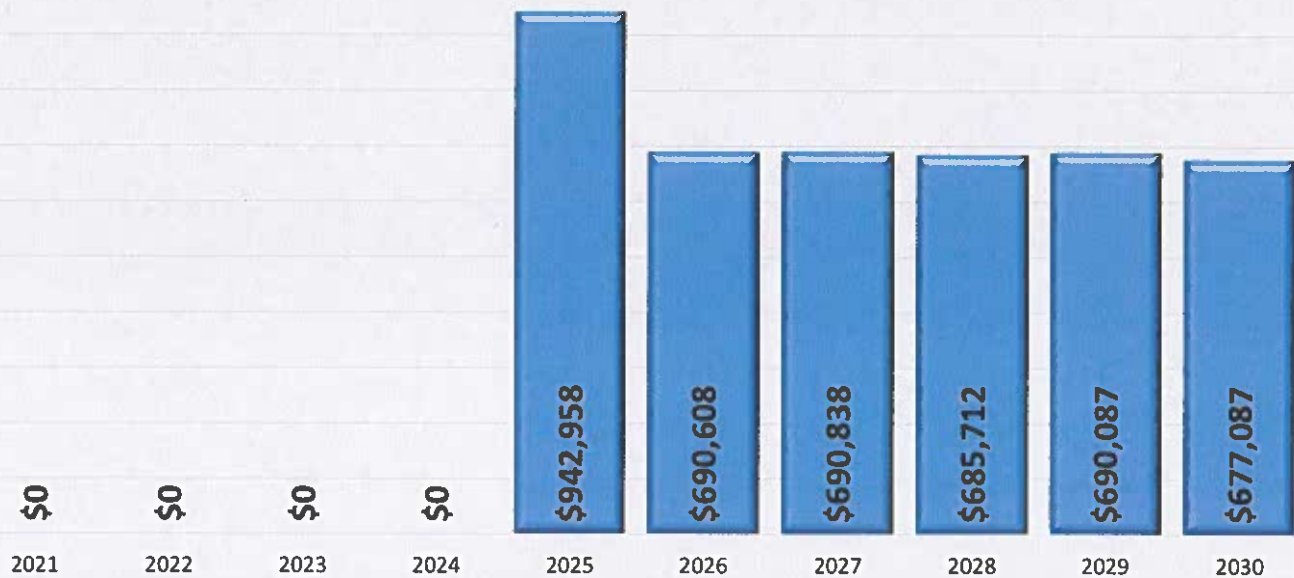
In May 2022, voters did not renew the District's 0.5-mill Permanent Improvement Levy. As a result, future capital expenditures—including facility repairs, equipment purchases, and technology replacements—must now be funded through the General Fund. To accommodate these ongoing needs, a modest annual allocation of \$100,000 has been included in the forecast for each year of the projection period.

3.060-4.060 - Intergovernmental & Debt

These lines account for pass through payments, as well as monies received by a district on behalf of another governmental entity, plus principal and interest payments for general fund borrowing.



Intergovernmental and Debt account for 3.84% of the district's total general fund spending.



Key Assumptions & Notes

The Intergovernmental/Debt expenditure category details general fund debt issued by the District.

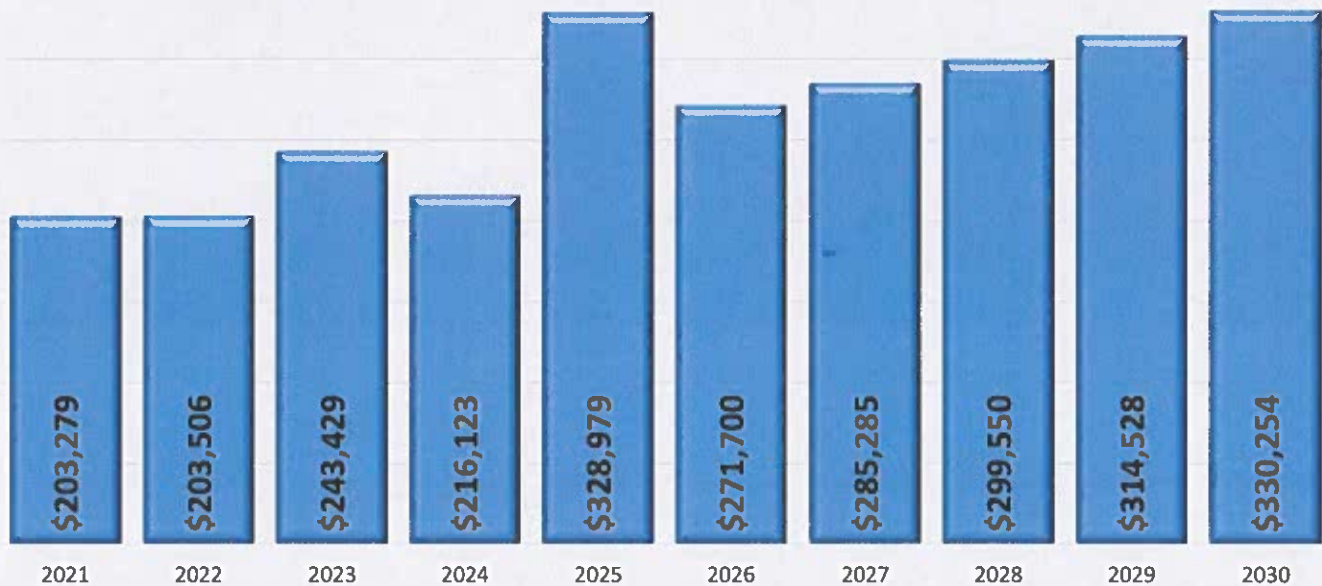
In 2024, the District entered into a \$12,000,000 financing arrangement to support the addition and renovation of Chippewa Intermediate School. The amounts reflected in the forecast represent the annual principal and interest payments required under this financing agreement. These payments have been incorporated into the forecasted expenditures for the duration of the repayment period.

4.300 - Other Objects

Primary components for this expenditure line are membership dues and fees, ESC contract deductions, County Auditor/Treasurer fees, audit expenses, and election expenses.



Other Objects account for 1.51% of the district's total general fund spending.



Key Assumptions & Notes

Other Objects represent 1.51% of total expenditures and increased at a historical average annual rate of 16.52%. This category of expenditure is projected to grow at an annual average rate of 0.52% through fiscal year 2030. The projected average annual rate of change is 16.00% less than the five year historical annual average.

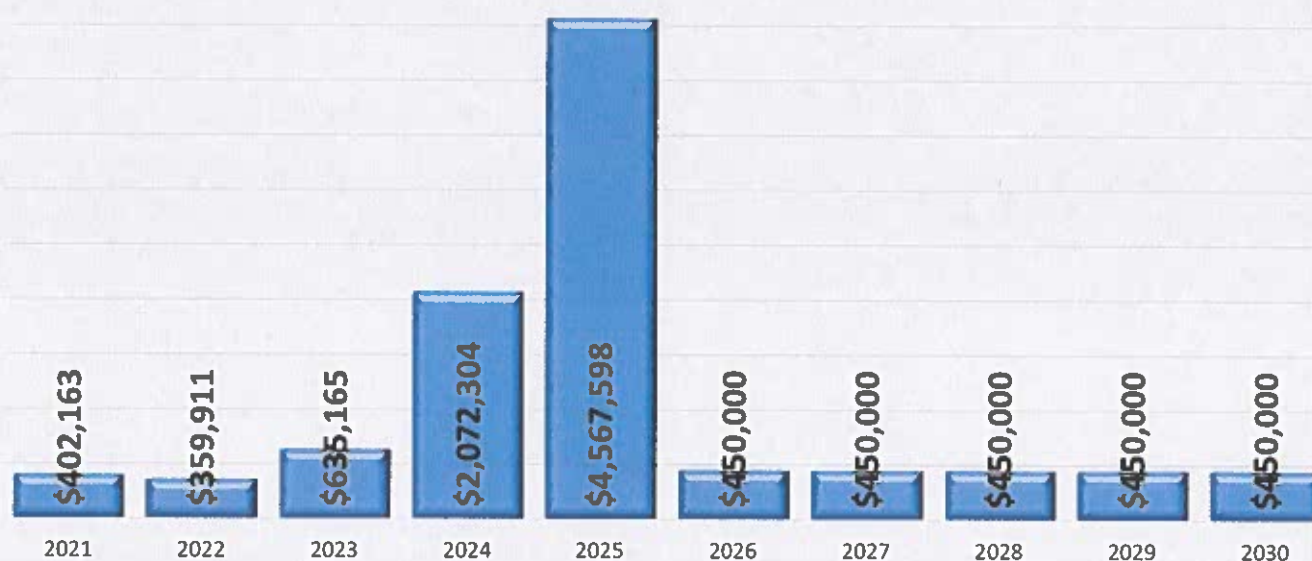
This category primarily consists of fees paid to the County Auditor and County Treasurer for the collection of property taxes and to the Ohio Department of Taxation for administering and distributing the District's income tax revenues. Additional expenditures include insurance premiums, membership dues, and fees paid to professional organizations such as the Ohio School Boards Association (OSBA).

5.040 - Total Other Financing Uses

Operating transfers-out, advances out to other funds, and all other general fund financing uses.



Other Uses account for 2.50% of the district's total general fund spending.



Key Assumptions & Notes

	2025	2026	2027	FORECASTED		
				2028	2029	2030
Transfers Out	4,548,268	450,000	450,000	450,000	450,000	450,000
Advances Out	19,330	-	-	-	-	-
Other Financing Uses	-	-	-	-	-	-

Other uses includes expenditures that are generally classified as non-operating. It is typically in the form of advances-out which are then repaid into the general fund from the other district funds. In 2025 the district had advances-out and has no advances-out forecasted through fiscal year 2030. The district can also move general funds permanently to other funds, and as the schedule above presents, the district has transfers forecasted through fiscal year 2030. The table above presents the district's planned advances and transfers. The district can also have other uses of funds which is reflected in the table above.

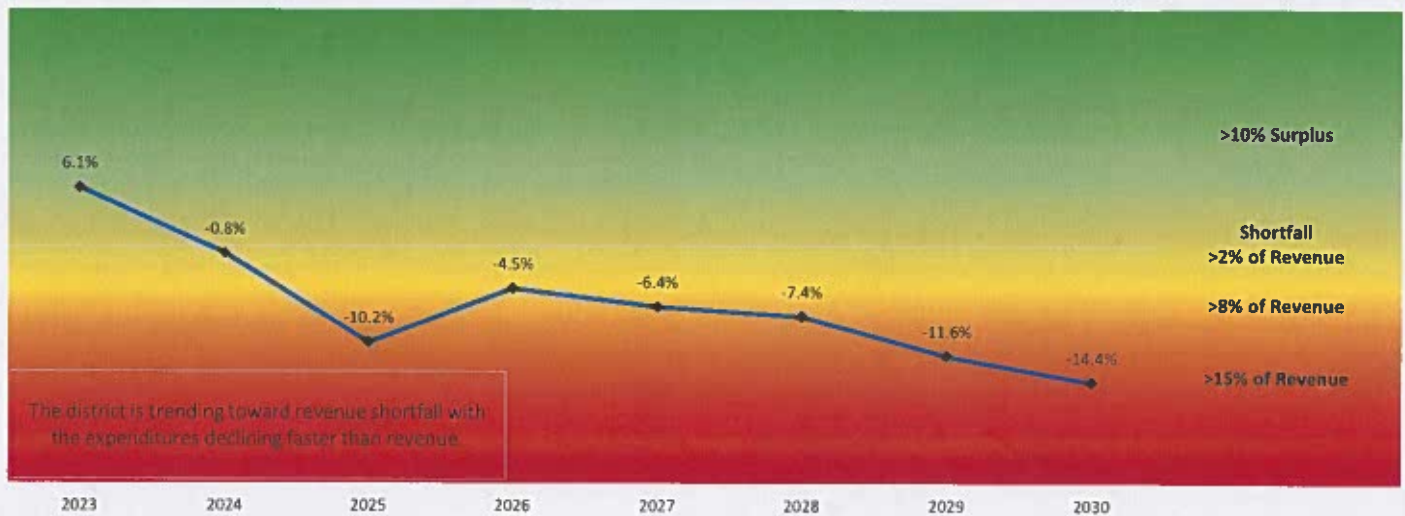
This category includes fund-to-fund transfers and short-term advances from the General Fund to other District funds to maintain cash flow until reimbursements are received. These advances are repaid once the receiving funds obtain the necessary revenues. As such, these transactions have a limited long-term impact on the General Fund's financial position.

23

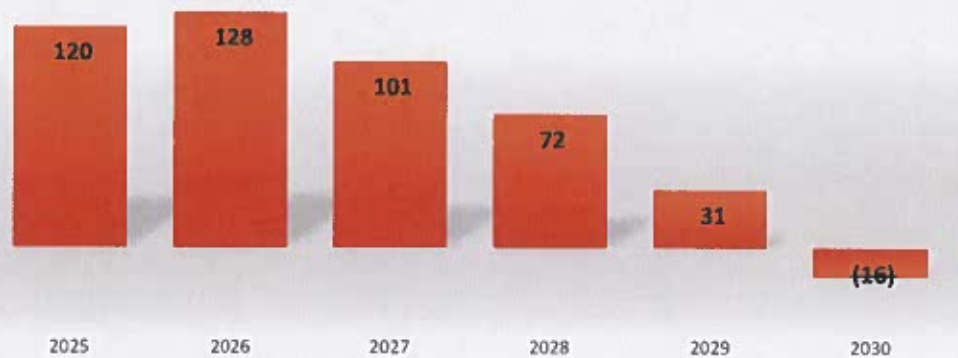
Financial Health Indicators

Chippewa Local School District

Revenue Surplus/(Shortfall) - Current Forecast



Days Cash on Hand - Current Forecast



Days cash on hand is projected to decline and is projected to be negative by 2030.

*based on 365 days

5-Year Average Annual Change - Inflation, Revenue and Expenditures

Historical Annual Change

Projected Annual Change

Average projected annual expenditure change is less than inflation, and more than revenue.



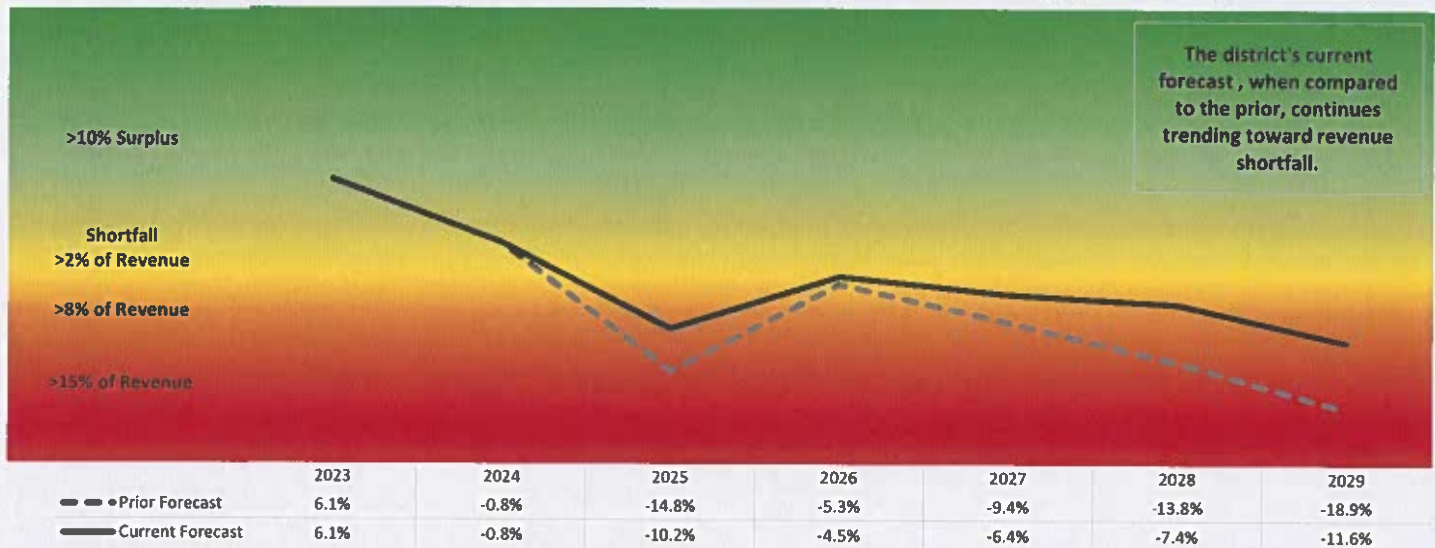
■ Inflation ■ Revenue ■ Expenditures

CPI (Inflation) Source: Federal Reserve Bank of St. Louis (July 1, 2025)
<https://alfred.stlouisfed.org>

Current to Prior Forecast Comparison

Chippewa Local School District

Revenue Surplus/(Shortfall) - Current Compared to Prior Forecast



Days Cash on Hand - Current Compared to Prior Forecast



Days cash on hand is forecasted to decline, and is similar to the prior forecast trend.

Revenue and Expenditure Variances - Current Compared to Prior Forecast

Revenue Variance		
Cumulative Favorable Revenue Variance	1.96%	\$1,737,443
Largest Revenue Variances		
1.03 Income Tax	5.60%	\$4,957,153
Levy Renewals	-4.61%	(\$4,083,726)
1.035, 1.040 State	0.99%	\$876,773
All Other Revenue Categories	-0.01%	(\$12,758)

The current revenue forecast is up by 1.96% compared to the prior forecast

NET cumulative forecast impact for the forecast period 2025 - 2029 of Revenue and Expense variances is 4.00% (or \$3,764,696).

The current forecast for expenditures is down by 2.03% compared to the prior forecast.

Expenditure Variance

-2.03%	(\$2,027,253)	Cumulative Favorable Expenditure Variance
Largest Expenditure Variances		
-2.80%	(\$2,787,754)	3.03 Purchased Serv.
2.64%	\$2,635,142	Intergov + Debt + Other
-1.19%	(\$1,188,195)	3.02 Benefits
-0.69%	(\$686,446)	All Other Expenditure Categories



Exhibit 2

2025-2026 Calendar

July 2025

June 30- July 3 NO SCHOOL Summer Break
7-10 In session
14-17 In session
21-24 In session
28-31 NO SCHOOL Summer Break

August 2025

4-7 In session
11-14 In session
18-21 In session
25-28 NO SCHOOL Summer Break

September 2025

1 NO SCHOOL Labor Day (No Staff/Students)
8- NO SCHOOL (No Staff/Students)
9-11 In session
15-18 In session
22-25 In session
29-30 In session

October 2025

1-2 In session
13 NO SCHOOL Columbus Day
14-16 In session
20-23 In session
23 Conferences (4-7 pm)
27-30 In session (Halloween Parties 10/30) ASG
~~not canceled if party is at IH; alt. It could be all day~~
~~at IHF~~

November 2025

3-6 In session
10-13 In-session (Veterans Day Celebration 11/11)
17-20 In session (Feast 11/20 at IHF NO ASG)
24-27 NO SCHOOL Thanksgiving Break

December 2025

1 NO SCHOOL Thanksgiving Break
 2-4 In session
 8-11 In session
 15-18 In session (Christmas Party 12/18 at IHF NO
 ASG)
 22-Jan 1 NO SCHOOL Christmas Break

January 2026

1 NO SCHOOL Christmas Break
 5-8 In session
 12-15 In session
 19 NO SCHOOL MLK Jr. Day
 20-22 In session
 26-29 In session

February 2026

2-5 In session
 9 NO SCHOOL
 10-12 In session (Valentine's Day Parties 2/12) ASG
~~not canceled if party is at IH; alt. It could be all day~~
~~at IH~~
 16 NO SCHOOL Presidents Day
 17-19 In session
 23-26 In session

March 2026

2-5 In session
 9-12 In session
 16-19 In session
 23-26 NO SCHOOL Spring Break
 30-April 1 In session

April 2026

(1 In Session recorded in March)
 2-6 NO SCHOOL Easter Break
 7-9 In session
 13-16 In session
 20-23 In session
 27-30 In session

May 2026

4-7 In session
11-14 In session
18-21 In session
23 Spring Music Program*
25-28 NO SCHOOL Summer Break

*The Spring Music Program is mandatory and counts as a school day.

June 2026

1-4 NO SCHOOL; Summer Prep
8-11 In session
15-17 In session
18 NO SCHOOL JUNETEENTH
22-25 In session
Conferences 6/25 (4-7 pm)
29-July 2 NO SCHOOL Summer Break



ASHLAND UNIVERSITY

EAGLE COMMUNITY PARTNERS

YOUR PARTNERSHIP FOR SUCCESS

EAGLE COMMUNITY PARTNERS

Ashland University has a long history of involvement with companies and community organizations, combining our strengths to benefit the region. Eagle Community Partners focuses on enhancing these opportunities for our partners, their employees and our AU students.

Ashland University engages with our partners in several ways:

- Offering tuition discounts, professional development and networking opportunities for employees of our partner organizations.
- Connecting partners with AU students and alumni for internship and employment opportunities to ensure the quality and consistency of their talent pipelines.
- Recognizing and promoting partners as active supporters of the Ashland University community.
- Inviting partner representatives to participate on university advisory committees to provide guidance and insights into industry needs.

Scholarships and Tuition Discounts

- Scholarship – Eagle Community Partner employees, their spouses and dependent children who are enrolled full time and are paying the full-time tuition rate are eligible to receive a \$1,000 scholarship each academic year while pursuing an undergraduate degree. This scholarship stacks on top of most other financial aid for which the student may qualify.*
- Tuition Discount – Qualified employees, their spouses and dependent children who are not paying the full-time tuition rate are eligible for a 10 percent tuition discount. The discount is in the form of a scholarship to be applied to any undergraduate or graduate course.

For more information, visit www.ashland.edu/ecp, call 419-289-5064 or email ecp@ashland.edu.

*"Dependent children" as defined by the IRS. "Undergraduate degrees" are associate and bachelor's degrees. Scholarship maximum is \$500 per semester. Students receiving an AU athletic scholarship or scholarships, grants, tuition waiver/exchange or other benefits that cover 100 percent of tuition are not eligible.



TIERED BENEFITS PROGRAM

GOLD TIER - \$5,000

- \$1,000 scholarship or 10% tuition discounts for employees, spouse and dependents
- \$1,000 to sponsor AU-selected events and strategic initiatives
- \$750 credit for access to paid recruiting events and career fairs
- \$500 credit for business with AU Campus Store, Catering Services and Print Shop
- \$500 credit for promotional opportunities at AU Athletic Events

- Annual Summer Employer Recruiting Event
- Bi-annual site visitation by AU faculty and/or staff to promote AU resources and benefit
- Company logo marketing on the website and CCLC TV's
- Customized student visitation days
- Exclusive recruiting and development of off-campus job opportunities for AU's early talent via the CCLC's JLD (job location and development) coordinator
- Individualized strategy meeting with CCLC and AU stakeholders for recruiting success
- Individualized annual report on employee discount usage
- Monthly professional development webinar series
- Personalized social media spotlights, sharing student or alumni engagement experiences and success stories
- Seat on the Career Center for Life Calling Advisory Board
(maximum of two years per designee)

SILVER TIER - \$2,500

- \$1,000 scholarship or 10% tuition discounts for employees, spouse and dependents
- \$500 credit for business with AU Campus Store, Catering Services, Print Shop and AU Athletic Events
- \$300 credit for access to paid recruiting events and career fairs

- Annual Summer Employer Recruiting Event
- Bi-annual site visitation by AU faculty and/or staff to promote AU resources and benefit
- Company logo marketing on the website and CCLC TV's
- Exclusive recruiting and development of off-campus job opportunities for AU's early talent via the CCLC's JLD (job location and development) coordinator
- Individualized annual report on employee discount usage
- Monthly professional development webinar series

PURPLE TIER - \$1,000

- \$1,000 scholarship or 10% tuition discounts for employees, spouse and dependents
- \$150 credit for access to paid recruiting events and career fairs

- Annual Summer Employer Recruiting Event
- Bi-annual site visitation by AU faculty and/or staff to promote AU resources and benefit
- Company logo marketing on the website and CCLC TV's
- Exclusive recruiting and development of off-campus job opportunities for AU's early talent via the CCLC's JLD (job location and development) coordinator
- Individualized annual report on employee discount usage
- Monthly professional development webinar series

NON-PROFIT TIER - FREE

- \$1,000 scholarship or 10% tuition discounts for employees, spouse and dependents

- Annual Summer Employer Recruiting Event
- Bi-annual site visitation by AU faculty and/or staff to promote AU resources and benefit
- Company logo marketing on the website and CCLC TV's
- Exclusive recruiting and development of off-campus job opportunities for AU's early talent via the CCLC's JLD (job location and development) coordinator
- Individualized annual report on employee discount usage
- Monthly professional development webinar series



**Eagle Community Partners
Contract
Non-Profit/Education Tier**

This contract between Ashland University and Chippewa Local Schools documents the commitment of both parties as they enter into a mutually beneficial agreement under the conditions outlined below.

The primary intent of this partnership agreement is to encourage and support continuing education and a commitment to lifelong learning. As such, the tuition benefit for Chippewa Local Schools employees, spouses and dependents is outlined below:

- **Scholarship** – Eagle Community Partner employees, their spouses and dependent children (as defined by the IRS) who are enrolled full-time and are paying the full-time tuition rate are eligible to receive a \$1,000 scholarship each academic year (not to exceed \$500 per semester) while pursuing an undergraduate (associate or bachelor's) degree. This scholarship stacks on top of most other financial aid for which the student may qualify. Students receiving an AU athletic scholarship or scholarships, grants, tuition waiver/exchange or other benefits that cover 100 percent of tuition are not eligible.
- **Tuition Discount** – Qualified employees, their spouses and dependent children (as defined by the IRS) who are not paying the full-time tuition rate are eligible for a 10 percent tuition discount. The discount is in the form of a scholarship to be applied to any undergraduate or graduate course.

Chippewa Local Schools will provide Ashland University with two opportunities annually to promote member benefits and recruit employees, spouses and dependents into AU's academic programs. Recruitment activities may include but are not limited to onsite informational meetings, education fairs, giveaways, email communications, website links, and other means of promotion. Furthermore, Chippewa Local Schools agrees to promote the benefits of this partnership to its employees on behalf of Ashland University at least three times a year prior to the start of each semester (Fall, Spring, Summer). Documentation of the promotion is to be recorded and shared between the organization and AU.

NON-PROFIT/EDUCATION TIER BENEFITS**NON-PROFIT TIER - FREE**

- **\$1,000 scholarship or 10% discount for employees, spouse, and dependents**
- Annual Summer Employer Recruiting Event
- Bi-annual site visitation by AU faculty and/or staff to promote AU resources and benefits
- Company logo marketing on the website and CCLC TV's
- Exclusive recruiting and development of off-campus job opportunities for AU's early talent via the CCLC's JLD (job location and development) coordinator
- Individualized annual report on employee discount usage
- Monthly professional development webinar series

Ashland University Contact Information:**Career Center for Life Calling & Eagle Community Partners:**

- Phone: (419) 289-5064
- Email: CCLC-AU@ashland.edu

AU Campus Store

- Phone: (419) 289-5336
- Toll free: (800) 547-1199
- Fax: (419) 289-5929
- Email: books@ashland.edu
- Website: Ashland University Campus Store

AU Catering Services

- Phone: (419) 289-5186
- Email: echuburk@ashland.edu
- Website: Ashland University Events & Catering

AU Print Shop

- Phone: (419) 289-5755
- Email: printau@ashland.edu

AU Athletic Marketing Department

- Phone: (419) 289-5088
- Website: Ashland University Marketing & Communications

Academic Policies: All academic policies in the current Ashland University catalog, including admissions and degree requirements, apply to students enrolling through the Eagle Community Partners program.

Employee Verification: Partner employees, spouses and dependents wishing to take advantage of the tuition discount must complete an employee verification form before the benefits can take effect.

Effective Date: This contract shall be in effect for three years from the date of signature below or until one of the parties determines that it should be terminated if one of the parties does not meet the expectations of the contract.

Partnership Benefits: The Non-Profit Tier is free and will be in effect for three years. Benefits begin once both parties have signed.

Ashland University Contact: For all issues and questions regarding this contract, please contact the Career Center for Life Calling at 419.289.5064 or ecp@ashland.edu.

Career Center for Life Calling
Ashland University
401 College Ave.
Ashland, OH 44805

Chippewa Local Schools
Non-Profit Tier

Ashland University
Eagle Community Partners

Authorized Signature *(ECP Partner sign)*

Authorized Signature *(ECP Admin sign)*

Title *(ECP Partner sign)*

Title *(ECP Admin sign)*

Today's Date *(ECP Partner sign)*

Expiration Date *(ECP Admin enter)*

CHIPPEWA LOCAL SCHOOLS

TEACHER (PUBLIC PRESCHOOL GRANT PROGRAM)

Reports to: Building Principal

Employment Status: Regular / Full-Time

FLSA Status: Exempt

Description: Facilitate learning by identifying and understanding individual characteristics of all students taught and present subject matter accordingly; manage the classroom by organizing it to stimulate learning and to foster discipline; make professional decisions about what to teach and across subject areas based on available curriculum guidelines.

NOTE: The lists below are not ranked in order of importance.

Essential Functions

- Ensure safety of students
- Teach and evaluate the students using sound instructional practices
- Effectively manage the classroom and individual student behavior to maintain a good learning environment
- Prepare clear and timely lesson plans
- Maintain accurate, complete and correct records as required
- Provide guidance and counsel to the students which will promote their welfare and their proper educational development
- Attend parent/teacher conferences
- Ensure students are learning all subject material by regular evaluation which includes observation, work samples, questioning, screenings and authentic assessments on a regular basis
- Provide complete lesson plans for substitute
- Assist the administration in implementing all procedures and rules governing student life and conduct, develop reasonable rules of the classroom behavior and procedure for the classroom and maintain order in the classroom in a fair and just manner
- Take necessary and reasonable precautions to protect equipment, materials and facilities
- Demonstrate knowledge of subject matter and present clear, complete and accurate explanations utilizing a variety of instructional techniques and media suitable to the level of learners
- Act as teacher, facilitator and information source in subject area specialty
- Identify student needs, and cooperate with other professional staff in assessing and helping students solve health, attitude and learning gaps
- Interact with a positive manner with staff, students and parents

- Maintain respect at all times for confidential information, e.g., student grades
 - Promote good public relations by personal appearance, attitude and conversation
 - Attend meetings and on-services as required
 - Establish and maintain cooperative relationships with parents through effective use of program assessments, conferences, telephone calls, email or the use of communication apps
 - Observe ethics of the teaching profession; exhibit professional behavior, emotional stability and sound judgment
 - Instruct assigned classes in the location and at the times designated
 - Counsel with colleagues, students and parents
 - May plan in-house educational experiences or field trips
 - Create a classroom environment that is conducive to learning, interesting and developmentally appropriate for the students
 - Refer students with learning needs for diagnosis on a regular basis, seeking the assistance of district specialists as required
 - Follow the Ohio Department of Education Early Learning Content Standards and implement PreK On Way Curriculum
 - Notify parents and administration if student is not meeting classroom goals
 - Maintain and improve professional competence
 - Create and maintain an active program to encourage student enrollment in the preschool class
 - Produce and maintain student information as required by preschool grant
 - Assist the students to and from the buses to ensure their safety
 - Assist students with self-help skills
-

Other Duties and Responsibilities

- Interact with public in official capacity when required
- Interact with Superintendent and/or board education and present information as requested
- Serve as a role model for students in how to conduct themselves as citizens and as responsible, intelligent human beings
- Supervise student teachers
- Respond to routine questions and requests in a timely, appropriate manner
- Establish and maintain cooperative professional relationships
- Assist in determination of appropriate curriculum, materials, supplies, and texts in cooperation with the Curriculum Director, Principal, and/or Guidance Counselor
- Serve on committees and cocurricular activities as agreed upon
- Attend professional growth seminars, workshops, etc. To keep current on relevant issues
- Encourage students to practice ethical principles and democratic values
- Counsel, advise, encourage, and motivate students
- Serve on curriculum committees when requested
- Interact with other departments and school personnel when necessary

- Delegate work when appropriate and supervise same
 - Discipline students when necessary
 - Refer attendance, health, and psychological emotional problems to Principal and/or Guidance Counselor
 - Perform other duties as assigned by the Building Principal or designee
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Qualifications

- Bachelor's degree in education from an accredited college or university
 - Appropriate State of Ohio Teaching certifications/license
 - Meet the applicable requirements of a "highly qualified" teacher under the No Child Left Behind Act within the appropriate timelines
 - Alternatives to the above qualifications as the Superintendent and/or Board of Education may find appropriate
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Required Knowledge, Skills, and Abilities

- Knowledge of academic area and teaching methodology
 - Ability to work effectively with others
 - Ability to communicate ideas and directives clearly and effectively both orally and in writing
 - Effective, active listening skills
 - Organizational and problem-solving skills
 - General computer skills
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Equipment Operated

- Photocopier
 - Computer
 - Telephone
 - Mimio Projector
 - Laminator
 - TV
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Additional Working Conditions

- Occasional exposure to blood, bodily fluids, and tissue
- Interaction with unruly students
- Frequent requirements to sit, stand, walk, talk, hear, see, read, speak, reach, stretch with hands and arms, crouch, kneel, climb, and stoop
- Occasional travel, e.g. attending workshop outside of district

- Report to work in inclement weather conditions, i.e., being prepared to work on all scheduled school days, except calamity days
- Frequent repetitive hand motions, e.g., computer keyboard and/or writing
- Occasionally lift, carry, push, and pull various items up to a maximum of 25 lbs.

This job description is subject to change and in no manner states or implies that these are the only duties and responsibilities to be performed by the incumbent. The incumbent will be required to follow the instructions and perform the duties required by the incumbent's supervisor, appointing authority.

Superintendent or designee

Date

My signature below signifies that I have reviewed the contents of my job description and that I am aware of the requirements of my position.

Signature

Date

Adoption date: 10/13/2025