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GENERALS BULLETIN

ANTHONY WAYNE LOCAL SCHOOLS EMPLOYEE NEWSLETTER | FEB. 2024

From the Superintendent's Desk

FUTURE FOCUSED IN FEBRUARY

February has finally arrived! I want to take a moment to reflect on our collective journey and express my gratitude for your commitment to our students and their success.

It's natural for us to occasionally think about the path we've traveled, acknowledging both success and challenges. However, it's equally important for us to remember that our greatest opportunities for our future lie ahead of us. The future holds the hope of new possibilities, growth, and positive experiences for both our students and ourselves.

Let's keep our focus on the road ahead and not looking back in the rear view mirror. As we proceed on this forward path, let's put our energy into working with our community to create a future where every student thrives and can find hope in their future success.

When we stay future-focused, our students will become future-ready.

We can embrace the opportunities that each day brings and let our District mission guide us toward excellence.

Together, we can shape a future that is a positive experience for staff and allows each of our future graduates the ability to walk across the stage ready for whatever their next step may take them.

Thank you for your dedication and hard work. Here's to a future filled with endless possibilities!

Sincerely,
Dr. Jim Fritz
Superintendent



Anthony Wayne Local Schools empowers students to be future ready!

DISTRICT FINANCIAL UPDATE

At its January 29 meeting, the AWLS Board of Education approved a Financial Recovery Plan that was submitted to the Ohio Department of Education and Workforce (DEW). This plan includes a proposed operational levy that will appear on the March 19 ballot, along with budget reductions in an effort to eliminate the negative cash balance projected for FY25 and FY26.

REQUESTED REVENUE INCREASE

The District is asking voters to vote on a five-year, 2.42-mill operational levy that would generate \$3.3M starting in January 2025.

APPROVED EXPENDITURES

- The District has approved the following reductions in expenditures the 2023-24 school year:
 - ~\$492,000 in materials and supplies, purchased services and contracted services with the ESC of Lake Erie West.
- The District has approved the following expenditure reductions for the 2024-25 school year, *regardless of whether or not the levy passes*:
 - ~\$394,000 in cost savings due to certified and administrative attrition.
 - The reduction of an administrative position.
- The District has approved the following expenditure reductions for 2024-25 *if the levy does not pass*. The reductions listed above plus:
 - The implementation of pay-to-participate for grades 7-12 athletics.
 - Decreasing the number of extracurricular supplemental positions filled.
 - Eliminating six custodial service positions and one media center aide position
 - Reducing bus transportation by eliminating service to students who reside within one mile of their school and eliminating extracurricular transportation.
- The District has approved the following expenditure reductions for 2025-26 *if the levy does not pass*. The reductions listed above plus:
 - Additional material/supplies and purchased services reductions.
 - Additional administrative position reductions
 - Decreasing safety services at FTMS.
 - Eliminating field trips.
 - Further reducing bus transportation by eliminating service to students who reside within two miles of their school and eliminating extracurricular transportation.

MORE INFORMATION IS AVAILABLE ONLINE

Please take time to educate yourself on the District's financial situation. Details and answers to frequently asked questions can be found in the following locations on the District website:

AWLS Financial Recovery Plan & Operational Levy:

www.anthonywayneschools.org/Levy

[January Board Meeting Recording](#)

[Financial Recovery Plan Slideshow](#)

[Levy Cost Chart](#)

[FAQ: Financial Recovery Plan](#)

[FAQ: March Operational Levy](#)

[FAQ: Expense Reductions](#)

Send questions to planning@anthonywayneschools.org.

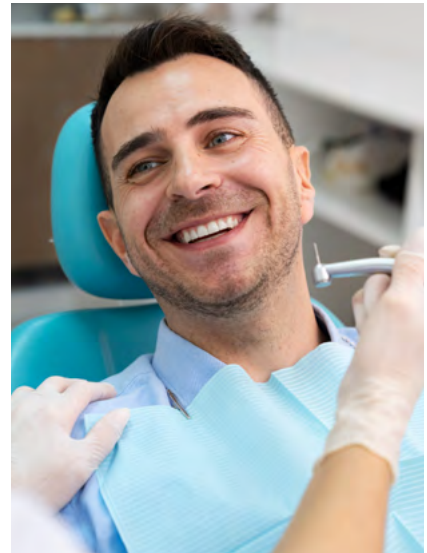


NEW DENTAL COVERAGE IS NOW ACTIVE WITH PARAMOUNT DENTAL

The District has completed its switch to Paramount Dental and the member portal is now open to employees. Visit insuringsmiles.com and click Login in the upper right corner. Then set up your account by clicking "Don't have an account? Sign up Now!"

Once activated, you can print your ID card, verify your benefits and coverage plan and find a dental provider.

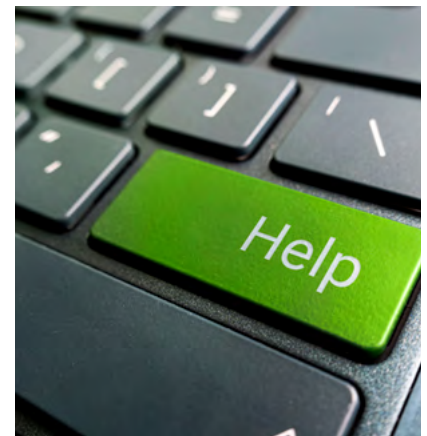
Please refer to the January 23 email from [Cindy Brahier](#), payroll/benefits coordinator for full coverage details and contact her with any questions.



TECHNOLOGY DEPARTMENT INCREASES AVAILABILITY

The AWLS Technology has expanded its services to help ensure support is available when you need it. Team members are now available from 7:00 a.m. to 4:00 p.m. every day. In addition, a technology supervisor will be available in your building's media center (and conference room at Whitehouse Primary) to answer questions and provide support on a first time, first serve basis. [Click here to view the coverage schedule.](#)

[Assistance is also available by submitting a work order through FMX.](#)



STAFF CHALLENGE: SUPPORT THE IN-DEMAND JOBS & CAREER FAIR

AWHS needs your help to make its annual In-Demand Jobs & Career Fair a rewarding experience for our students.

On Tuesday, Feb. 27, the class of 2024 will meet with employers, recruiters and post-secondary schools to learn more about potential career pathways from 10:30 a.m. - 12:30 p.m.

That evening the event opens to the public from 5:00 - 6:30 p.m., giving job seekers and families the chance to learn more about local opportunities for enlistment, enrollment and employment.



Following the job fair, families are encouraged to stay for a 30-minute presentation about preparing their students for enrollment, enlistment and employment upon graduation.

You are challenged to:

1. Invite a connection to host an informational table to talk about their career field. This can be a family member, friend, your awesome mechanic, or anyone whose company is hiring. [Share this invitation letter with your contacts.](#)
2. Encourage FTMS, AWJH and AWHS students, their families, and community job seekers to attend the evening job fair. [Download the digital invitation for families](#)

[Learn more about the event >>](#)

REQUESTS AND REMINDERS FROM DISTRICT OPERATIONS

We are in the thick of the winter season the Operations Team is hard at work addressing the effects of the cold, rain, wind, snow and ice. Please note the following reminders:

- Please report heating concerns or water leaks/stained ceiling tiles through FMX so they can be investigated and repaired.
- Watch your step when walking in parking lots and on the sidewalks, there may be icy spots.
- When school is canceled, all buildings will be locked with restricted access. Please contact your principal to gain access, and notify them when you leave. It is important to know who is the building for security purposes and in the event of an emergency.
- Turn off the lights when leaving your workspace for extended periods and before you go home.



Spring break inspection of all buildings is right around the corner. Please remove any unapproved appliances, furniture and furnishings that were not purchased by the school from your classroom, office or workspace.

LEARNER'S MINDSET

2024 WELLNESS LUNCH & LEARN SERIES

Unleash the power within you as you explore the keys to unlocking a stress-free and joyous life. The ProMedica Employee Wellness Program is offering the following free lunch and learn opportunities. Click the link to sign up.

[Stress Management: Work / Life Balance](#)

Wednesday, Feb. 21 | 12:00 - 12:30 p.m.

Unlock the secrets to seamlessly balancing work and life! Get practical tips and new ideas to conquer the challenges of modern-day juggling.

[Stress Management: Assertiveness Skills Training](#)

Wednesday, Mar. 20 | 12:00 - 12:30 p.m.

Learn ways to transform yourself into a more naturally assertive individual by acquiring the mindset and skills needed for confident self-expression.

[Stress Management: Steps to Increase Happiness](#)

Wednesday, Apr. 17 | 12:00 - 12:30 p.m.

Dive into evidence-based practices that elevate your happiness by reducing stress levels.



SAVE A LIFE: LEARN CPR

The District is looking to once again partner with the American Red Cross to provide free hands-only CPR training for staff on Thursday, March 21.

The training would be held at the CAO at 6:45 a.m., 9:30 a.m. and 4:00 p.m.

If you are interested in participating, please fill out your class time preferences [in this short form](#). Questions can be sent to [Brad Contat](#), Human Resources Director.



Take the time to show yourself some love by asking for help when you need it. As an AW employee, you and your family members are eligible to receive confidential professional counseling through ProMedica's Employee Assistance Program.

For more information or to schedule a phone, video or in-person visit call 866-327-3759.



FEBRUARY EVENTS

- FEBRUARY 2** Groundhog Day
- FEBRUARY 12** Board of Education Meeting
- FEBRUARY 14** Valentine's Day
- FEBRUARY 19** Closed: Presidents' Day
- FEBRUARY 20** 2-Hour Delay: Staff PD
- FEBRUARY 21** Evening Conferences, Grades 7-12
- FEBRUARY 29** Leap Day

AWLS BOARD OF EDUCATION MEETINGS

The Board of Education will meet at the Central Administrative Office on the following dates and times.

[A live stream is available for those who cannot attend in person.](#)

- February 12 6:00 p.m.
- March 11 6:00 p.m.
- April 15 6:00 p.m.
- May 13 6:00 p.m.
- June 3 8:00 a.m.
- June 27 8:00 a.m.
- July 10 8:00 a.m.
(if needed)
- August 5 8:00 a.m.
- September 9 6:00 p.m.
- October 7 6:00 p.m.
- November 7 6:00 p.m.
- December 9 8:00 a.m.

[Meeting agendas and Board policies are available online.](#)

DISTRICT CALENDARS APPROVED

The 2024-25 and 2025-26 District calendars are available on the District website on the [Schedules and Calendars page](#) and at the top of the [Master Calendar page](#).



KINDERGARTEN REGISTRATION OPENS MARCH 1

We are getting ready for the Class of 2037! Children who are five years old by September 30 are eligible to start kindergarten in the 2024-25 school year.

Enrollment opens on March 1. Families can begin the registration process and find more information online. If you know a family with a child ready to start school, please direct them to www.AnthonyWayneSchools.org/Kindergarten.

UPCOMING LPDC MEETINGS

- February 5
- March 11
- April 15
- May 6

STAFF WELLNESS DAY WAS A SLAM DUNK!

Thank you to the staff members and their families who braved one of the coldest days of the winter to enjoy a day of physical and social wellness at Bowling Green State University's Student Recreation Center.

The annual event is presented by the AW Wellness Committee as a way for staff to spend time together competing on the court, climbing the rock wall and conquering the water obstacle course.

Watch for more opportunities to stay active with your families and colleagues as the weather starts to warm this spring!





LAUREN RADWAN INDUCTED INTO HALL OF FAME

Lauren (Soldner) Radwan, Intervention Specialist at Waterville Primary was inducted into the Gannon University Athletics Department Hall of Fame on Saturday, Feb. 3. Lauren was a pitcher for the Gannon Golden Knights softball team where she led her team to three NCAA appearances. She ranks second in program history with 65 career victories and ranks third with 566 strikeouts. Lauren is the program's career leader in pitching starts, appearances, single season starts and single-season appearances.

Lauren was also a standout in the classroom. She was a three-time ESPN The Magazine Academic All-District Selection and made the GLIAC All-Academic Team several times. She earned her bachelor's degree in elementary education (K-6) and special education (Pre-K- 12) in 2008. She received her master's degree in curriculum and instruction in education in 2010.

Congratulations to Lauren for being named amongst Gannon University's top athletes!

STUDENT TEACHER BUILDS SKILL AT WHITEHOUSE PRIMARY

Last fall, BGSU Senior Emma Haber worked side-by-side with Nicole Kemmer, third grade teacher at Whitehouse Primary for exposure to different students, instructional methods and circumstances to gain the skills and confidence necessary to accomplish her lifelong goal of becoming a teacher.

[Emma's perspectives on her field classroom experiences were featured in BGSU News.](#)



The Five Star Staff video series is a great way to learn more about the individuals across our District and the outstanding work they do every day to empower students to be future ready. [Erin Moloney, AWHs intervention specialist was featured in January.](#)

This series is produced by AWHs Communications Intern, Ashlyn Shafer. Watch for more videos each month.

AW NEWS



YouTube

VIEW BACK ISSUES: Previous editions of the *Generals Bulletin* can be found on the [Staff Forms and Information page of the District website >>](#)