

Minutes of REGULAR Meeting

October 03, 2018

The Twinsburg City School District Board of Education met in REGULAR session on the above date at the Twinsburg Government Center in Council Chambers, 10075 Ravenna Rd, Twinsburg, Ohio, at 7:00 p.m. The following Board Members were present: Mr. Cellura (President), Mr. Curtis, Mrs. Davis, Mrs. DeFabio, and Mr. Felber (Vice-President). Recordings of the Board of Education meeting are made as part of the official record and are kept at the Board Office. Video recordings and Board approved Minutes are available on the District's web site. Mr. Cellura, presiding, called the meeting to order.

**Mr. Felber moved and Mr. Curtis seconded that the Twinsburg Board of Education adopt resolutions 18-408 to 18-410.**

18-408 **Employment**

That the Twinsburg Board of Education accepts the Certificated/Licensed Personnel and/or contract recommendations detailed in the attached Exhibit as per the dates, terms, and other applicable conditions specified, pending satisfactory ORC background check.

CONTRACTS		Certificated Staff Recommendations			
Name	Position	Bldg.	Rate	Effective	Notes
Foskett, Shannon	Teacher	THS	\$26.50/hr.	9/25/18	To provide home instruction for one (1) student for the 2018/2019 school year; not to exceed 5 hours per week for a total of 172 hours for the school year. Paid at the Teacher Stipend Rate.

18-409 **Employment**

That the Twinsburg Board of Education accepts the Supplemental Contract recommendations detailed in the attached Exhibit as per the dates, terms and other applicable conditions specified, pending satisfactory ORC background checks.

RESIGNATIONS		Classified Staff Recommendations		
Name	Position	Bldg.	Effective	Notes
Bonham, Cary	Varsity Head Boys' Golf Coach	THS	9/19/18	

18-410 **Employment**

That the Twinsburg Board of Education accepts the Classified Personnel and/or contract recommendations detailed in the attached Exhibit as per the dates, terms, and other applicable conditions specified, pending satisfactory ORC background check.

EXTRACURRICULAR					
Name	Contract	Bldg.	Effective	% of Base	Notes
Conn, Damon	Auditorium Manager	THS	2018-2019	8.00%	
Conn, Damon	4 <sup>th</sup> Grade Orchestra Director	Dodge	2018-2019	2.75%	
Conn, Damon	5 <sup>th</sup> Grade Orchestra Director	Dodge	2018-2019	2.75%	
Conn, Damon	6 <sup>th</sup> Grade Orchestra Director	Dodge	2018-2019	2.75%	
Conn, Damon	7 <sup>th</sup> Grade Orchestra Director	RBC	2018-2019	2.75%	
Conn, Damon	8 <sup>th</sup> Grade Orchestra Director	RBC	2018-2019	2.75%	
Conn, Damon	HS Orchestra Director	THS	2018-2019	7.00%	
Detweiler, Bryan	4 <sup>th</sup> Grade Chorus Director	Dodge	2018-2019	2.50%	

*Ayes: Mr. Cellura, Mr. Curtis, Mrs. Davis, Mrs. DeFabio and Mr. Felber.  
The Board President declared the motions approved.*

**Mrs. Davis moved and Mr. Felber seconded that the Twinsburg Board of Education adopt resolutions 18-411 to 18-412.**

18-411 **Agreement - Solutions Behavior**

That the Twinsburg Board of Education approves the Agreement with Solutions Behavioral Consulting to provide summer consultation and tutoring services for one (1) student at a total cost of \$1,668.75. This is a Title VI-B fund expense.

18-412 **Agreement - Lesko**

That the Twinsburg Board of Education approves and authorizes the Permanent Improvements Planning Contract with Lesko Associates, Inc., as sent to the Board under separate cover, at a cost not to exceed \$8,000. This contract will review and update the 2015-2016 Facilities Assessment to further identify and prioritize permanent improvement needs and potential projects for the next three to five years, while further developing strategies for the District's permanent improvement budget. This is a General Fund Expense.

*Ayes: Mr. Cellura, Mr. Curtis, Mrs. Davis, Mrs. DeFabio and Mr. Felber.  
The Board President declared the motions approved.*

18-413 **Anti-Harassment Officer**

Mr. Curtis moved and Mr. Felber seconded that the Twinsburg Board of Education approves Belinda McKinney to serve as an Interim Anti-Harassment Grievance Officer for the 2018/2019 school year per the terms of the Consultant Contract previously approved by the Board of Education on September 5, 2018.

*Ayes: Mr. Cellura, Mr. Curtis, Mrs. Davis, Mrs. DeFabio and Mr. Felber.  
The Board President declared the motions approved.*

18-414 **Amend Agenda**

Mr. Cellura moved and Mr. Curtis seconded that the Twinsburg Board of Education amends the agenda below to strike the second business's name as this was a cut and paste error.

Striking out - ~~for the Garland/DBS, Inc., 3800 East 91st Street,~~

*Ayes: Mr. Cellura, Mr. Curtis, Mrs. Davis, Mrs. DeFabio and Mr. Felber.  
The Board President declared the motions approved.*

18-415 **Agreement – Bus Garage**

Mr. Felber moved and Mrs. Davis seconded that the Twinsburg Board of Education approves an agreement with Compass Insulation and Specialty Coatings Inc, 4832 Payne Avenue, Cleveland, OH 44103, ~~for the Garland/DBS, Inc., 3800 East 91st Street,~~ Cleveland, OH 44105, for the Roof and Insulation Replacement/Repair Project at the Twinsburg City School District Bus/Maintenance Garage per the terms and conditions set forth in the Agreement and at a cost not to exceed \$23,349.00. This is a Permanent Improvement expense.

*Ayes: Mr. Cellura, Mr. Curtis, Mrs. Davis, Mrs. DeFabio and Mr. Felber.  
The Board President declared the motions approved.*

**18-416 Initiate Termination Proceedings**

Mr. Cellura moved and Mr. Felber seconded that the Twinsburg Board of Education Resolve to Initiate Proceedings for the Termination of the Employment Contract of Laura Bucy.

WHEREAS, Laura Bucy (“Ms. Bucy”) is currently employed by the Board of Education of the Twinsburg City School District (“Board”) as a teacher under a limited contract issued pursuant to Ohio Revised Code Sections 3319.08 and 3319.11; and

WHEREAS, Ms. Bucy, as a teacher, has the responsibility to abide by applicable State and Federal laws, and the reasonable and lawful directives of her supervisors; and

WHEREAS, in the execution of her professional duties, Ms. Bucy is expected to establish and maintain effective communication with both students and staff, and to develop and maintain a relationship of mutual respect and dignity between staff and students, which is critical to the proper functioning of the school community; and

WHEREAS, Ms. Bucy has the responsibility to be familiar with and abide by the Board’s Policies, including the requirement to follow the Board’s educational philosophy, educational goals and objectives, staff conduct, use of school district property, and student supervision and welfare policies, and corresponding administrative regulations; and

WHEREAS, the Superintendent was notified by the Twinsburg Police Department on September 12, 2018, that Ms. Bucy was going to be charged with Sexual Battery in violation of Ohio Revised Code Section 2907.03, in connection with an inappropriate sexual relationship she engaged in with a minor student enrolled in the School District, and Disseminating Matter Harmful to Juveniles in violation of R.C. §2907.31; and

WHEREAS, the School District initiated its own investigation and it was alleged that Ms. Bucy engaged in inappropriate conduct, including the following unprofessional behavior and misconduct in the educational environment: (1) Engaging in inappropriate relations on school grounds and during (or immediately preceding or immediately following) school hours with a minor student enrolled in the District; (2) Engaging in inappropriate behavior, including physical contact, with a minor student enrolled in the District; and (3) Providing student(s) with tobacco and tobacco-related products and paraphernalia; and

WHEREAS, said concerns with respect to Ms. Bucy’s conduct and performance have been investigated by administrators and agents of the Board; and

WHEREAS, Ms. Bucy was assigned to home, with pay, effective immediately on September 12, 2018, while the investigation was occurring; and

WHEREAS, Ms. Bucy’s conduct has impaired her relationship with the District, as well as the trust and respect of her supervisors, and demonstrates that she does not possess the character, morals or integrity required of a person employed to teach children; and

WHEREAS, as a result of the above, the Superintendent has recommended that the Board initiate proceedings to consider whether Ms. Bucy’s employment contract should be terminated and the Superintendent has further determined the character of the charges warrants that Ms. Bucy be suspended without pay pending the outcome of termination proceedings; and

WHEREAS, given the pending criminal proceedings against Ms. Bucy, the Superintendent

provided Ms. Bucy's representatives with a draft copy of this Resolution and the "Full Specifications of the Grounds for Consideration of Terminating the Contract of Laura Bucy," attached hereto, on October 1, 2018; and

WHEREAS, Ms. Bucy, with the assistance of labor representation, has been given a full opportunity to respond to the grounds here specified by rebutting same or otherwise explaining her actions on that same date; and

WHEREAS, based upon the internal investigation of the totality of the alleged misconduct at issue, the Board finds that Ms. Bucy engaged in the conduct identified within Attachment 1, attached hereto and incorporated herein by reference; and

WHEREAS, the Board has considered the recommendation of the Superintendent, submitted after the Superintendent had a full opportunity to consider all of the facts and circumstances of this matter:

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Twinsburg City School District, as follows:

1. The Board hereby determines to immediately initiate proceedings for the termination of the employment contract of Laura Bucy based on the grounds specified in this Resolution and the "Full Specifications of the Grounds for Consideration of Terminating the Contract of Laura Bucy," attached hereto and incorporated fully herein, which constitute separate, distinct and independently sufficient grounds for termination of employment. Each act is in contravention of Ohio Revised Code § 3319.16 and, standing alone and/or together, constitutes good and just cause for contract termination.
2. The character of the conduct described above is such that it warrants the immediate suspension of Ms. Bucy's employment contract, and therefore Ms. Bucy, pursuant to Ohio Revised Code § 3319.16, is suspended without pay effective 12:01 a.m. on October 4, 2018, pending final action by the Board to consider termination of her employment contract.
3. The Board authorizes and directs the Treasurer to provide Ms. Bucy with written notice, signed by the Treasurer, of the Board's intention to consider the termination of her limited contract for good and just cause pursuant to Section 3319.16 of the Ohio Revised Code. Said written notice shall include this Resolution and the attached "Full Specification of Grounds for Terminating the Employment Contract of Laura Bucy" detailing the grounds upon which consideration of her contract termination shall be based.
4. The Board shall proceed with such termination at a meeting on October 17, 2018, unless Ms. Bucy files a written demand with the Treasurer for a hearing within ten (10) days after receipt of the Treasurer's notice, in which case a hearing shall be held pursuant to the provisions of Ohio Revised Code Section 3319.16 and 3319.161.

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

*Ayes: Mr. Cellura, Mr. Curtis, Mrs. Davis, Mrs. DeFabio and Mr. Felber.  
The Board President declared the motions approved.*

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18-417 **EXECUTIVE SESSION**

Mr. Cellura moved and Mr. Curtis seconded that the Twinsburg Board of Education meet in Executive Session at 8:31 p.m. to discuss employment, compensation and discipline of public employees as per Board of Education Policy #0166 (A).

Ayes: Mr. Cellura, Mr. Curtis, Mrs. Davis, Mrs. DeFabio, and Mr. Felber.  
The Board President declared the motion approved.

The Board reconvened from Executive Session at approximately 9:18 p.m.  
The following members were present:  
Mr. Cellura, Mr. Curtis, Mrs. Davis, Mrs. DeFabio, and Mr. Felber.

18-418 **Adjournment**

Mr. Cellura moved and Mr. Curtis seconded that the Twinsburg Board of Education adjourn at 9:19 p.m.

*Ayes: Mr. Cellura, Mr. Curtis, Mrs. Davis, Mrs. DeFabio and Mr. Felber.  
The Board President declared the meeting adjourned.*

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President of the Board

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Treasurer