

## 5. SUPERINTENDENT'S CONSENT AGENDA (ROLL CALL)

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**Subject**                    **A. All Employment**

Meeting                    Dec 21, 2022 - December 21, 2022 Regular Board Meeting

Access                      Public

Type                         Action

**NOTES:**

- Items under the Superintendent's Consent Agenda are considered routine and will be enacted under one motion. There will be no separate discussion of these items prior to the time the Board votes unless a Board Member requests and item be clarified or even removed from the agenda for separate action.
- All employee hires are pending BCI/FBI background checks, appropriate licensure, and any other required documentation.

**SPECIAL NOTE:** Items highlighted yellow have been modified as noted, added, or deleted after the agenda review on 12/14/22.

1. Approval of the State of Ohio Minimum Wage increase to \$10.10/hour effective January 1, 2023 (copies available at the meeting or see attachments)

<p>File Attachments Minimum Wage Increase.State of Ohio.pdf (37 KB)</p>
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# 2023 MINIMUM WAGE

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Mike DeWine  
Governor

Jon Husted  
Lt. Governor

Sheryl Maxfield  
Director

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## NON-TIPPED EMPLOYEES

### A Minimum Wage of **\$10.10** per hour

"Non-Tipped Employees" includes any employee who does not engage in an occupation in which he/she customarily and regularly receives more than thirty dollars (\$30.00) per month in tips.

"Employers" who gross less than \$372,000 shall pay their employees no less than the current federal minimum wage rate.

"Employees" under the age of 16 shall be paid no less than the current federal minimum wage rate.

"Current Federal Minimum Wage" is \$7.25 per hour.

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## TIPPED EMPLOYEES

### A Minimum Wage of **\$5.05** per hour PLUS TIPS

"Tipped Employees" includes any employee who engages in an occupation in which he/she customarily and regularly receives more than thirty dollars (\$30.00) per month in tips. Employers electing to use the tip credit provision must be able to show that tipped employees receive at least the minimum wage when direct or cash wages and the tip credit amount are combined.

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## OVERTIME

1. An employer shall pay an employee for overtime at a wage rate of one and one-half times the employee's wage rate for hours in excess of 40 hours in one work week, except for employers grossing less than \$150,000 per year.

## RECORDS TO BE KEPT BY THE EMPLOYER

1. Each employer shall keep records for at least three years, available for copying and inspection by the Director of the Ohio Department of Commerce, showing the following information concerning each employee:
  - A. Name
  - B. Address
  - C. Occupation
  - D. Rate of Pay
  - E. Amount paid each pay period
  - F. Hours worked each day and each work week
2. The records may be opened for inspection or copying at any reasonable time and no employer shall hinder or delay the Director of the Ohio Department of Commerce in the performance of these duties.

## SUB-MINIMUM WAGE RATE

To prevent the curtailment of opportunities for employment and avoid undue hardship to individuals whose earning capacity is affected or impaired by physical or mental deficiencies or injuries, a sub-minimum wage may be paid, as provided in the rules and regulations set forth by the Director of the Ohio Department of Commerce.

## INDIVIDUALS EXEMPT FROM MINIMUM WAGE

1. Any individual employed by the United States;
2. Any individual employed as a baby-sitter in the employer's home, or a live-in companion to a sick, convalescing, or elderly person whose principal duties do not include housekeeping;
3. Any individual employed as an outside salesman compensated by commissions or in a bona fide executive, administrative, or professional capacity, or computer professionals;
4. Any individual who volunteers to perform services for a public agency which is a State, a political subdivision of a State, or an interstate government agency, if
  - (i) the individual receives no compensation or is paid expenses, reasonable benefits, or a nominal fee to perform the services for which the individual volunteered; and
  - (ii) such services are not the same type of services which the individual is employed to perform for such public agency;
5. Any individual who works or provides personal services of a charitable nature in a hospital or health institution for which compensation is not sought or contemplated;
6. Any individual in the employ of a camp or recreational area for children under eighteen years of age and owned and operated by a non-profit organization or group of organizations.
7. Employees of a solely family owned and operated business who are family members of an owner.

\* For information about additional exemptions, please visit the Ohio Division of Industrial Compliance or U.S. Department of Labor websites.

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For further information about minimum wage issues, please contact: The Ohio Department of Commerce, Division of Industrial Compliance, 6606 Tussing Road, Reynoldsburg, Ohio 43068. Phone: 614-644-2239. TTY/TDD: 1-800-750-0750. An Equal Opportunity Employer and Service Provider. (REV. 9/30/22)

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**POST IN A CONSPICUOUS PLACE**

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### 5. SUPERINTENDENT'S CONSENT AGENDA (ROLL CALL)

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**Subject**                    **G. Approval of Donations**

Meeting                    Dec 21, 2022 - December 21, 2022 Regular Board Meeting

Access                      Public

Type                         Action

**NOTE:**

- Items under the Superintendent's Consent Agenda are considered routine and will be enacted under one motion. There will be no separate discussion of these items prior to the time the Board votes unless a Board Member requests and item be clarified or even removed from the agenda for separate action.

**SPECIAL NOTE:** Items highlighted yellow have been modified as noted, added, or deleted after the agenda review on 12/14/22.

1. \$25 from The Wilson Family for use by National Honor Society
2. Donation of 250 Covid-19 test kits (1 box) from Viola Startzman Clinic for use by the School nurse, valued at approximately \$2,500
3. Donation of gently used clothing from People to People Ministries for use by students, valued at approximately \$180
4. \$150 in monetary donations for the flag park from the following:

<b>DONOR</b>	<b>AMOUNT</b>
Albright Welding Supply	\$100
Kevin & Crystal Douglass	\$ 50
<b>TOTAL</b>	\$150

5. Donation of \$1,000 from Wooster Elks Lodge #1346 for the purchase of science supplies
6. 6 sandblasted wheels to make fire rings from Smetzer's Tire for use by Diesel Technologies for a student fundraiser, valued at approximately \$240
7. Donation of a Maxforce 7 engine for use by Diesel Technologies, valued at approximately \$3,500
8. Donation of a 2017 Ford Police Cruiser from the Wayne County Commissioners for use in the Criminal Justice program, valued at approximately \$4,000