

# GENERALS BULLETIN

Anthony Wayne Local Schools Employee Newsletter



## PORTRAIT OF A GENERAL: ADAPTABILITY & FLEXIBILITY

A GENERAL demonstrates awareness and a willingness to change course and acts by reflecting on options while keeping the ultimate goal in mind.

The world is changing faster than ever, and being able to respond to new processes, technologies, opportunities and challenges is a [crucial skill for ourselves and our graduates](#). Adaptability and flexibility are included in the District’s Portrait of a General and are aligned with the Strategic Plan goals to ensure that our students and staff are well-prepared to be successful in our fast-paced world.

A new school year brings with it new opportunities to respond to change. When we remain adaptable, we find ways to innovate and generate creative solutions, contributing to the overall success of the District. Flexibility fosters a positive work environment, promoting an atmosphere of collaboration and empathy.

Adaptability and flexibility are skills that we can learn and demonstrate for others. By keeping our ultimate goal in mind, together we can find ways to face challenges head on, reflect on our options and change course where needed to empower students to be future ready. *See page 3 for more >>*



**WHAT ARE YOU MOST LOOKING FORWARD TO THIS YEAR?**  
*“I am looking forward to a chance to contribute by helping families and staff transition smoothly into the new school year.”*  
 - AMY ANDERSON, CAO SECRETARY/ENROLLMENT COORDINATOR



*Anthony Wayne Local Schools empowers students to be future ready!*



Kevin and his wife Jennifer with their daughter Mallory and new son-in-law, Frank.

## MEET KEVIN HERMAN

*Interim Superintendent*

Sure, he's been here for a long time -- 11 years to be exact, but how much do you REALLY know about Kevin Herman?

**1-SENTENCE EDUCATION PHILOSOPHY**  
"Individuals don't care how much you know until they know how much you care."

**BEST PART OF BEING A GENERAL**  
The spirit and pride that goes along with being a part of our community.

**HIGH HOPE FOR THIS SCHOOL YEAR**  
To move the District forward and contribute to AWLS being a great place to go to school and work.

**FAVORITE WAY TO REST & RECHARGE**  
Spend time at the lake with family or friends.

**BUCKET LIST GOAL**  
Travel abroad.

**FAVORITE JUNK FOOD**  
Donuts / popcorn

# A NOTE FROM THE INTERIM SUPERINTENDENT

## Welcome Back to School!

I am honored and humbled to be named the interim superintendent of Anthony Wayne Local Schools. Words cannot express the immense pride I have in our schools and the enjoyment I get from working with each of you.

Over the past eleven years as assistant superintendent, I have had the privilege of collaborating with most of you in various capacities. These experiences have fostered relationships that I truly value.

We are undoubtedly facing numerous challenges and hurdles this year. However, I am confident that, together, we will overcome these obstacles and achieve great things for our students and community.

Our district has a positive influence on countless students, and it is those of you working directly with them that make the biggest impact through your interactions and the care you show daily. Often, the full extent of this impact goes unseen, but rest assured that every effort and kind act you do for others is meaningful.

I am incredibly proud to be a General and to serve alongside such a dedicated and passionate team. I hope you all share in this pride as we continue our journey together.

Let's embrace the challenges ahead with confidence and determination, knowing that together, we will continue to make a difference.

Thank you for your unwavering commitment and for all that you do for our students, the district and community.

See you soon,  
Kevin





## START WITH HELLO WEEK

We are kicking off the 2024-25 school year by creating a welcoming atmosphere and promoting positive relationships. Start With Hello week is August 26 - 30!

Help us welcome our new staff! Join us at the varsity volleyball game on Tuesday, Aug. 27. Sit in the staff cheering section, enjoy some snacks and get to know your new co-workers.

We hope you'll join us starting at 6:30 p.m.

*Hello and welcome to our new Generals!*

## NEW FACES & NEW SPACES

There are nearly two dozen staffing changes happening for the 2024-25 school year -- including some employees who are new to the district and those who are transferring to a new position. Among the new staff members are four AWLS alumni! Please give a warm welcome to our new Generals and extend your help to all who are learning a new position this year.

### DISTRICT

Crystal Barnswell, *Intervention Specialist*  
Brigette Bartko-Martin, *Special Edu. Aide* - NEW  
Kevin Herman, *Interim Superintendent*  
Theresa Frost, *Director of Transportation*  
Cynthia Myers, *Special Edu. Aide*  
Kim Powers, *Routing Secretary*

### MONCLOVA PRIMARY

Shannon Blaesing, *1st Grade Teacher*  
Emily Jarvis, *Music Teacher* - NEW

### WATERVILLE PRIMARY

Lauren Schweiterman, *2nd Grade*

### WHITEHOUSE PRIMARY

Mary Bauman, *Title I (full-time)*  
Sara Boerst - *Title I (half-time)* - NEW  
Kim Clayton, *1st Grade Teacher*  
Kelly Coronado, *2nd Grade Teacher*  
Jessa Halpin, *4th Grade Teacher*

### FALLEN TIMBERS MIDDLE SCHOOL

Erica Black [AW '17], *Intervention Specialist* - NEW  
Bryce Boyer [AW '20], *5th Grade Teacher* - NEW  
Robin Buffy, *5th Grade Teacher*  
Mary Dressel, *6th Grade Teacher*  
Ashely Gittens, *6th Grade Teacher*  
Amanda Grzecki, *Intervention Specialist* - NEW  
Rachelle Ragen, *6th Grade Teacher*  
Emma Rees, *5th Grade Teacher*  
Cindy Smigelski, *5th Grade Teacher*

### AW JUNIOR HIGH

Emily Essig [AW '19] - *Intervention Coach* - NEW

### ANTHONY WAYNE HIGH SCHOOL

Lauren Murawski, *Counselor* - NEW  
Laura Hudson, *Intervention Coach* - NEW  
Jordan Schiavone [AW '18], *Math Teacher* - NEW

## NEW STAFF ORIENTATION

Certified staff (teachers/counselors) new to AWLS will meet for New Staff Orientation from 9:00 a.m. - 3:00 p.m. at the Central Administrative Office.

*We look forward to getting to know you better!*



## WELLNESS EVENT:

Free Health Screenings - Open to All Employees

Tuesday, Aug. 20 | 7:00 a.m. - 2:00 p.m.

Registration is Required: [Click here to sign up](#)

## GENERAL WELLNESS: Learner's Mindset

### *Tips for Going with the Flow During Times of Change*

The Wellness Committee is kicking off the school year with a focus on maintaining a learner's mindset. Staying flexible to new situations and adaptable to change is easier when you remain receptive to new ideas and stay curious about how new situations will unfold. Explore these articles to learn how to go with the flow in times of change.

#### ACCEPT THE CHANGE

This may be easier said than done, but [this article offers advice](#) for overcoming resistance to change.

#### STAY POSITIVE

[This article from PsychCentral.com](#) suggests that change can be the starting point for growth and new opportunities.

#### STAY ACTIVE OUTSIDE OF THE WORKPLACE

Work is a big part of our lives, but it's not the only aspect of our lives. [Maintaining a positive work-life balance](#), exploring hobbies and setting personal goals can help keep your work worries in check.

#### SEEK A FRESH PERSPECTIVE

Talking through your concerns with a friend, mentor or counselor can help you [gain a new understanding and may offer health benefits](#).

#### FOCUS ON WHAT YOU CAN CONTROL

Change can offer the opportunity to [reflect on your current goals and reevaluate whether it's time to set new goals for yourself](#).

**INTELLIGENCE IS THE ABILITY TO ADAPT TO CHANGE  
-STEPHEN HAWKING**

## PROMEDICA EMPLOYEE ASSISTANCE PROGRAM

As an AWLS employee, you and your family are eligible for free, confidential counseling in person, via video chat or over the phone.

CALL 866-327-3759 for information to to schedule an appointment.





## FINANCIAL UPDATE

### DIRECTOR OF TECHNOLOGY POSITION

Initially a planned reduction due as a part of the [Financial Recovery Plan](#), the Director of Technology position was reinstated by the Board. The funds for this change were made available for the 2024-25 school year by choosing not to fill the open Assistant Superintendent role.

### SUPPLEMENTAL POSITIONS

Thanks to generous support from the AW Athletic Boosters, many supplemental positions that were remain to unfilled for 2024-25 have been reinstated.

### OPERATIONAL LEVY

While we are thankful that these unexpected situations have lessened the financial burden somewhat for the 2024-25, school year --- the District still needs operational funding for FY26 and beyond. The District is pursuing a 5-year, 2.42-mill operational levy in November. If passed, the District will receive \$3.3M each year. If the issue fails, the District is once again facing significant cuts.



## SALES TAX HOLIDAY

Ohio's annual Sales Tax Holiday is July 30 - August 8. It's a great time to stock up on school supplies or refresh your work wardrobe.

**NEW THIS YEAR:** The sales tax break extends to other purchases under \$500 (with some exceptions).

Full details about what is and is not included are available on the [Ohio Department of Taxation](#)



## NEW YEAR -- NEW STORIES TO SHARE

We know that students aren't good about answering the age old question, "What did you do at school today?"

Help us spread the word about all that our students are learning and doing! As you are lesson planning, send your story tips to [Rebecca Schwan](#), *Communications Specialist*. All news tips are welcome.

You do AWesome work -- let's share it with our community!

## WHO TO CALL AT THE CAO

Not sure who to contact at the Central Administrative Office to find the answer to your question? [This new reference sheet](#) can help point you in the right direction.

It highlights some of the major responsibilities of staff at the CAO to help put you in contact with the right person - getting you answers faster!

The document is also available on the [Staff Forms and Information page](#) of the website for future reference.



## BUILDING SAFETY AND CLASSROOM MAINTENANCE

As you prepare for a new year, please remember that personally-owned furniture and furnishings are not permitted inside school buildings. Thank you for helping us stay in compliance with Fire Code.

If you find that something is not working properly in your classroom or workspace, [please report the problem using FMX](#). This will help the Operations Department work efficiently and track any ongoing or repeated issues with building equipment and systems.

As you enter and exit District buildings, please ensure all exterior doors are closed and locked throughout the day. Do not prop doors at any time. This is one easy way we can be sure our buildings are secure, and students and staff are safe.

*· please ·*  
**LOCK THE DOOR**  
*—— thank you ——*

## GRAB YOUR MEALS AT WORK

AW employees are welcome to dine in our school cafeterias! The Food Services team works hard to have healthy and delicious options available to students and staff.

Adult breakfast is just \$2.15 and lunch is \$5.00.

[Menus are updated monthly and are available on the Food Services page of the website.](#)





**2024-25 DISTRICT CALENDAR**    **MONTHLY EVENTS CALENDAR**

# FOR YOUR PLANNER

MONDAY, AUG. 5	AWLS BOARD MEETING
SATURDAY, AUG. 10	BACK TO SCHOOL BASH
MONDAY, AUG. 12	CAMPUS REGISTRATION DAY NEW TEACHER ORIENTATION
THURSDAY, AUG. 15	PRIMARY REGISTRATION DAY
TUESDAY, AUG. 20	TEACHER WORK DAY DISTRICT OPENING MEETING COMMUNICATIONS SYSTEM TEST SCHOOL OPEN HOUSES
THURSDAY, AUG. 22	FIRST DAY OF STAGGERED START FTMS 6TH GRADE OPEN HOUSE
FRIDAY, AUG. 23	ALL STUDENTS ATTEND
AUGUST 26 - 30 AUGUST 27	START WITH HELLO WEEK NEW STAFF WELCOME NIGHT
MONDAY, SEPT. 2	NO SCHOOL: LABOR DAY

**BACK TO SCHOOL EVENTS**    **GENERALS ATHLETICS**

## 2024 - 2025 PAYROLL DATES

JULY	18
AUGUST	1, 15, 29*
SEPTEMBER	12, 26
OCTOBER	10, 24
NOVEMBER	7, 21
DECEMBER	5, 19
JANUARY	2, 16, 30*
FEBRUARY	13, 27
MARCH	13, 27
APRIL	10, 24
MAY	8, 22,
JUNE	5, 19
JULY	3, 17, 31*

*\*THIRD PAY: No annuities or insurance withheld.*

## 2024 BOARD MEETINGS

- August 5
- September 9
- October 7
- November 7
- December 9

[Meeting Agendas, Policies & Livestream Link](#)

## 2024 - 2025 LPDC MEETINGS

- September 9
- October 7
- November 11
- January 12
- February 10
- March 10
- April 7
- May 5
- May 19

[Materials Deadlines & Representatives List](#)



## ADD A BOOKMARK

Save the [Staff Forms and Information web page](#) to your favorites for quick access to District documents and resources for employees.



## WATERVILLE SUMMER LEARNING

More than 100 Waterville Primary students took part in a 4-week summer learning program entitled "Summer is Our Time to Grow." Students enjoyed engaging hands-on lessons and family fun nights that challenged them to keep learning through the summer months.

This is the final year for the grant-funded summer learning program. Many thanks to the WPA for securing the funding for this opportunity and to the staff members who supported the program!



## MONCLOVA STAFF REACH FOR WELLNESS GOALS

With a mission of staying physically, socially and mentally healthy to be their very best for students, Monclova Primary staff members met weekly to participate in a fitness class taught by Agata Riley, District ESL Teacher. They also met to take line dancing classes and play pickleball.

## STAFF SHOUT OUT: OPERATIONS STAFF SUMMER CLEANING & REPAIRS

A huge thank you goes out to our Operations team for getting our schools in tip top shape for the start of the school year. Our facilities look AWesome thanks to your hard work! Here's a few of the highlights from their summer work:

- Cleaned 600,000 square feet, including: 270+ classrooms
- Painted 20+ classrooms, locker rooms, offices/conference rooms
- Removed SmartBoards and replaced them with AppleTV or Clevertouch monitors
- Mowed/maintained 160+ acres of property each week.



A team of 35 custodial workers cleaned the equivalent of 10 full-sized football fields and completed other work to make our schools shine!





Jennifer Frederick, Monclova 3rd Grade Teacher found the General on the school playground.

## COLLABORATION HIDE & SEEK WITH THE GENERAL

The District partnered with community volunteer, Terri Massucci to [hide 3D-printed models of the General mascot in our community](#) for residents to find during Family Week.

The idea was presented by Massucci as a way to encourage children to put down their devices and get outside and stay active during the summer.

Bryan DeKay, *AWHS Art Teacher* committed dozens of hours of his time to design, model, prototype and print the models for the project and Rebecca Schwan, *Communications Specialist* promoted the activity.



## AUDITOR OF STATE AWARD EARNED

District Treasurer, Kerri Johnson and her staff, Julie Pingle, *Accounts Payable*; Cindy Brahier, *Payroll* and Ray Greene, *Assistant Treasurer* were presented with an [Auditor of State Award](#) at the July Board meeting by Lori Brodie, Ohio Auditor of State Northwest Regional Liaison.

Fewer than 8% of eligible organizations receive this honor. The recognition is a testament to the team's diligence in meeting the state's standards for financial reporting.



## BIRTH ANNOUNCEMENT

**Mikayla Marie Lewis**  
June 28

Welcomed by Alyssa Lewis, Monclova 2nd Grade, Scott and big sister Gianna who absolutely love their new addition and all of the snuggles!



## HAVE NEWS TO SHARE?

Send your announcement or achievement to [rschwan@anthonywayneschools.org](mailto:rschwan@anthonywayneschools.org) to be included in next month's *Generals Bulletin* staff newsletter.