



CARDINAL LOCAL SCHOOLS

15982 E. High St., Box 188
Middlefield, OH 44062

Phone: 440-632-0261 x1000
Fax: 440-632-5886
www.cardinalschools.org

June 9, 2021

Via Overnight Delivery and Electronic Transmission

George Gresko

Email: c/o Legal Counsel - [REDACTED]

Re: Garrity Rights Notice

Dear Mr. Gresko:

A Pre-Disciplinary/Loudermill Hearing (“Loudermill Hearing”) has been scheduled for Friday, June 11, 2021. During the Loudermill Hearing, you will be questioned as part of an investigation into your work-related conduct. You will be asked questions related to the performance of your work duties as outlined in the Loudermill Hearing Notice. This letter serves to inform you of the following rights and responsibilities given that your alleged conduct is also being investigated by the Middlefield Police Department:

1. You are entitled to all the rights and privileges guaranteed by the laws and Constitution of Ohio and the Constitution of the United States. This includes your right not be compelled to incriminate yourself and to have a Union Representative and/or Attorney of your choice present during questioning.
2. Some of the allegations against you may amount to criminal conduct on your part. You have a right not to make statements that incriminate yourself.
3. Any statements that you make during the Loudermill Hearing, however, will not be used against you in any criminal prosecution.
4. Your statements can be used as a basis for employment discipline by the Board.
5. Because any statements that you make during this Hearing cannot be used against you in any criminal prosecution, I am requiring you to answer my questions completely and accurately. If you do not answer my questions completely and accurately, I will consider you to be insubordinate and you may be disciplined for insubordination, up to and including termination of employment.

Please sign below acknowledging that you have received this Garrity Rights Notice and provide a copy of the executed version of this Notice immediately prior to the Pre-Disciplinary/Loudermill Hearing on Friday, June 11, 2021.

Sincerely,

A. William Kermavner
Superintendent

cc: Rob Gilmore and Kirsten Bordis Mooney, Gresko Legal Counsel
Scott C. Peters and Sherrie C. Massey, Board Legal Counsel

ACKNOWLEDGEMENT: I have read and understand the above notification.

George Gresko

Date



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June 9, 2021

Via Electronic Transmission and Overnight Mail

Mr. George Gresko

[REDACTED]
Email: % Legal Counsel, [REDACTED]

**Re: Notice of Pre-Termination/Loudermill Hearing and Assignment to Home
Pending Completion of Investigation and Hearing**

Dear Mr. Gresko:

This letter serves as formal notice that a pre-termination hearing is scheduled for, **Friday, June 11, 2021, at 10:00AM** at the Board Office, which is located at 15892 East High Street, Middlefield, Ohio, 44062. I am considering whether to recommend to the Cardinal Local School District Board of Education that it terminate your employment for good and just cause pursuant to Ohio Revised Code Section 3319.081 and the terms of the Negotiated Agreement because of your performance and misconduct. My decision to pursue this course of action with the Board is compelled by the recent School District and Middlefield Police Department investigations into allegations that you changed and added to students' grades without authorization. Specifically, based on the School District's review of various students' grades over the past few months (i.e., between December, 2020, through March, 2021), it appears that you have accessed the electronic files of students who are assigned to you and have either changed their grades by increasing their previous scores or provided them with additional credit for work that was not completed in order to enhance their scores. Given that the School District's initial investigation revealed that the students' grades were tampered with and that students were fraudulently provided credit they did not earn, we determined it would be prudent to refer the matter to the Middlefield Police Department for further investigation.

As you are aware, any unauthorized student grade additions and changes are wrong. Unfortunately, this is not an isolated incident of wrongdoing. As you know, the Administration has expressed concern with and/or disciplined you for other performance and conduct issues during this school year, including but not limited to the following:

Superintendent, A. William Kermavner

Treasurer, Julia Rozsnyai

1. March 2021 - Violating the School District's COVID Mask Policy and Expectations ("Mask Policy") by allowing students in your lab to wear their masks down below their noses or completely off and wearing your mask down below your mouth. You were issued an Official Letter of Formal Reprimand on March 24, 2021 related to these incidents. Additionally, the Letter of Formal Reprimand addressed the fact that you had been suspended for failing to enforce the Mask Policy in the past and counseled on numerous occasions regarding your failure to enforce the Mask Policy. You were further advised that if you failed to enforce the Mask Policy, you would be subjected to further discipline, including but not limited to suspension and/or termination.
2. March 2021 - Leaving students alone in the classroom for over twenty (20) minutes on Monday, March 15, 2021, without notifying your colleagues or the Administration. This incident was also addressed in the Official Letter of Formal Reprimand that was issued to you on March 24, 2021. Additionally, the Letter of Formal Reprimand addressed the fact that your conduct in leaving students unattended for an extended period of time was a dereliction of duty and a significant breach of safety. You were further advised that if you failed to follow the appropriate procedures concerning student supervision, you would be subjected to further discipline, including but not limited to suspension and/or termination.
3. January 2021 - Being placed on an Improvement Plan related to the performance of your duties in the position of District Student Success Coach/Alternative Placement Supervisor. The Improvement Plan focused on your need to continuously improve the performance of the duties set forth in your job description and the passage rate for the students assigned to your classroom. In the Improvement Plan, the Administration outlined three (3) major areas that needed improvement and advised you that you would have until the end of the second semester to demonstrate improvement and would be reevaluated during the last week of school.
4. January 2021 - Violating the Mask Policy and being counseled regarding your failure to enforce such Policy by email dated January 3, 2021.
5. July 2020 - Failing to comply with the School District's Social Media Policy. You were issued a Memorandum dated July 16, 2020, that served as an "action of understanding" concerning your duty to follow the School District's Social Media Policy. You were further directed to refrain from discussing school-related subjects or decisions on your personal pages of social media sites and to ensure that you kept your professional responsibilities and personal expressions and opinions separate.
6. June 2020 - Engaging in insubordination by failing to follow School District, Local, and State mandates regarding social media and the COVID health crisis. You were suspended with pay for a period of five (5) days from your coaching duties for engaging in insubordination and failing to comply with such mandates. You were further advised that any additional violations of the Athletic Department and/or Board Policies may result in the immediate termination of your coaching contract.

While the alleged changes and additions to students' grades, alone, warrant termination, given your repeated performance issues throughout the school year, it is clear that you are unable or unwilling to conform your conduct to the reasonable expectations of the Administration. To that end, the above-described misconduct constitutes incompetence, dishonesty, immoral conduct,

insubordination, neglect of duty, willful and persistent violation of reasonable regulations of the Board, and other failure of good behavior, and good and just cause for termination.

Before I present a recommendation to the Board, I am extending you the opportunity to meet with me to respond and present information as to why I should not recommend your contract be terminated. During the pre-termination hearing (i.e., "Loudermill Hearing"), you will be given a full opportunity to respond to each of the allegations, address the District's evidence, and provide any explanation or defense to that evidence. You are encouraged to consult with a representative of OAPSE and to have representation of your choice at the Loudermill Hearing.

Given our concerns with your performance and conduct, you will remain on assignment to home pending the outcome of the investigation and Loudermill Hearing. While assigned to home, you should continue to be available by phone during the normal work hours should it be necessary to contact you. You, however, are not authorized to be on school property. Should you need access to school property, you must contact me or Dr. Markiel Perkins, Cardinal High School Principal, to obtain authorization and make the necessary arrangements.

Additionally, you are not to have any access remotely or otherwise to the school district computer systems. All school property including but not limited to keys, files, documents, computers, laptops, cell phones or other electronic devices that are in your possession must be returned to me immediately. Further, you are not permitted to have contact with school employees and/or students during this time unless you have been otherwise authorized or directed by me or Dr. Markiel Perkins to do so. Moreover, I would like to remind you that this matter is strictly confidential and should not be discussed with colleagues other than your representatives.

If you have any questions concerning the Loudermill Hearing, please do not hesitate to contact me.

Sincerely,

Bill Kermavner
Superintendent

cc: Dr. Markiel Perkins, CHS Principal
Dave Noble, President, OAPSE Local 616
Rob Gilmore and Kirsten Bordis Mooney, Employee Legal Counsel
Scott C. Peters and Sherrie C. Massey, Board Legal Counsel

***Your signature does not constitute agreement, but rather that you have been notified and given a copy of this *Notice of Pre-Termination/Loudermill Hearing and Assignment to Home Pending Hearing*.**

George Gresko

Date



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15982 E. High St., Box 188
Middlefield, OH 44062

Phone: 440-632-0261 x1000
Fax: 440-632-5886
www.cardinalschools.org

April 7, 2021

Via Email Delivery

Mr. George Gresko

[REDACTED]
[REDACTED]

**Re: Notice of Pre-Termination/Loudermill Hearing and Assignment to Home
Pending Completion of Investigation and Hearing**

Dear Mr. Gresko:

This letter serves as formal notice that a pre-termination hearing is scheduled for **Thursday, April 8, 2021, at 10:30AM** at the Board office. I am considering whether to recommend to the Cardinal Local School District Board of Education that it terminate your employment for good and just cause pursuant to Ohio Revised Code Section 3319.081 and the terms of the Negotiated Agreement because of your performance and misconduct. My decision to pursue this course of action with the Board is compelled by the ongoing Middlefield Police investigation into the following alleged conduct:

1. Unauthorized student grade additions and changes.

As you are aware, any unauthorized student grade additions and changes are wrong. To that end, the above-described misconduct constitutes incompetence, dishonesty, immoral conduct, insubordination, discourteous treatment of the public, neglect of duty, willful and persistent violation of reasonable regulations of the Board, and other failure of good behavior, and good and just cause for termination.

Before the completion of the investigation and I present a recommendation to the Board, I am extending you the opportunity to meet with me to respond and present information as to why I should not recommend your contract be terminated. During the pre-termination hearing (i.e., "Loudermill Hearing"), you will be given a full opportunity to respond to each of the allegations, address the District's evidence, and provide any explanation or defense to that evidence. You are encouraged to consult with a representative of OAPSE and to have representation of your choice at the Loudermill Hearing.

Given our concerns with your performance and conduct, you will be assigned to home effective immediately pending the outcome of the investigation and Loudermill Hearing. While assigned to home, you should continue to be available by phone during the normal work hours should it be necessary to contact you. You, however, are not authorized to be on school property. Should you need access to school property, you must contact me or Dr. Markiel Perkins, Cardinal High School Principal, to obtain authorization and make the necessary arrangements.

Additionally, you are not to have any access remotely or otherwise to the school district computer systems. All school property including but not limited to keys, files, documents, computers, laptops, cell phones or other electronic devices that are in your possession must be returned to me immediately. Further, you are not permitted to have contact with school employees and/or students during this time unless you have been otherwise ~~authorized or~~ directed by me or Dr. Markiel Perkins to do so. Moreover, I would like to ~~remind you that this~~ matter is strictly confidential and should not be discussed with colleagues other than your representatives.

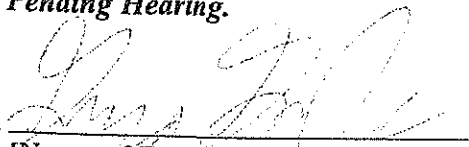
If you have any questions concerning the Loudermill Hearing, please do not hesitate to contact me.

Sincerely,

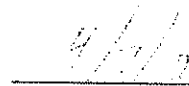
Bill Kermavner
Superintendent

cc: Dr. Markiel Perkins, CHS Principal
Dave Noble, President, OAPSE Local 616

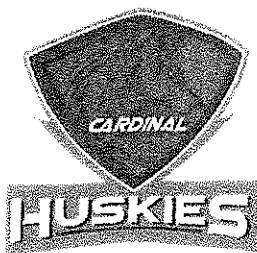
Your signature does not constitute agreement, but rather that you have been notified and given a copy of this *Notice of Pre-Termination/Loudermill Hearing and Assignment to Home Pending Hearing.



[Name of Employee]



Date



CARDINAL HIGH SCHOOL

14785 Thompson Ave., Box 7
Middlefield, OH 44062

Phone: 440-632-0261 x5000

Fax: 440-632-1734

www.cardinalschools.org

Official Letter of Formal Reprimand

Date: 3/24/2021

Mr. Gresko:

This official letter of formal reprimand is to inform you that you were in violation of Cardinal Local Schools COVID Mask Policy and Expectations the week of March 8, 2021, in that, you allowed scholars in your lab to have their masks down below their noses or completely off. When the principal entered the lab, you also had your mask down below your nose and mouth. Furthermore, on Monday March 15, 2021, you left scholars unattended for approximately over 20 minutes. The principal witnessed both occurrences.

The district's mask policy has been in effect since August of 2020, and you have been suspended for not enforcing said guidelines and expectations in the past. You have also been counseled numerous times about your inaction and not enforcing the policy. Therefore, this formal reprimand carries with it an official notification to the Superintendent and the OAPSE Union President.

Leaving scholars alone for an extended period without notifying colleagues or the administration is a dereliction of responsibility your part. Most importantly, leaving scholars alone is a significant breach of safety. The results of which could have been serious injury or even worse. We have a responsibility as educators to ensure the safety and security of our scholars. In this instance, you put those scholars, yourself, and the school in harm's way by leaving them.

Principal, Dr. Markiel Perkins

Counselor, Mrs. Jill DeRamo

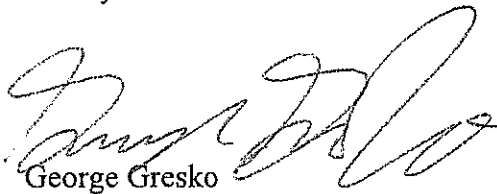


CARDINAL HIGH SCHOOL

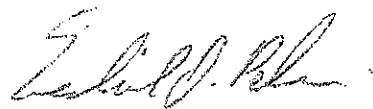
14785 Thompson Ave., Box 7
Middlefield, OH 44062

Phone: 440-632-0261 x5000
Fax: 440-632-1734
www.cardinalschools.org

Therefore, Be It Resolved, if the mask policy is still in effect at Cardinal Local Schools, you will enforce the policy consistently and faithfully. If not, failure to enforce the policy will lead to further disciplinary actions taken by the administration, including suspension with pay, suspension without pay and/or termination. Moreover, you will never leave scholars in your charge alone without first requesting and getting alternate adult supervision. Again, if not, failure to enforce the policy will lead to further disciplinary actions taken by the administration, including suspension with pay, suspension without pay and/or termination. This letter is an official notice to you and all others mentioned herein. Your cooperation is mandatory and will be strictly monitored and enforced. Thank you



George Gresko



Dr. Markiel J. Perkins

Principal, Cardinal High School

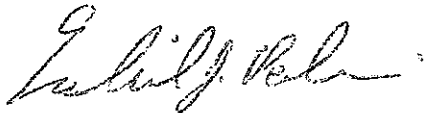
George Gresko Improvement Plan

Improvement Plan Synopsis

On Monday January 4, there was a meeting in Dr. Perkins's office. The meeting was about Mr. George Gresko's performance for the first semester and the attendees were George Gresko, Jill DeRamo, and Markiel Perkins. We went over grades of scholars in Mr. Gresko's charge and the passage rate for said scholars which was at approximately 30%. We also discussed his duties as our school's lab facilitator/success coach. We went through his job description line item by line item. The improvement plan focused on Mr. Gresko's continuous improvement of prescribed duties and the passage rate for his assigned scholars. Here were the main points of focus for said plan:

1. Scholars assigned to Mr. Gresko in online courses would have a passage rate of 75% or higher considering substantial growth if he did not hit this mark.
2. Consistent and continuous communication with scholars, parents, and teachers on progress of scholars via email. And actively assisting scholars in the lab in their coursework.
3. In his job description marked 2. which states, "As directed by the Superintendent, assist in supervising students with academic, attendance, and behavioral needs to include: A. In any instructional setting (regular classroom, special education classroom, lunchroom, recreational/physical education activities, field trips and hallways) during the school day. B. Behavioral management of children using the appropriate methods and techniques." This was cited because Mr. Gresko has been lax on enforcing our COVID mask-wearing policy.

These three aspects of his job were our points-of-emphasis and Mr. Gresko was made aware that he would have until the end of the second semester to show improvement and he would be re-evaluated the last week of school. Both Mr. Gresko and Mrs. DeRamo can attest to this improvement plan and its topics as being discussed and agreed upon during our meeting on January 4, 2021. The fact stated in this document are the truth and the accounts written here are accurate and to the best of my memory.

A handwritten signature in cursive script, appearing to read "Markiel J. Perkins".

Principal, Dr. Markiel J. Perkins



Official Cardinal Board of Education MEMO

TO: A. William Kermavner
FROM: Dr. Markiel Perkins
DATE: 7/16/2020
RE: Social Media Guidance and Conduct Requirements

On this date, Dr. Perkins and Cardinal High School's Head Football Coach, George Gresko, reviewed personal and professional conduct as it pertains to social media. Dr. Perkins and Mr. Gresko also reviewed the social media policy in the Cardinal High School Coaches Handbook. These resources are attached to the email correspondence for review.

Mr. Gresko has signed this memo as an action of understanding in what is expected of him going forward. For the purposes of documentation, here is the pledge he has made going forward:

I hereby pledge to adhere the following guidelines to my position as Cardinal High School Head Football Coach. I understand that if my actions are contrary to the spirit of this document there will be a review of my actions by the Superintendent and more severe consequences may be issued as deemed necessary by the administration.

Social Media: Social media and social networking include but are not limited to the use of Facebook, LinkedIn, YouTube or Twitter. Social media usage can be a valuable tool, but it poses significant risks for Cardinal Local Schools if not used properly. Coaches are free to engage in personal use of social media generally without restriction. However, they should be aware that in some circumstances, behavior on social networking sites can conflict with obligations to the Cardinal Local Schools, and may put the school district at risk of liability and may result in appropriate action taken by the administration. The following rules govern personal use of social media:

- a. Cardinal Local Schools does not in any way authorize or condone the publication or release by coaches of offensive, harassing, threatening, disparaging or discriminatory statements or comments or make inappropriate personal attacks on any person.
- b. Coaches are prohibited from using their title as well as any reference to the Cardinal Local Schools in any **correspondence of personal comments** to include posting, blogs, twitter, social networking sites, such as Facebook, Instagram, etc.

c. Mr. Gresko will refrain from discussing school-related subjects or decisions on his personal page of said social media sites. There are professional conduct responsibilities and personal expressions and opinions and Mr. Gresko fully understands and will separate the two. Football related information can be passed via social media with his official title as correspondence is disseminated. Personal discussions about decisions being made by authorized administrations will not be in personal comments on social media.

Coaches Name Print: _____

Coaches signature/date: _____

Principal Name Print: _____

Principal's signature/date: _____



Auto agenda
8/12/2020

Kristie Steyer <kristie.steyer@cardinalschools.org>

Head Football Contract Correction

1 message

Rebecca P Fisher <rebeccap.fisher@cardinalschools.org>

Wed, Jul 15, 2020 at 3:55 PM

To: Kristie Steyer <kristie.steyer@cardinalschools.org>, Bill Kermavner <bill.kermavner@cardinalschools.org>

Hi,

We listed George as Step 1, .15 on the June 10th agenda, but that is the same pay rate he was at last year.

He should be at Step 2, .17. Can we add this to the next agenda?

Rebecca P. Fisher

Treasurer's Assistant
Cardinal Local Schools
(440) 632-0261 ext 1003

"Don't waste time. It is the stuff life is made of."

CONFIDENTIALITY/PRIVACY NOTICE: This e-mail message, including any attachments, is for the sole use of the intended recipient(s) and may contain confidential and/or privileged information, as defined by State and Federal laws. If you are not the intended recipient or an agent of the intended recipient, you are hereby notified that you received this message in error and any review, disclosure, copying, printing, distribution, dissemination, or the taking of any action in reliance on the contents of the information contained herein is strictly prohibited. If you received this e-mail message in error, please notify the sender by return e-mail, and immediately and permanently delete the original from your computer and destroy all copies of this communication. Thank you.

PLEASE NOTE: This e-mail message, and any response to it, may be archived for later retrieval and is subject to retention, disclosure, and disposal in accordance with Board Policy and State law.



Cardinal Huskies Athletic Department

P.O. Box 7 ♦ 14785 Thompson Ave ♦ Middlefield, OH 44062

Phone 440-632-0261 ext 5007 ♦ Fax 440-632-1735

Jimmy Soltis – Athletic Director

June 30, 2020

George Gresko,

Today, June 30, 2020 at 8:30am we met in the Athletic Directors office to discuss the re-occurrence of insubordination regarding district, local and state mandates and recommendations regarding social media and the current health crisis.

We both agreed that a substantial amount of communication regarding district and Governor DeWines mandatory mask order was given in a timely manner for you to follow instruction. On several occasions, specifically during the youth camp held on June 27th and 28th, we found coaches and student instructors were not wearing a face covering. There were also several photos posted to social media that showed non-compliance of district, state and local health mandates. As the organizer and camp instructor you take full responsibility for the health and safety of the attendees and instructors.

We discussed, in length, the recurrence of the following insubordinate and non-compliant instances:

- Players/coaches inside buildings with no face covering
- Constant social distancing reminders (by Superintendent, Principal, Athletic Director)
- No spectators at practice/7 vs7
- No social media posts (specifically photos)

Your actions in this instance constitute a clear violation of athletic department guidelines, Cardinal Board of Education policy and current State mandated health requirements. Your actions placed the district at a risk of liability in the case of a Covid-19 incident, as well as placed yourself at a risk of personal liability. This violation is one that could lead to the immediate termination of your contract of employment with the district.

Furthermore, as an employee of the district, you are expected at all times to uphold the standards of professional conduct. This applies not only when you are engaged in your coaching duties, but at all other times as well. Failure to uphold the standards of professional conduct may also lead to the termination of your contract of employment.

Although your contract is not being terminated at this time, you are hereby suspended (with pay) from any and all coaching duties for five working days. Upon review of your suspension, you

will return to your coaching position on August 7, 2020. You are warned that any additional violation of athletic department and/or Board policy may result in the **immediate termination of your coaching contract**. It is your responsibility to understand and enforce all guidelines and policies in all instances.

Jimmy Soltis

Athletic Director

CARDINAL LOCAL SCHOOL DISTRICT

PERSONNEL FILE NO. 00...
2020 2 0 700 07472020

SCHOOL EMPLOYEE CONTRACT - LIMITED
(non-teaching)

AN AGREEMENT entered into between the BOARD OF EDUCATION OF
CARDINAL LOCAL SCHOOL DISTRICT in Geauga County, Ohio, and
GEORGE GRESKO, who has had 1 year(s)
of service in said SCHOOL DISTRICT, and who hereby agrees to be employed as
District Success Coach/Alt. Learning Supervisor (Job Title, Description)
in the public schools of said SCHOOL DISTRICT for the fiscal year 2020-2021
beginning August 14, 2020, ending, July 28, 2021.

Said EMPLOYEE further agrees to abide by and maintain the rules and regulations
adopted by said BOARD OF EDUCATION for the government of the employees and
of the schools of said SCHOOL DISTRICT;

IN CONSIDERATION OF and for such services, the said BOARD OF EDUCATION
agrees to pay, at the office of the Treasurer, to said EMPLOYEE, the sum of:

\$21,485.52 196 days x 7 hours x \$15.66
(Level 2, Step 5)

** Salary amount is subject to change according to the current negotiated contract.

Entered into this 13th day of May, 2020.

BOARD OF EDUCATION OF THE
CARDINAL LOCAL SCHOOL DISTRICT

BY:

Kenneth J. Klumia
President

Merrilyn Knusckles
Treasurer

George Gresko
Employee's Signature

7/6/2020
Date of Employee's Signature

(SIGN, DATE AND RETURN ONE COPY TO THE BOARD OF EDUCATION WITHIN
15 DAYS OF RECEIPT.)

CARDINAL LOCAL SCHOOL DISTRICT

SCHOOL EMPLOYEE CONTRACT - LIMITED
(non-teaching)

1. Employee's Name:

GEORGE GRESKO

4. School Year:

2020-2021

2. Date of Employment Motion:

May 13, 2020

5. Salary Rate Per School Year:

\$21,485.52

3. Effective Date of Employment
under this Contract:

August 14, 2020

6. Date of Board of Education
Contract Signature:

May 13, 2020

CARDINAL SCHOOLS
Confidential Employee
CONTRACT

RECEIVED AUG 22 2019

Position: Student Attendance & Learning Center Supervisor

This Employment contract is entered in this 21st day of August 2019, by and between the Board of Education of the Cardinal Local School District, hereinafter called the "Board" and

George Gresko

hereinafter called the "Employee." The Board and the Employee, for the consideration herein specified, agree as follows:

1. Term of Contract:

A. Limited Number of Years: 1

Commencing: August 1, 2019 and ending: July 31, 2020

B. Continuing:

Commencing: _____ and ending when said Employee resigns, elects to retire, is retired pursuant to the law, or until said contract is terminated or suspended as provided by law.

2. Duties:

The Employee shall perform the duties as specified in the laws of the State of Ohio and set forth in the **Job Description of the assigned position**, as it may be amended from time to time during the term of this contract. Such job description, as so amended, is hereby incorporated in this contract by reference as if fully rested herein.

3. Compensation:

The Board shall pay the Employee a base salary at an annual rate of:

\$21,000.00 Confidential Salary Schedule Level 1, Step 1

This annual rate shall be paid to the Employee. The Board pledges that it will review the salary each year and if not set, will establish said salary at the anniversary of each contract year.

The District and the Employee may mutually agree to increase the salary of the Employee during the term of this contract as per Ohio Revised Code, but in no event shall he/she be paid less than the salary he/she is presently receiving unless said reduction is in accordance with the uniform plan as provided by statute. Any adjustments in salary made during the life of this contract shall be in the form of an amendment and become part of this contract, but it shall not be deemed that the District and the Employee entered into a new contract nor that the termination date of the existing contract has been amended unless so stated in the amendment.

4. Days to be Worked:

Number of work days per contract year: 200

5. Savings Clause:



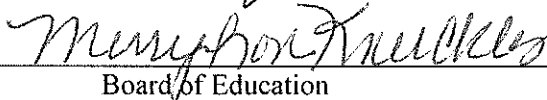
If any portion of this contract is deemed to be illegal due to conflict with state or federal law, the remainder of the contract shall remain in force and effect.

6. Contract Termination:

This employment contract may be terminated by:

- A. Mutual agreement of the parties;
- B. Retirement, disability or death of the Employee;
- C. Termination by 2/3's vote of the entire Board for good and just cause.

7. Other Terms and Conditions of Employment are included in the attached Confidential Employee Contract guidelines.

 _____	Employee	Date <u>8/22/19</u>
 _____	President Board of Education	Date <u>8-21-19</u>
 _____	Treasurer Board of Education	Date <u>8/14/19</u>



Cardinal Local School District

15982 East High Street P.O. Box 188
Middlefield, OH 44062
Phone: 440-632-0261 | Fax: 440-632-5886

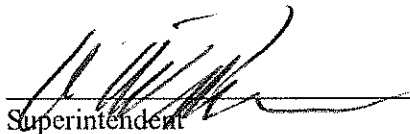
DATE: August 1, 2019 **TIME:** 9:00 a.m.
NAME: George Gresko
POSITION: Student Attendance & Learning Center Supervisor

INTENT TO HIRE:

This letter is to notify you that the Board is offering you the position of Student Attendance and Learning Center Supervisor beginning May 23, 2019 through July 31, 2019.

- Salary to be Level 1, Step 1 at \$21,000/year
- Contract days to be 200 at 7 hours/day.
- Insurance contributions to be in align with the certified contract amount, currently \$96.02 per month.

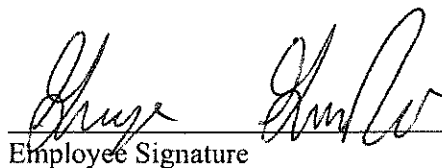
By:


Superintendent


Treasurer

I hereby indicate my intention to accept the above mentioned contract as specified.

George Gresko
Employee Name (please print)

 8/2/19
Employee Signature Date



✓ 8/21/19

Kristie Steyer <kristie.steyer@cardinalschools.org>

AGENDA ITEMS

1 message

Rebecca P Fisher <rebeccap.fisher@cardinalschools.org>
To: Kristie Steyer <kristie.steyer@cardinalschools.org>

Thu, Jul 25, 2019 at 2:19 PM

Hi Kristie,

When you got back....

Touch base with Jimmy about volunteer coaches for competition cheerleading. He should send you something to recommend [REDACTED]

✓ We need to add George Gresko to the August agenda:

Student Attendance & Learning Center Supervisor, 1 year limited confidential contract, August 1, 2019 - July 31, 2020, 200 days, Level 1, Step 1, \$21,000.

✓ We also hired [REDACTED] Speech Language Pathologist, MA, Step 5, \$47,401.

Rebecca P. Fisher

Treasurer's Assistant
Cardinal Local Schools
(440) 632-0261 ext 1003

"Don't waste time. It is the stuff life is made of."

[REDACTED]

[REDACTED]

June agenda
✓ 6/12/19



Official Cardinal Board of Education MEMO

TO: Bill Kermavner
FROM: Jim Soltis
DATE: June 4, 2019
RE: **Recommendation to approve supplemental contracts for the 2019-2020 school year**

I would like to recommend the approval of the following supplemental coaching contracts for next year:

Boys Basketball- Head Varsity
Boys Basketball-8th grade
Boys Basketball-7th grade
Faculty Manager
Football Assistant-varsity
Football -MS
Girls Basketball-Head Varsity
Girls Basketball- Top Ass. JV
Girls Basketball-8th grade
Girls Basketball-7th grade
Golf-Head coach
Soccer - Head Boys Coach

Mike Topalian rescinded his soccer application for the head golf position.

Girls Soccer - Varsity volunteers
Cross Country-Volunteer coach
Athletic Strength Coordinator
Indoor Track
Indoor Track
Competition Cheer

James Heath
Shaun Spence
Greg Sadler
Sharon Stotts
Devyn Woods
Johnny Chambers
Joe DiMattia
Jim Gubanyar
Stan Barwidi
Jennifer Fekete
Mike Topalian
Russ Buckley

Brian Gallagher, Spencer Star, Brad Allen
Jennifer Fekete
George Gresko
Greg Cicero
Tyler Jones
Staci Poole

cc: Kristie Steyer



Cardinal Local School District

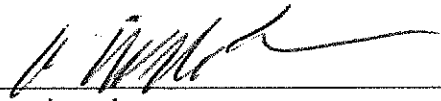
15982 East High Street P.O. Box 188
Middlefield, OH 44062
Phone: 440-632-0261 | Fax: 440-632-5886

DATE: May 24, 2019 **TIME:** 9:00 a.m.
NAME: George Gresko
POSITION: Student Attendance & Learning Center Supervisor

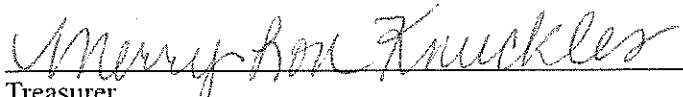
INTENT TO HIRE:

This letter is to notify you that the Board is offering you the position of Student Attendance and Learning Center Supervisor beginning May 23, 2019 through July 31, 2019.

- Salary to be Level 1, Step 0; \$3,150 rate for the length of the contract.
- Contract days to be 47.
- Insurance contributions to be in align with the certified contract amount, currently \$215.00 per month.

By: 

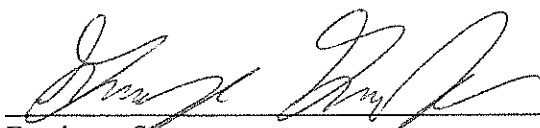
Superintendent



Treasurer

I hereby indicate my intention to accept the above mentioned contract as specified.

George Gresko
Employee Name (please print)



Employee Signature 6/19/19
Date

**CARDINAL SCHOOLS
Confidential Employee
CONTRACT**

Position: Student Attendance & Learning Center Supervisor

This Employment contract is entered in this 22nd day of May 20 19, by and between the Board of Education of the Cardinal Local School District, hereinafter called the "Board" and

George Gresko

hereinafter called the "Employee." The Board and the Employee, for the consideration herein specified, agree as follows:

1. Term of Contract:

A. Limited Number of Years: 1

Commencing: May 15, 2019 and ending: July 31, 2019

B. Continuing:

Commencing: _____ and ending when said Employee resigns, elects to retire, is retired pursuant to the law, or until said contract is terminated or suspended as provided by law.

2. Duties:

The Employee shall perform the duties as specified in the laws of the State of Ohio and set forth in the **Job Description of the assigned position**, as it may be amended from time to time during the term of this contract. Such job description, as so amended, is hereby incorporated in this contract by reference as if fully rested herein.

3. Compensation:

The Board shall pay the Employee a base salary at an annual rate of:

\$3,920.00 Confidential Salary Schedule Level 1, Step 0

This annual rate shall be paid to the Employee. The Board pledges that it will review the salary each year and if not set, will establish said salary at the anniversary of each contract year.

The District and the Employee may mutually agree to increase the salary of the Employee during the term of this contract as per Ohio Revised Code, but in no event shall he/she be paid less than the salary he/she is presently receiving unless said reduction is in accordance with the uniform plan as provided by statute. Any adjustments in salary made during the life of this contract shall be in the form of an amendment and become part of this contract, but it shall not be deemed that the District and the Employee entered into a new contract nor that the termination date of the existing contract has been amended unless so stated in the amendment.

4. Days to be Worked:

Number of work days per contract year: 56

5. Savings Clause:


If any portion of this contract is deemed to be illegal due to conflict with state or federal law, the remainder of the contract shall remain in force and effect.


6. Contract Termination:


This employment contract may be terminated by:

- A. Mutual agreement of the parties;
- B. Retirement, disability or death of the Employee;
- C. Termination by 2/3's vote of the entire Board for good and just cause.

7. Other Terms and Conditions of Employment are included in the attached Confidential Employee Contract guidelines.

 _____ Employee Date 8/2/19

 _____ President Date 7-24-19
Board of Education

 _____ Treasurer Date 7/24/19
Board of Education