OFFICIAL MINUTES
of the
MONTGOMERY COUNTY GOVERNING BOARD OF EDUCATION
Tuesday, July 9, 2019

The Governing Board of Education of Montgomery County, State of Ohio, met in regular session on Tuesday, July 9, 2019, at 4:00 p.m. The meeting was called to order by President Daryl Michael. The Pledge of Allegiance was given.

Roll Call
Present: Mr. Michael, Mr. Roberts, Mr. Shell, Mrs. Weaver, Mr. Smith
Others Present: Mr. DePalma, Mr. Clifford, Mrs. Cox, Mr. Fox, Mrs. Terry, Mrs. Oliver, Mrs. Stcut, Mrs. Davies, Mr. Couts, Mrs. Anyanwu, Mary Hargraeves
Guests: Guy Fogle, Eric Walker-Mabry, Cinda Shell, Virginia Roberts, Terry Rousch

Enter Executive Session
#103-19

Motion made by Mr. Roberts and seconded by Mrs. Weaver to enter executive session at 4:02 p.m. to consider the employment of public employee in accordance with ORC 121.22 (G) (1) for the appointment, employment, dismissal, discipline, promotion, demotion or compensation of an employee or official, or the investigation of charges or complaints against an employee, official, licensee or student requests a public hearing.

Roll Call
Yeas – Mr. Roberts, Mr. Michael, Mr. Shell, Mrs. Weaver, Mr. Smith
Nays – None
Motion carried

Exit Executive Session
Mr. Michael declared that the Board exit executive session at 4:09 p.m.

Approval of Minutes
#104-19

Motion made by Mrs. Weaver and seconded by Mr. Shell to approve the minutes of the regular meeting on June 12, 2019.

Motion carried (Mr. Roberts abstained)

Adoption of Board Agenda
#105-19

Motion made by Mr. Shell and seconded by Mr. Smith to adopt the agenda for the June 12, 2019 regular meeting.

Motion carried
**Superintendent’s Reports**
- Northridge
- Drug Free Workplace Policy
- Action Items

**Personnel Actions**

**#106-19**

Motion made by Mr. Shell and seconded by Mr. Smith that the resignations/retirements found in Exhibit 2 be approved.

**Roll Call**
Yea – Mr. Roberts, Mr. Michael, Mr. Shell, Mrs. Weaver, Mr. Smith
Nay – None

**#107-19**

Motion made by Mr. Roberts and seconded by Mrs. Weaver that the new employment contracts and contract amendments found in Exhibit 2 be approved.

**Roll Call**
Yea – Mr. Roberts, Mr. Michael, Mr. Shell, Mrs. Weaver, Mr. Smith
Nay – None

**#108-19**

Motion made by Mr. Smith and seconded by Mr. Shell that the contract renewals and supplemental contracts found in Exhibit 2 be approved.

**Roll Call**
Yea – Mr. Roberts, Mr. Michael, Mr. Shell, Mrs. Weaver, Mr. Smith
Nay – None

**#109-19**

Motion made by Mrs. Weaver and seconded by Mr. Roberts that the resignations for the 2019-2020 contract year found in Exhibit 2 be approved.

**Roll Call**
Yea – Mr. Roberts, Mr. Michael, Mr. Shell, Mrs. Weaver, Mr. Smith
Nay – None
Approval of Salary Schedules for FY20
#110-19

Motion made by Mrs. Weaver and seconded by Mr. Shell that the following Salary Schedules for FY20 be approved:

616 - SST Consultant  
745 - PAX Partner  
760 - Prevention Educator  
1001 - Executive Director, Learn to Earn  
1002 - Program Manager K-3, Learn to Earn  
1004 - Preschool Promise Operations Director, Learn to Earn  
1005 - Preschool Promise Director of Marketing, Learn to Earn  
1006 - Director of Finance, Learn to Earn  
1007 - Preschool Promise Coordinator, Learn to Earn  
1008 - Preschool Promise Director of Quality, Learn to Earn  
1009 - Preschool Promise Payment and Data Specialist, Learn to Earn  
1011 - Preschool Promise Family Services Specialist, Learn to Earn  
1012 - Preschool Promise Senior Outreach Specialist, Learn to Earn  
1020 - Air Camp Director

Roll Call
Yeas – Mr. Roberts, Mr. Michael, Mr. Shell, Mrs. Weaver, Mr. Smith  
Nays – None

Approval of Performance/Consultant Contracts
#111-19

Motion made by Mr. Roberts and seconded by Mrs. Weaver that the following performance/consultant contract(s) be approved for the services, rates and effective dates listed on the contract:

Office of Superintendent
Contractual agreement between the Montgomery County Educational Service Center and the Hamilton County Educational Service Center to share the cost for the Hamilton County ESC to employ a Legislative/Educational Agency Liaison, July 1, 2019 through June 30, 2020 on a shared cost basis-59% HCESC/41% MCESC; with total cost to MCESC $61,997.00.

Office of Associate Superintendent
Contractual agreement between the Montgomery County Educational Service Center and EnvisionEdPlus for Comprehensive Proposal Development Services in the amount of and not to exceed $25,000.00 as per the contract from Curriculum General.

Contractual agreement between the Montgomery County Educational Service Center and Trust Fund Baby, Inc. effective July 3, 2019 as per contract.
Approval of Performance/Consultant Contracts (continued)

Office of Assistant Superintendent
Contractual Agreement between Montgomery County Educational Services Center and Graduation Alliance for Drop-Out Prevention and Recovery Services as per contract.

Office of Instructional Services
Contractual Agreement between Montgomery County Educational Services Center and Sasha Beard to deliver AmeriCorps Reading Tutor coordination from August 1, 2019 through July 31, 2020 in the amount of; not to exceed $30,000.00 from AmeriCorps K-3 Tutor Grant.

Contractual agreement between the Montgomery County Educational Services Center and Frank Crockett to provide Leadership & Team Building for the Instructional Services Retreat July 29 & 30, 2019 in the amount of $500.00 from Curriculum General.

Contractual agreement between the Montgomery County Educational Services Center and Dottie Woodard to provide Visionary Leadership & Customer Service Training for the Instructional Services Retreat July 29 & 30, 2019 in the amount of $500.00 from Curriculum General.

Office of State Support Team
Contractual agreement between Montgomery County Educational Service Center and Thrively, Inc. to provide up to (2) full day onsite PD sessions and (3) 2-hour online PD sessions for three Region 10 districts on the electronic subscription to Thrively by September 30, 2019 in the amount of; not to exceed $6,500.00 from FY19 VI-B Funds.

Office of Student Programs
Contractual agreement between the Montgomery County Educational Service Center and South Community to provide Mental Health Services, Psychiatric Services, Case Management, Family Resource Services, and Nursing Support Services for MCESC July 1, 2019 to June 30, 2020 in the amount of; not to exceed $1,014,900.00.

District/County
Contractual agreement between the Montgomery County Educational Service Center and the South Metro Regional Chamber of Commerce to provide West Carrollton City Schools the BEC School to Work Initiative for the 2019 – 2020 school year in the amount of $12,200.00.

Contractual agreement between the Montgomery County Educational Service Center and Frontline Technologies Group LLC to provide Centerville City Schools Educational services for the 2019 – 2020 school year in the amount of $20,724.27.
Roll Call
Yeas – Mr. Roberts, Mr. Michael, Mr. Shell, Mrs. Weaver, Mr. Smith
Nays – None

Motion carried

Treasurer Authorizations
#112-19

Motion made by Mr. Michael and seconded by Mr. Shell to approve the following:

Authorization for Treasurer to Return Advances to General Fund

RESOLVED, that the Treasurer recommends the Governing Board grant authority to return advances in the amount of $262,265.91.

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RETURN ADVANCE TO:

General Fund 001-5220-0000 $262,265.91

Roll Call
Yeas – Mr. Roberts, Mr. Michael, Mr. Shell, Mrs. Weaver, Mr. Smith
Nays – None

Motion carried

Acceptance of Financial Statement
#113-19

Motion made by Mr. Roberts and seconded by Mrs. Weaver to accept the Financial Statement as presented in Exhibit 3.

Roll Call
Yeas – Mr. Roberts, Mr. Michael, Mr. Shell, Mrs. Weaver, Mr. Smith
Nays – None

Motion carried
Approval of School Contracts, Foundation and Alignment Contracts
#114-19

Motion made by Mr. Shell and seconded by Mrs. Weaver for approval of the following contracts:

RESOLVED, that the following school contracts be approved for the dates, service and fee as listed on the contract.

- Board of Education of Bradford Exempted Village Schools
- Board of Education of Huber Heights City Schools
- Board of Education of Indian Hill Exempted Village
- Board of Education of Kettering City Schools
- Board of Education of Lockland City Schools
- Board of Education of Loveland City Schools
- Board of Education of Mad River Local Schools
- Board of Education of Miamisburg City Schools
- Board of Education of Milford Exempted Village Schools
- Board of Education of New Lebanon Local Schools
- Board of Education of Northmont Local Schools
- Board of Education of Northridge Local Schools
- Board of Education of Oakwood City Schools
- Board of Education of Trotwood-Madison City Schools
- Board of Education of Valley View Local Schools
- Board of Education of Vandalia Butler City Schools
- Board of Education of West Carrollton City Schools

RESOLVED, that the following foundation contract(s) be approved

- Ansonia Local Schools
- Arcanum Local Schools
- Bellbrook-Sugarcreek Local Schools
- Brookville Local Schools
- Centerville City Schools
- Clark Shawnee Local Schools
- Dayton Public Schools
- Eaton Community Schools
- Greenon Local Schools
- Jefferson Township Local Schools
- Mad River Local Schools
- Northmont City Schools
- Trotwood-Madison City Schools
- Twin Valley Community Schools
- Valley View Local Schools
- West Carrollton City Schools
- Xenia Community Schools

RESOLVED, that the following alignment contract(s) be approved

- Brookville Local Schools
- Centerville City Schools
- Dayton Public Schools
- Huber Heights City Schools
- Jefferson Township Local Schools
Roll Call
Yeas – Mr. Roberts, Mr. Michael, Mr. Shell, Mrs. Weaver, Mr. Smith
Nays – None
Motion carried

Approval of Public Media Connect (SOITA) Contract
#115-19

Motion made by Mr. Roberts and seconded by Mr. Weaver to approve the following:

RESOLVED, to approve a contract between Montgomery County Educational Service Center and Public Media Connect (SOITA) for the lease of space at 1205 E. Fifth Street for the period of July 1, 2019-June 30, 2021.

Roll Call
Yeas – Mr. Roberts, Mr. Michael, Mr. Shell, Mrs. Weaver, Mr. Smith
Nays – None
Motion carried

Approval of Parent/Student Handbook for MCESC LC East, LC West and LC North Classrooms
#116-19

Motion made by Mr. Smith and seconded by Mr. Shell to approve the following:

RESOLVED, that the Montgomery County Governing Board of Education approve the Student/Parent Handbook as presented.

Roll Call
Yeas – Mr. Roberts, Mr. Michael, Mr. Shell, Mrs. Weaver, Mr. Smith
Nays – None
Motion carried

Approval of Insurance Policies
#117-19

Motion made by Mrs. Weaver and seconded by Mr. Shell to approve the following:
RESOLVED, that the Montgomery County Governing Board of Education authorize the Superintendent to approve the renewal of the General Liability, Property, Automobile, Violence, and Pollution policies with the Ohio School Plan, effective July 1, 2019 through June 30, 2020.

Roll Call
Yeas – Mr. Roberts, Mr. Michael, Mr. Shell, Mrs. Weaver, Mr. Smith
Nays – None
Motion carried

Approval of Partnership Agreements
#118-19

Motion made by Mr. Shell and seconded by Mr. Roberts to approve the following:

RESOLVED, that the following agreements be approved:

Consider approving agreements with the University of Cincinnati, the University of Toledo and Kettering College with the Montgomery County Educational Service Center for placement of students with Occupational Therapy Specialists and/or Physical Therapy Specialists to fulfill professional training requirements.

Roll Call
Yeas – Mr. Roberts, Mr. Michael, Mr. Shell, Mrs. Weaver, Mr. Smith
Nays – None
Motion carried

Approval of Retirement Pick-Up
#119-19

Motion made by Mr. Smith and seconded by Mr. Michael to approve the following:

RESOLVED, that the following Retirement Pick Up be approved:

Consider adopting a resolution to approve Retirement Pick Up for the salary schedules listed and to be implemented from FY20 through FY24.

Roll Call
Yeas – Mr. Roberts, Mr. Michael, Mr. Shell, Mrs. Weaver, Mr. Smith
Nays – None
Motion carried

Adjournment
#120-19

Motion made by Mrs. Weaver and seconded by Mr. Michael that the meeting be adjourned.
Roll Call
Yeas – Mr. Roberts, Mr. Michael, Mr. Shell, Mrs. Weaver, Mr. Smith
Nays – None
Motion carried

Meeting adjourned at 5:07 p.m.

______________________________
President

______________________________
Treasurer
Exhibit 2

Employment - all subject to proper certification and experience, where required, and contingent upon negative fingerprinting results:

a. Accept Resignation(s)/Retirement(s):

Jennifer Appelbaum, Secretary, effective June 28, 2019
Kelly Berlin, Substitute Secretary, effective end of 18-19 school year
Penny Bragg, Educational Assistant, effective July 1, 2019
Ariana Bryant, Interpreter, effective end of contract
Mary Duffy, Substitute Teacher, effective end of 18-19 school year
Christina Fitzpatrick, Teacher, effective end of contract
Allison Measer, Teacher, effective end of contract
Cheryl Miller, Educational Assistant, effective end of contract
Corey O’Connor, Technical Support Specialist, effective June 28, 2019
Dena Shepard, Curriculum Supervisor, effective July 1, 2019
Jodi Villara, APE Teacher, effective June 28, 2019
Terry Whorton, Teacher, effective end of contract

b. Approval of New Employment:

Approval of Administrative Staff, One Year Contract:

Robin Cooper, PAX Partner, Salary Schedule 745, effective August 1, 2019
Frank Depalma, Assistant-Designated Service, Salary Schedule 601-1, effective August 1, 2019
Clarissa Fulkerson, PAX Partner, Salary Schedule 745, Effective August 1, 2019
Kara Hutchinson, Educational Consultant, Salary $45,000, effective August 1, 2019
Kathryn Osborne, Speech Language Pathologist, Salary Schedule 630-B-1, effective August 1, 2019
Syndra Snelling, SEL Consultant, Salary Schedule 750-B-14, effective August 1, 2019
Morgan Stefano, Physical Therapist, Salary Schedule 701-D-1, effective August 1, 2019

Approval of Licensed Staff, One Year Contract:

Bonita Beasley, Teacher, Salary Schedule 715-B-11, effective July 1, 2019
Hayley Belka, Teacher, Salary Schedule 715-B-1, effective July 1, 2019
Mary Newton, Contracted Reserve Teacher, Salary Schedule 720, effective July 1, 2019

Approval of Classified Staff, One Year Contract:

Wendell Blue, Educational Assistant, Salary Schedule 835-2, effective July 1, 2019
Keith Brown, Educational Assistant, Salary Schedule 835-6, effective July 1, 2019
Stephanie Chambers, Educational Assistant, Salary Schedule 835-1, effective July 1, 2019
Nicholas Chartain, Educational Assistant, Salary Schedule 835-1, effective July 1, 2019
Naman Clark, Educational Assistant, Salary Schedule 835-1, effective July 1, 2019
Timothy Lailey, Educational Assistant, Salary Schedule 835-1, effective July 1, 2019
Ashley Maingi, Interpreter, Salary Schedule 830-1, effective July 1, 2019
Marilyn Morrison, Educational Assistant, Salary Schedule 835-6, effective July 1, 2019
Bryan Perez, Computer Technologist, Salary Schedule 636, effective July 9, 2019
Terry Seigfried, Educational Assistant, Salary Schedule 835-6, effective July 1, 2019
Madison Stapleton, Secretary, Salary Schedule 803-4, effective July 18, 2019
Courtney Strauser, Educational Assistant, Salary Schedule 830-1, effective July 1, 2019
Travis Tegtmeyer, Technical Support Specialist, Salary Schedule 637-4, effective July 1, 2019

Approval of Classified Substitutes:

Penny Bragg
Exhibit 2 (continued)

c. Approval of Contract Amendment(s):

Christopher Fox, Treasurer, change in vacation language
Christine McCall, Occupational Therapist Assistant, Salary Schedule 825-C-5, effective August 1, 2019
William Lauson, Supervisor, effective July 1, 2019
Tobi Wells, Teacher, Salary Schedule 715-C-4, effective July 1, 2019

d. Approval of Resolution for Additional Days:

(None)

e. Approval of Contract Renewal(s):

Approval of Administrative Staff One Year Contract, August 1, 2019 – July 31, 2020:

Barbara Gardecki, PAX Partner, Salary Schedule 745
Krista Gerhardt, PAX Partner, Salary Schedule 745
Amanda Luke, PAX Partner, Salary Schedule 745
Mishal Peterangelo, PAX Partner, Salary Schedule 745
Lisa Phillip, PAX Partner, Salary Schedule 745
Amberlee Stockdale, PAX Partner, Salary Schedule 745
Stacey Whittaker, PAX Partner, Salary Schedule 745

Approval of Classified Substitute for 2019-2020:

Crystal Williams

f. Approval of Supplemental Contract(s) for 2018-2019 contract year:

Anthony Appelbaum, Educational Assistant, up to 30 hours for extended school year service at current rate
Sally Carsner, Teacher, up to 30 hours, for extended school year services at current rate
Pamela Dalton, Secretary, up to 15 days for summer secretarial work at current rate
Mary Jane Donovan, Teacher, up to 9 hour for extended school year services at current rate
Garey Grigsby, Educational Assistant, up to 30 hours for extended school year service at current rate
Mary Hargreaves, Educational Assistant, up to 2 days for Studio Program Collaboration at current rate
Lori Herrick, Teacher, up to 3 days for new reading specialist program planning and prep work at current rate
Constance McCoy, Educational Assistant, up to 30 hours for extended school year service at current rate
Jennifer Mikesell, Educational Assistant, up to 9 hours for extended school year services at current rate
Bethany Pulcifer, up to 3 days for new reading specialist program planning and prep work at current rate
Mark Pressley, Teacher, up to 9 hours, for extended school year services at current rate
Seante Reed, Educational Assistant, up to 30 hours for extended school year service at current rate
Exhibit 2 (continued)

Approval of Supplemental Contract(s) for 2018-2019 contract year (continued):

Thomas Schreier, Educational Assistant, up to 30 hours for extended school year service at current rate

Reginald Talley, Educational Assistant, up to 9 hours, for extended school year services at current rate

Megan Vanchure, up to 3 days for summer DLT work sessions, at $125 per day

Cynthia Whitlow, Educational Assistant, up to 9 hours, for extended school year services at current rate

The following Employees to attend BLT Retreat, 1 day at $125 per day for:

Angela Bussey          Taylor Miley          Kacie Whaley
Dawn Stapleton         Amy D'Amico
Margaret Lawson        Megan Vanchure
Lionel Gaines          Mary Hargreaves
Aubry Jones            John Kettering
Justin Moorman         Angela Cook
Bethany Pulcifer       Dane Pritchard

g. Approval of Non-Renewals:

(None)

h. Accept Resignation(s), end of 2019-2020 contract:

Jennifer Beam, SST Communications & PR Coordinator
Robin Cooper, PAX Partner
Clarissa Fulkerson, PAX Partner
Barbara Gardecki, PAX Partner
Krista Gerhardt, PAX Partner
Amanda Luke, PAX Partner
Mishal Peterangelo, PAX Partner
Lisa Phillip, PAX Partner
Amberlee Stockdale, PAX Partner
Stacey Whittaker, PAX Partner

i. Approval of Unpaid Leave:

(None)
Office of the Treasurer
July 9, 2019 Board Report

Board Report pg.1

- Receipts fell short of covering expenses for the month of June. I expected a number closer to $4 million coming in before June 30. Unfortunately, that just didn't happen. On the expense side, we had a number of checks totaling $1 million go out in the last week of the fiscal year. Those items coupled with the advance to cover the grants that were in the red amounted to nearly $1.4 million.

District/County pg.2

- Districts spent about 42% of the available balance for FY19. We will be connecting with the respective Superintendents to help them better utilize these funds for next year.

Investments pg.2

- All in all, it was a pretty good year for investments. We ended up just shy of $250,000 in investment income for the year. Compare that to $116,000 in FY17 and a measly $21,000 in FY15.

All Other Funds pg.3

- As you can see, all grant accounts have been brought to zero. As I mentioned above, this cost the general fund about $400,000 in total. $260,000 of that has been returned to the general fund with the difference being billed out to student programs as it is the cost of the lunchroom fund.

Three Year Comparison pg. 4

- Receipts are up close to $2 million for the year. Expenses however, are up closer to $4.4 million. We are unfortunately ending up the year just shy of $2 million in the red. Again, the major increase here is people. Staff costs alone make up nearly 80% of our budget. We added a significant number of them this year. Some of which were totally unfunded by a particular program.

Final Thoughts

- While this is not the place we wanted to be in going into a multi-million dollar renovation year, some of this has to do with timing. We are currently carrying an outstanding invoice list of over $2 million. I truly thought another $750,000 was going to be paid in the final days of June. The anticipated receivables and the check run I mentioned above would have netted about $1.7 million to the good bringing us down closer to $300,000 in the red.
- As I have mentioned over the last year, we had a number of unfunded projects we took on. These projects (coupled with Northridge) totaled close to $3 million. We knew this going in and at some point; we will start to see our investments pay off. It just may take a few years.
- The good news is that we have started to have the conversations among the Administration on how to better curb costs for FY20. This includes things like shifting classrooms around to better accommodate the student programs numbers, pursuing grant funding for current unfunded programs and positions, educating staff on benefits and what their true cost to this organization is and how to have a positive impact on those numbers.

Northridge Finances

- Total payments for the fiscal year amounted to $350,000. FY20 will obviously see millions of dollars more I will be reporting to you for the entirety of next year as general fund absent of the Northridge project. I think it is imperative that we keep those numbers separate moving forward.
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**DISTRICT $6.50 DEDUCT PROGRAM**

District/County Funding FY19  
$ 1,071,345.00  
Carry-Over from FY18  
$ 937,845.63  
Additional Payments received in FY19  
$ 90,094.83  

**Expended as of July 1, 2019**  
$ 2,099,285.46  
$ 843,299.02  

$ 1,255,986.44

District/County Funding Receipts thru: June  
Carry-Over from FY18  
$ 1,071,345.00  
Additional Payments received in FY19  
$ 937,845.63  
$ 90,094.83  

**Expended as of July 1, 2019**  
$ 2,099,285.46  
$ 843,299.02  

$ 1,255,986.44

**MONTHLY INVESTMENT REPORT**

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**YTD Interest Income**  
$246,535

**BALANCES AS OF July 1, 2019**

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Page 2
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<th>FISCAL YEAR TO DATE RECEIPTS</th>
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Page 3
MONTGOMERY COUNTY E.S.C.
THREE YEAR COMPARISON

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<td>$17,317,191.86</td>
<td>$16,957,592.74</td>
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<td><strong>RECEIPTS</strong></td>
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<td>Excess Costs</td>
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Outstanding Receivables | $1,982,435.31 | $1,326,560.79 | $2,000,679.96 |
ADDENDUM
Montgomery County Governing Board of Education
Tuesday July 9, 2019

VI. Superintendent’s Recommendations and Reports

A. Personnel – Exhibit 2

C. Approval of Performance/Consultant Contracts

1. RESOLVED, that the following performance/consultant contract(s) be approved for the services, rates and effective dates listed on the contracts:

Office of Superintendent
Contractual agreement between the Montgomery County Educational Service Center and the Hamilton County Educational Service Center to share the cost for the Hamilton County ESC to employ a Legislative/Educational Agency Liaison, July 1, 2019 through June 30, 2020 on a shared cost basis-59% HCESC/41% MCESC; with total cost to MCESC $61,997.00.

Office of Associate Superintendent
Contractual agreement between the Montgomery County Educational Service Center and Trust Fund Baby, Inc. effective July 3, 2019 as per contract.

Office of Student Programs
Contractual agreement between the Montgomery County Educational Service Center and South Community to provide Mental Health Services, Psychiatric Services, Case Management, Family Resource Services, and Nursing Support Services for MCESC July 1, 2019 to June 30, 2020 in the amount of; not to exceed $1,014,900.00.

IX. New Business

G. Consider Approving Agreements

1. RESOLVED, that the following agreements be approved:

Consider approving agreements with the University of Cincinnati, the University of Toledo and Kettering College with the Montgomery County Educational Service Center for placement of students with Occupational Therapy Specialists and/or Physical Therapy Specialists to fulfill professional training requirements.
H. Consider Adopting a Resolution to Approve Retirement Pick Up

1. RESOLVED, that the following Retirement Pick Up be approved:

Consider adopting a resolution to approve Retirement Pick Up for the salary schedules listed and to be implemented from FY20 through FY24