

Twinsburg City School District
Business Advisory Council (BAC) Meeting
Tuesday, January 29, 2019
Twinsburg Public Library, 10050 Ravenna Road, Twinsburg ~ 8:00 a.m.

Meeting Minutes

In Attendance: Rob Felber (Board Member), Matt Cellura (Board Member), Kathi Powers (TCSD), Chad Welker (TCSD), Norm Potter (TCSD), Allison Chance (Twinsburg Library), Melissa Mertes (Mad About Marketing), Todd Courtney (Crown Composites), Michelle Willmott (VMS), Steve Schiopota (Heritage One Resources LLC), Kristen Schiopota (Hope Family Counseling), Megann Eberhart (Twinsburg Chamber of Commerce), Belinda McKinney (In Full Bloom Consulting – TCSD Consultant)

Meeting was called to order at 8:08 a.m.

Superintendent Kathi Powers welcomed those in attendance.

Minutes from the December 18, 2018 meeting were approved.

Update from the Board Members – Rob Felber & Matt Cellura

- Matt Cellura was introduced as the new Board Member replacing Angela DeFabio on the Business Advisory Council.
- Rob Felber will be the new President of the Board of Education.
- Matt announced that the Board has authorized the second resolution to place the renewal levy on the ballot. Mr. Cellura asked for support and to help spread the message.

Preparing Businesses to Work with Students with Disabilities at Hattie Larlham

Guest Speakers: Maggie Wooten, Chad Kelly & Jennie Dawes

- Interest in expanding *The Academy at Twinsburg High School* to include a pathway for students with disabilities.
- This pathway would assist students in transitioning to the world of work.
- Hattie Larlham offers Employment Services to individuals with disabilities. Norm Potter has been meeting with Hattie Larlham for over a year discussing how their services can fit with *The Academy*.
- Hattie Larlham helps individuals discover their journey to employment through (1) Discovery; (2) Work Trials; and (3) Work Training:
 - Discovery is the opportunity to get to know the individuals. A detailed profile is created listing capabilities, strengths, interests, talents and preferences. Individuals can start in the program as early as 13 years old.
 - Work Trials are at no cost to employers. Each student will be paired with a job coach who will observe, help, and teach the student. This is a two week “on the job” assessment to see how the student can handle a real

work experience. Students are paid a wage through the Ohio Department of Education. The job coach remains with the student the entire time.

- Work Training – Hattie Larlham has a contracted partnership with several businesses: GOJO in Akron, AMT Applied Medical Technologies in Brecksville, Essendant in Twinsburg, and the most recent partnership is with Edible Arrangements.
 - AMT is a manufacturing environment – currently there are opportunities for 8 students with a job coach
 - GOJO – manufacturing/order procurement skills. It is a fully integrated environment offering the ability to expose the students to multiple positions and job tasks – 8 positions with a job coach
 - Essendant – commercial warehouse. Students make boxes for shipments and learn the importance of meeting production demands. 4 positions with a job coach
 - Hattie’s Doggie Day Care & Boarding Services in Twinsburg currently has 60 individuals with disabilities on staff.

- The individuals in the program have excellent attention to detail. They celebrate when they meet a goal and are very devoted to their jobs and are very hardworking individuals. The other employees at the businesses are very accepting of the individuals with disabilities.
- Individuals in the job training program have to be of a legal age to work but they can be younger for the summer program which is just an exploration period. They will meet behind the scenes with employers to see what needs to be done and explore different job duties.
- Benefits to businesses – free labor, giving Hattie Larlham an opportunity to see where the individuals are at. Businesses do not have to provide any supervision since they are paired with a job coach.
- Hattie Larlham can underbid all staffing agencies; huge cost savings to businesses. Quality of work on the job is better because the attention to detail and dedication by these individuals is huge.
- Hattie Larlham will also facilitate conversations with other employees in the businesses to educate them and let them know what to expect from the trainees.
- After the individuals have gone through a job coaching experience and are ready to look for a job, Hattie will help them with interviewing and building a resume.
- Hattie Larlham has successfully place individuals at Marc’s, Aramark, TJ Maxx, Giant Eagle, Wendy’s, Walmart, and Akron Public Schools. After an individual is hired they will be followed for at least 90 days. They won’t work side by side with a job coach at this point but job coaches are available if needed to solve any issue an employer may encounter.
- Hattie Larlham is there to teach them a job not do it for them. They give them the tools to be successful and give them a sense of security.
- Transportation is provided in different ways; medical transport through the County Board, UBER, Hattie Larlham will work with the individuals to develop a plan.

- Workers' Comp is provided through Hattie Larlham which is another benefit to employers

Discussion regarding the Swagelok Internship Program

- Feedback regarding this program was very positive.
- Students and their need to be introduced to the benefits of participating in this type of program.
- The "hook-up" to the Swagelok Internship Program is through Magnet. The District should consider revisiting its conversation with Magnet.

Summer Programming Opportunities for *The Academy* – Norm Potter

- List of summer programming opportunities was distributed
 - Beachwood High School & Case Western School of Medicine
 - Twinsburg High School
 - Ahuja Medical Center
 - Hiram College

Ideas from BAC Members for Programs, Activities, Events to Consider – email Kathi Powers or Norm Potter

Meeting was adjourned at 9:15 a.m.

Meeting Minutes Approved, March 19, 2019.