

Northwest Local Board of Education  
Special Meeting 5:00 p.m. October 28, 2021  
Northwest High School Media Center

**119-21 ROLL CALL**

Present: All Present  
Absent: -----  
Roll Call: Adkins; Jenkins; Lintz; Lute; Taylor

**120-21 RESOLUTION TO TERMINATE CLASSIFIED PERSONNEL**

**Whereas**, Deborah Renee Copas is employed by the Board as a school bus driver; and

**Whereas**, Mrs. Copas was provided a pre-disciplinary hearing before the Superintendent with her Ohio Association of Public School Employees' ("OAPSE") Field Representative, Karen Bailey, present;

**Whereas**, at the pre-disciplinary hearing conducted on October 19, 2021, Mrs. Copas had the opportunity to present her responses and tell her side of the story to the Superintendent regarding the allegations/charges set forth in the letter hand delivered to her on October 18, 2021 (attached as Exhibit A);

**Whereas**, after considering all of the information presented by Mrs. Copas and Mrs. Bailey, the Superintendent concluded that Mrs. Copas had violated ORC 3301-82-12 (E)(5);

**Whereas**, the Superintendent provided Mrs. Copas with the opportunity to resign by and through her OAPSE Field Representative, but she failed to do so;

**Whereas**, the Superintendent has shared with the Board the evidence to support the charges contained in the letter to Mrs. Copas (Exhibit A).

**Whereas**, the Superintendent recommends termination of Mrs. Copas' contract;

**Now therefore, be it resolved that:**

- (1) the contract of Mrs. Deborah Renee Copas is hereby terminated, effective immediately, for the reasons set forth in Exhibit A (attached hereto); violation of written rules and regulations set forth by the Board, violation of Board policies, incompetency, inefficiency, neglect of duty, and/or other acts of misfeasance, malfeasance, and/or nonfeasance.

(2) the Treasurer is directed to serve Mrs. Copas with notice of this Board's action by certified mail.

Motion: Adkins  
Second: Lintz  
Roll Call: **Adkins**-yes; Jenkins-abstain; Lintz=yes; Lute=yes; Taylor=yes

The President declared the motion carried.

**121-21 RESOLUTION TO ADJOURN**

The Board hereby adjourns at 5:01 p.m.

Motion: Adkins  
Second: Jenkins  
Roll Call: Adkins=yes; **Jenkins**-yes; Lintz=yes; Lute=yes; Taylor=yes

The President declared the motion carried.