

From: **Ben Chaffee** <[bchaffee@south-central.org](mailto:bchaffee@south-central.org)>

Date: Friday, September 20, 2024

Subject: 9-20-2024

To: Don Englet <[Denglet@south-central.org](mailto:Denglet@south-central.org)>, Jason Putt <[jasontputt@yahoo.com](mailto:jasontputt@yahoo.com)>, Ben Chaffee <[bchaffee@south-central.org](mailto:bchaffee@south-central.org)>, Christina Warrick <[cwarrick@south-central.org](mailto:cwarrick@south-central.org)>, Jason Putt <[jputt@south-central.org](mailto:jputt@south-central.org)>, John Whitright <[jwhitright@south-central.org](mailto:jwhitright@south-central.org)>, Randy Hord <[rhord@south-central.org](mailto:rhord@south-central.org)>, David Beverage <[dbeverage@south-central.org](mailto:dbeverage@south-central.org)>

A few things from the district...

- Don Englet and I met with Mr. Kuhn Tuesday afternoon to review the letter the board intends to share with the public next month. Mr. Kuhn was very appreciative of the board's support of him, and of the letter and its contents. He also appreciated the opportunity to review the letter prior to it being shared with the public. He asked if I'd keep him apprised of any future conversations regarding his employment, and I asked if he'd keep me apprised of any future conversations he might hear from students/parents, so I can address them appropriately.
- I forwarded David's information to the Huron County Board of Elections on Tuesday. Chris and I on-boarded him Thursday afternoon.
- I had a phone conference with Wilkes Plumbing and F-H this morning. The gym/stage air handling units are scheduled to be demo/installed starting Saturday, Oct 5. (Homecoming dance will be moved to the K8 building). Most major demo/install work will be completed on Saturdays in October.
- As part of the Huron County BAC (Business Advisory Council), I invited Jill Baker to attend today's meeting hosted by Pepperidge Farm. After the meeting, we toured Star of the West milling; great tour!
- By the end of next week, I will have held all of my leadership team's fall goal setting meetings. Principals are documented in Ohio ES, the mandated on-line OPES system.

- Reminder that tomorrow, SC hosts the area Band Show...if you're available! Unfortunately, I will not be attending, as it is Lydia's birthday, and we purchased Les Miserables tickets long before the Band Show date was set.

Have a great weekend! It just might rain....

Together we can...

Ben Chaffee, Jr.  
Superintendent  
South Central Local Schools  
[3305 Greenwich Angling Road](http://3305 Greenwich Angling Road)  
[Greenwich, OH 44837](http://Greenwich, OH 44837)  
419-752-3815

From: **John Whitright** <[jwhitright@south-central.org](mailto:jwhitright@south-central.org)>

Date: Monday, September 9, 2024

Subject: community letter

To: Don Englet <[denglet@south-central.org](mailto:denglet@south-central.org)>

Cc: Ben Chaffee <[bchaffee@south-central.org](mailto:bchaffee@south-central.org)>, Jason Putt <[jasontputt@yahoo.com](mailto:jasontputt@yahoo.com)>, Christina Warrick <[cwarrick@south-central.org](mailto:cwarrick@south-central.org)>, Jason Putt <[jputt@south-central.org](mailto:jputt@south-central.org)>, Randy Hord <[rhord@south-central.org](mailto:rhord@south-central.org)>, "Susan E. Keating Anderson" <[sanderson@ralaw.com](mailto:sanderson@ralaw.com)>

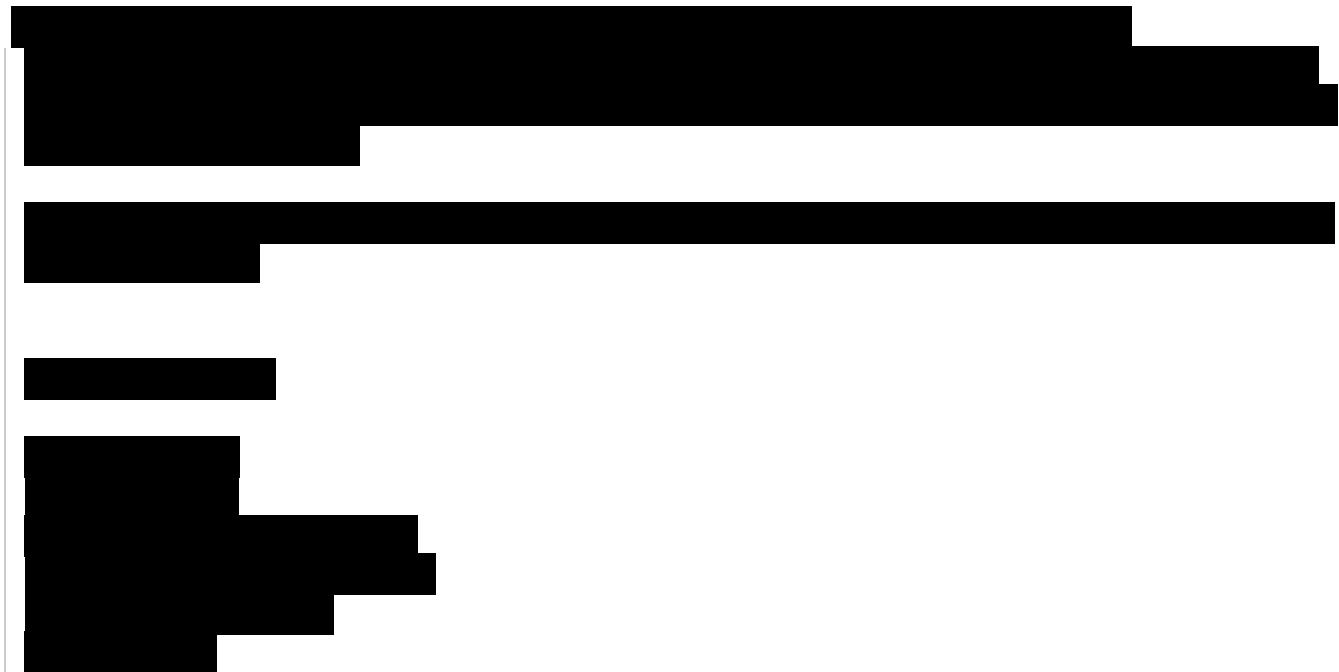
The letter is ok. I've read through it twice so far but there's a couple of things that are of concern for me. It's been a very busy weekend for me so I haven't been able to dedicate much time to this. With that being said I intend to read through it again today before I address the areas of concern for me.  
Thank you

"Do What Is Right, Not What Is Easy"

John L. Whitright  
School Board Member  
South Central Local Schools  
[3305 Greenwich Angling Rd.](http://3305 Greenwich Angling Rd.)  
[Greenwich, Oh 44837](http://Greenwich, Oh 44837)  
[jwhitright@south-central.org](mailto:jwhitright@south-central.org)

On Sat, Sep 7, 2024 at 4:41 PM Don Englet <[denglet@south-central.org](mailto:denglet@south-central.org)> wrote:

Thank you for putting this together and addressing this issue in such a straightforward and factual manner. I appreciate the work that went into this, and although personally I am disappointed in the continued attack of Mr. Kuhn, I feel that this is a proper response. I don't get the feeling that this will entirely put the issue to rest, I do feel strongly that this is a step in the right direction. Thank you again.



From: **Gene Lamoreaux** <[thelamoreauxs@myyahoo.com](mailto:thelamoreauxs@myyahoo.com)>

Date: Thursday, April 11, 2024

Subject: New Choral Director

To: "[tlucha@south-central.org](mailto:tlucha@south-central.org)" <[tlucha@south-central.org](mailto:tlucha@south-central.org)>, "[rhord@south-central.org](mailto:rhord@south-central.org)" <[rhord@south-central.org](mailto:rhord@south-central.org)>, "[denglet@south-central.org](mailto:denglet@south-central.org)" <[denglet@south-central.org](mailto:denglet@south-central.org)>, "[jputt@south-central.org](mailto:jputt@south-central.org)" <[jputt@south-central.org](mailto:jputt@south-central.org)>, "[jwhitright@south-central.org](mailto:jwhitright@south-central.org)" <[jwhitright@south-central.org](mailto:jwhitright@south-central.org)>

I am writing this to express my disappointment in the hiring of Ms. Jackson's replacement. I understand the hiring process for these kinds of positions in that probably Mr. Hellickson, Mr. Chaffee, Ms. Jackson, & maybe others would do the interviewing and then when a candidate was selected that person's name would be brought to the board for approval. I have always thought whether it is written in the job description or not that it goes without saying that we want our personnel to be of high moral character. How can we say that Mr. Kuhn fits into that category when he intends to marry a woman who is transitioning to be a male? Please don't be misled that this won't be brought up in the classroom because it already has when he announced to my grandchildren along with several other kids that his fiancé was a he, or a she that wants to be a he.

Other questions I have are as follows:

Is Mr. Kuhn leaving his current job on his own accord or was his contract not renewed?

What kind of reference checks were done?

Were any people contacted from the community he is leaving other than school personnel, parents whose children sat under his instruction, etc.?

Was Mr. Kuhn the best available candidate? It is not uncommon for these positions to be filled later, even mid- summer in the past.

I have much more to say but choose to close by asking you, as board members, our representatives, two important questions to personally consider:

1.) How bad does the morality of those teaching our kids have to get before you will stand up against the government or whomever is trying to force this garbage into our small rural school?

2.) As board members representing the SC community do you think this has been a decision those you represent would endorse?

Gene Lamoreaux  
419-577-9048

From: **Ben Chaffee** <[bchaffee@south-central.org](mailto:bchaffee@south-central.org)>

Date: Friday, April 12, 2024

Subject: 4-12-2024

To: Don Englet <[Denglet@south-central.org](mailto:Denglet@south-central.org)>, Jason Putt <[jasontputt@yahoo.com](mailto:jasontputt@yahoo.com)>, Ben Chaffee <[bchaffee@south-central.org](mailto:bchaffee@south-central.org)>, Christina Warrick <[cwarrick@south-central.org](mailto:cwarrick@south-central.org)>, Jason Putt <[jputt@south-central.org](mailto:jputt@south-central.org)>, John Whitright <[jwhitright@south-central.org](mailto:jwhitright@south-central.org)>, Randy Hord <[rhord@south-central.org](mailto:rhord@south-central.org)>, Tom Lucha <[tlucha@south-central.org](mailto:tlucha@south-central.org)>

A few things from the district...

- Tom and I reviewed the agenda, and I just now made it active/public. With Kasey resigning, and updating/training Chris on payroll and other job functions while we also are scheduling interviews, I pulled the certified contract recommendations and the supplemental contract recommendations from Monday's agenda. We will have them ready for the May board meeting.
- We did receive quite a few interested candidates for the Executive Administrative Assistant position. Chris and I reviewed them all, and are interviewing four next week. Only four had specific payroll experience; another handful had accounts payable/office function experience, but payroll is extremely important (as we've shared with you the struggles of training Kasey in her early tenure).
- Duane has had two vendors review the K8 roof where it leaks along the back seam/flashing (kitchen/stage/bandroom area). Bo Lacey can replace the flashing by removing the brick and putting the flashing in correctly for \$11,000 but he won't guarantee it, unless he does that and replaces that entire section of roof (for \$80,000). A Mr. Yoder also inspected the roof and quoted the same type of work for under \$3000. Duane is going to call him back for clarity.
- Duane also reached out for parking lot re-striping quotes at my request. The middle/large parking lot is in need of a full chip/removal/new asphalt, but I wanted to wait and see if it could be worked in while the athletic complex is worked on. TekSeal inspected the large lot and the hs lot, and said the hs lot could get several years extension by simply re-sealing it. I have those quotes on the agenda for approval (re-seal/re-stripe hs lot and re-stripe large lot).

- Chris and I met with Roland Tkach, County Auditor this week. He actually has speculated good news for our school district, financially. He believes we can expect a sizeable increase in our property/CAUV collections next year. That increase is great for our budget, but could put a financial strain on some of our residents. To that end, we thought inviting Roland to perhaps our June board meeting would be a good thing, so he can explain to you all what we went over with Chris and me.
- I intend to draft an email response to Gene Lamoreaux's letter this weekend. I will email you my draft (and text you, asking you to read/respond to the draft email) before I send it to him.
- Tom and I reviewed public participation expectations at your meetings. With the hiring of Alex Kuhn, I am aware of two residents making phone calls to board members, two members emailing me, TJ and the board, and one other calling the Mental Health and Addiction Services director (asking if there was research readily available of the negative mental health impacts on children being taught by LGBTQ+.) To that end, I think it appropriate for the board to ready for possible guests at the board meeting.
- SC Jazz Festival is this Saturday night if you are looking for something fun to do

Enjoy the weekend

Together we can...

Ben Chaffee, Jr.  
Superintendent  
South Central Local Schools  
[3305 Greenwich Angling Road](http://3305 Greenwich Angling Road)  
[Greenwich, OH 44837](http://Greenwich, OH 44837)  
419-752-3815

From: **Ben Chaffee** <[bchaffee@south-central.org](mailto:bchaffee@south-central.org)>

Date: Sunday, April 14, 2024

Subject: Re: New Choral Director

To: Gene Lamoreaux <[thelamoreauxs@myyahoo.com](mailto:thelamoreauxs@myyahoo.com)>

Cc: [thellickson@south-central.org](mailto:thellickson@south-central.org), Don Englet <[Denglet@south-central.org](mailto:Denglet@south-central.org)>, Jason Putt <[jasontputt@yahoo.com](mailto:jasontputt@yahoo.com)>, Randy Hord <[rhord@south-central.org](mailto:rhord@south-central.org)>, John Whitright <[jwhitright@south-central.org](mailto:jwhitright@south-central.org)>, Tom Lucha <[tlucha@south-central.org](mailto:tlucha@south-central.org)>, Christina Warrick <[CWarrick@south-central.org](mailto:CWarrick@south-central.org)>

Gene,

First, I want you to know that I have always appreciated your leadership, your maturity, your support and your wisdom, especially that you provided to me in my early years as a young administrator. I hope you continue to appreciate the same of me.

In this recent situation of hiring Mrs. Jackson's replacement, always a difficult decision when replacing a legend, I hope that you continue to value and trust the wisdom and leadership that I display. We posted the job early at my recommendation as well as Mrs. Jackson's recommendation, so that we would find the best candidate that she could mentor in her final months as well as procure a Musical for the following school year. We posted the job and had about six or seven people apply. We interviewed everyone that applied. The interview team consisted of myself, Mr. Hellickson, Mrs. McKee, Mrs. Gearheart (the K – 4 general music teacher), and then two parents from MPO as well as 20 students for an audition – type interview. Overwhelmingly, everyone strongly recommended Mr. Kuhn as our replacement for Mrs. Jackson. You are well aware, I am sure, of the legalities of not discriminating against potential employees. Mr. Kuhn is one of those individuals I cannot, nor can the board, discriminate against. He is

the best candidate for Mrs. Jackson's replacement, and I strongly stand by that. Should he do anything unethical, inappropriate, or behavior I cannot tolerate, I will immediately address, discipline, and ultimately terminate if so necessary. However, at this moment in time , he has never demonstrated such to me. The students that interviewed with him rally around him. The staff that is in charge of the musical rally around him. My hope is that the community will also rally around him.

I have supported Lifewise Academy being a part of our educational community. I know and trust the Lord. In my Christian/Catholic belief I am to love and appreciate and welcome everyone for who he or she is. My hope is that this community, that has become Jody and my home for the last 24 years, will do the same.

Ben Chaffee, Jr.  
Superintendent  
South Central Local Schools

Sent from my iPhone

On Apr 11, 2024, at 12:00 PM, Gene Lamoreaux <[thelamoreauxs@myyahoo.com](mailto:thelamoreauxs@myyahoo.com)> wrote:

I am sending this to you to express my disappointment in the hiring of Ms. Jackson's replacement.

Whether it's written in the job description or not I have always thought that one of the criteria for any of the SC positions would be that the candidate be of high moral character. How can you say that Mr. Kuhn is a person of high moral character when he openly flaunts that he is engaged to a female who either wants or is transitioning into being a male? To imply that none of this will be manifested in the classroom is misleading because it already has; when he was introduced to the class in which my grandchildren attend. Needless to say they were very confused over something they should not have been exposed to in our small rural school.

Aside from this obvious concern I have several other questions as follows :

Is Mr. Kuhn the most qualified available candidate ,it seems like there was a rush to fill the position. It's not uncommon for it to be mid summer before these positions are filled.

Is Mr. Kuhn leaving his current job on his own accord or was his contract not renewed ?

What was the extent of the reference checks, beyond school personnel ?

What is his reputation in the community he is leaving ?

Since this is an obvious controversial subject, was the board informed of his moral character before the hiring took place ?

I am well aware of the pressure exerted from government agencies and even to some extent from other outside sources but at some point we must stand up for what is right for the children we are responsible for.

How bad does the morality have to get before we say enough is enough ?

Gene Lamoreaux  
419-577-9048



From: **Gene Lamoreaux** <[thelamoreauxs@myyahoo.com](mailto:thelamoreauxs@myyahoo.com)>

Date: Tuesday, February 18, 2025

Subject: Employment of Mr. Kuhn

To: "[jputt@south-central.org](mailto:jputt@south-central.org)" <[jputt@south-central.org](mailto:jputt@south-central.org)>, Don Englet <[denglet@south-central.org](mailto:denglet@south-central.org)>, "[dbeverage@south-central.org](mailto:dbeverage@south-central.org)" <[dbeverage@south-central.org](mailto:dbeverage@south-central.org)>, Randy Hord <[rhord@south-central.org](mailto:rhord@south-central.org)>, John Whitright <[jwhitright@south-central.org](mailto:jwhitright@south-central.org)>, Ben Chaffee <[bchaffee@south-central.org](mailto:bchaffee@south-central.org)>

Gentlemen:

I am writing this to once again express my disappointment in your hiring of Mr. Kuhn into the position of coral director. Please be reminded that for little or no reason you are not required to renew his contract and of course if you do it becomes more difficult to non renew his contract in future years. Some points I would ask you to consider are as follows:

...What kind of background checks were made prior to his hiring ?

...Were these reference checks made from people within the Black River School itself or in the community;

    specifically from parents whose kids were in one of his classes ?

...Why wasn't he rehired ?

...We were told that his homosexuality would not be highlighted but that is not true. In the class that my

    13 year old granddaughter was in when he was introduced last spring it was announced that he was

    engaged to be married. My granddaughter asked if they would be able to meet her and he said that it was

    a her that was transitioning to be a he.

...As board members and superintendent are you ok with his Limp Bizkit post he put on facebook last spring ?

...As board members representing us as south central residents do you think Mr. Kuhn's sexual orientation

    is something the majority of our community members want brought into our district ?

...Do the Kids ( K-12 ) have the choice in regards to whether or not they have him as a teacher ?

As board members please don't fall into the trap that there is nothing you can do; I was a member of the board for two terms and I know that's not true. As I stated above, you represent the district residents and I cannot believe for one minute that the majority of those you represent want him influencing our kids.

I would also remind you as board members that Mr. Chaffee reports to you, not the other way around.

Thanks you,

Gene Lamoreaux

9:25



6 People >

Hey guys. Clifford  
Smith here.

Folks from the  
community are  
forwarding me  
concerning  
screenshots from  
Mr Kuhns  
Facebook page.

You should be  
aware.

Better to be on  
offense (than on  
defense) and get



Text Message •...



9:25



6 People >

defense) and get out in front of this.

He may be the best candidate for the job but he's not building trust with the community.



Alexander Kuhn

May 20 ·



Sonic Temple is at Historic Crew Stadium.

May 19 ·

It's [Limp Bizkit](#) fu\*kin up your town.

@stvthrasher



Text Message ...



9:25



6 People



ALEXANDER KUNIN

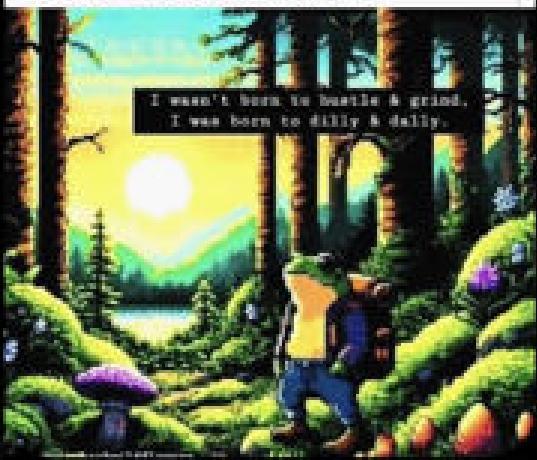
Apr 26

Away with the Faeries · Follow

Apr 23



~ Artist - Witches&Wildflowers ~



CS

As for me, I was  
born to hustle and  
grind. Not to dilly  
& dally.

CS



Text Message ...



9:26



6 People

cs

Edited

I don't expect  
much discussion,  
but I hope this  
inspires you guys  
to take a deeper  
dive

cs

Tom Lucha

Let me know if  
you want the rest  
of the lyrics to  
Limp Bizkit, or  
Slipknot, or  
Godsmack, or  
Metallica, ICP.



Text Message ...



9:26

.. | Wi-Fi | 🔋



6 People >

Metallica, ICP,  
GnR, SkidRow, I  
will read them to  
you from my  
album covers.  
Just because you  
don't like  
something,  
doesn't mean  
there is anything  
wrong with it. I do  
wonder why  
people who  
obviously dislike  
this kid spend so  
much time trolling  
him on social  
media.



Text Message ...



9:26



6 People >

TL

Tom Lucha

Clifford Smith

**No thanks on the  
lyrics Tom.**

**"Just because you  
don't like  
something  
doesn't mean  
there's anything  
wrong with it."**

**Are you serious??**

**That is a risky and  
reckless**

statement Tom

+

Text Message . . .



9:26



6 People

statement Tom.  
The implications  
of that are not  
good. Certainly  
you can't actually  
mean that? You're  
smarter than that.

Currently, it's the  
message of  
"f\*ckin up your  
town" that is most  
concerning to me  
considering what  
we already know  
about the  
situation.



Text Message ...



9:26



6 People >

Facebook posts  
are those who  
think he's more of  
a risk than a  
reward when it  
comes to their  
children and the  
community.

This is further  
evidence that  
parents are  
concerned with  
the people in front  
of their kids. I  
can't prove how  
much time they  
spend trolling.



Text Message ...



9:26



6 People >

Facebook posts  
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of their kids. I  
can't prove how  
much time they  
spend trolling.



Text Message ...



9:26



6 People >

spent trolling  
(copy/paste is  
pretty fast in my  
opinion) but I  
guarantee that  
parents paying  
attention will troll  
all day long if it's  
to protect their  
kids.

cs

Tue, Jun 4 at 7:52PM

John Whitright

I believe that your  
concern for the  
students is honest  
and sincere and I

+

Text Message ...



9:27



6 People

parents paying  
attention will troll  
all day long if it's  
to protect their  
kids.

cs

Tue, Jun 4 at 7:52PM

John Whitright

I believe that your  
concern for the  
students is honest  
and sincere and I  
thank you for your  
willingness to  
voice those  
concerns.

JW



Text Message ...



9:45



David >

I haven't forgotten about you. Just been extremely busy

No problem John, I understand. I am meeting with Ben today at 3. I asked Jason to sit in also. I have been looking into the allegations of Mr Kuhn that Gene Lamoreaux mentioned in his email. Hopefully, I can get some answers from Ben's side of how things were handled.

Good luck I'll be curious to hear what you learn

Thanks. I'll be in touch.

Tue, Mar 4 at 6:48PM

Do you have a time for a phone call or have you had



Text Message • SMS



9:48



JP



Jason >

I think I got Ben's attention

I sure hope so

Tue, Jan 28 at 2:09 PM

Give me a call when you get  
a chance

Dose now work?

Yes

Tue, Jan 28 at 6:58 PM

Ben told me that him and  
Tom knew exactly the  
alternative lifestyle of the  
choir teacher before we  
hired him

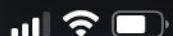
That doesn't surprise me at  
all.



iMessage



9:51



4



Jason >

Tue, Jan 14 at 2:03PM

Emmett is going to respond back to Ben's email

Tue, Jan 14 at 3:07PM

I figured it was coming.

Tue, Jan 14 at 4:46PM

He called me today, wanting to know at which board meeting. We was going to renew Mr. Kuhn's contract.

Wed, Jan 15 at 12:17 PM

Still have not heard a word  
from Ben

Maybe he's still dealing with the disappointment of Don not getting the Presidency

Wed Jan 15 at 4:33 PM



## iMessage



9:54



1



Steve >

Would the possibility of eliminating the choir program due to a lack of students be an option to eliminate that teacher issue without legal issues ? Eliminate that program to add a shop program ? Just something we've talked about. I know they eliminated vo ag years ago and brought it right back to remove a teacher from his position... I truly believe south central would get huge support for a shop class from businesses like sunrise, mark Schaffer, and other blue collar buisness.

Especially if we could get some simulators

Yes if numbers drop low enough then we could possibly drop the class. I



## Text Message • SMS



9:55

1

ss

Steve >

without legal issues ? Eliminate that program to add a shop program ? Just something we've talked about. I know they eliminated vo ag years ago and brought it right back to remove a teacher from his position... I truly believe south central would get huge support for a shop class from businesses like sunrise, mark Schaffer, and other blue collar buisness.

Especially if we could get some simulators

Yes if numbers drop low enough then we could possibly drop the class. I want the shop class no matter what, I've suggested doing a minimum of 4 year test run to determine the level of interest in the class

+

## Text Message • SMS



From: **Cliff Smith** <[cliffsmith@sunriseco-op.com](mailto:cliffsmith@sunriseco-op.com)>  
Date: Tue, Apr 16, 2024 at 8:08 AM  
Subject: SC Board Meeting Presentation 4.15.24  
To: [jwhitright@south-central.org](mailto:jwhitright@south-central.org) <[jwhitright@south-central.org](mailto:jwhitright@south-central.org)>

Good morning John.

Thank you for requesting a copy of my comments from last night's meeting. See attached.

*“Compare yourself to who you were yesterday, not to who someone else is today.” Jordan Peterson*

**Clifford Smith, CCA**

*Agronomy Solutions Advisor*

Sunrise Cooperative, Inc.

3000 W. Bucyrus St.

Crestline, Oh 44827

**Mobile: (419) 563-6365**

- Thank you for giving me the opportunity to speak. I believe in transparency. And I believe in healthy civil dialogue, especially where there are differences of opinion, where the cause is important and where the risks are high. So I respectfully come to you with the following thoughts.
- The elephant in the room is the decision to hire Mr. Kuhn as a replacement for Mrs. Jackson as choir director.
- Many parents and community members are on high alert.
- Many of us are extremely disappointed in the decision to hire Mr. Kuhn, who at the time of being hired, and still now, is engaged to marry a “non-binary” biological woman who “identifies” as a man.
- The decision to hire Mr. Kuhn was inconsistent with the values of our community. It is also inconsistent with the basic goal of education, which is to learn accurate information. In other words, to learn what is and is not true. Denying basic realities—whether by saying  $2+2$  is 5, by calling up down, or by calling a woman a man—is the opposite of education.
- Placing Mr. Kuhn in the choir director position would not be good for the students, for the staff, for the music department or for the community.
- Perhaps Mr. Kuhn, even though he is barely out of school, was the best candidate on paper at the time the interviews were held. But if that’s true, the search should have been continued and expanded.
- Even if his qualifications were the best at the time on paper, I would argue that he is in fact NOT qualified for any position where he has authority and influence over the students. Teachers naturally pull from their life choices and experiences. Mr. Kuhn has proven that he is willing to forgo foundational truth for his own preferences. His own preferences have already been recognized in the classroom and it will undoubtedly happen again.
- Regardless of his paper qualifications, it should be obvious that hiring a controversial individual like this will cause a lot of harm to the music program, as many, maybe even most, students and community members will not be willing or able to support such a controversial choice. The transition to any new choir director would be a hard one and a vulnerable time for the program. This controversial choice will make the transition even harder and has a really high chance of dooming the program altogether. I’ve been told that the current 44 member high school choir is on track to have less than 50% of that for next school year.
- This type of exposure, especially to the kids, is unacceptable.

- For the sake of protecting our families and the well-being of our community, we cannot allow this to take root. We cannot allow this to snowball. We cannot allow this to happen again.
- “Together we can...” is the school’s slogan, right? Nothing about this situation is going to help hold things **\*together\***... unless we change course and aim high. Very very high.
- Students, parents and families are hungry for TRUTH. Good. Solid. TRUTH. They’re hungry for a higher code of learning and an education that is rooted, deeply rooted, in TRUTH. Our responsibility as parents and educators is to embrace and share that TRUTH.
  - *I'm pleased that we prayed and recited the pledge of allegiance. “One nation, UNDER GOD.” Those words came from each of our mouths, which tells me we've not cast God completely out of our schools... But I'm here to tell you... loud and clear, that God will NOT honor this path unless we change our course to honor Him. “UNDER GOD” implies submission and surrender to follow Him and His ways. We must remain anchored on solid ground and in His truth because all other ground is sinking sand.*
- If we compromise here and move the boundaries of tolerance then I ask everyone in this room, “What will be next?” I am a hard **NO** against this path, which is inevitably a VERY slippery slope. I’m confident that I speak for many. And so we *stand firm*, steadfast, immovable because we know that these efforts are not in vain.

---

### **QUESTIONS:**

- Was the whole board aware of Mr. Kuhn’s troubling relationship status when it voted to approve his contract?
- Can the contract be rescinded? If not, why not? Would the board consider buying out the contract rather than keeping him in the system? Keeping him in the system will both give him maximum exposure to the students and be very likely harmful to the music program.
- What can the board and administration do to ensure that this will never happen again?

From: **John Whitright** <[jwhitright@south-central.org](mailto:jwhitright@south-central.org)>  
Date: Sun, Apr 14, 2024 at 4:26 PM  
Subject: Re: New Choral Director  
To: Gene Lamoreaux <[thelamoreauxs@myyahoo.com](mailto:thelamoreauxs@myyahoo.com)>

Gene

Let me first start out by apologizing for my late response to your email. I have been dealing with the recent death of my brother and my mind has been distracted on some many different levels trying to deal with his passing. With that being said, School Board issues have not been in the forefront of my mind lately. While I have been reading and giving thought to your email. Time has gotten away from me. I will tell you that I am at fault for blindly accepting the recommendation of Administration and assuming that due diligence was served in the process of these interviews and background check. With recent information having come to light I now question those same processes. I understand your concerns about the potential of what could happen and may happen moving forward. As well as your concerns as to what already has happened with the addressing of the kids. All I can offer you at this time is that I will work hard to improve my due diligence with asking questions and addressing concerns as they come up. Not only in regards to this particular point of concern for you but with the general well being of the school district as a whole.

As for your question on how bad the morality of the teachers has to get before something is done. I don't know, I would hope that it would be on the top of everyone's lists and priority at all times but I feel that is not the case. Unfortunately it's impossible to legislate morality into existence.

As far as your second question, I believe that the community I serve would be in support or favor. NO I don't. While I can't and won't attempt to speak on behalf of the board I will speak for myself. The expectation that I can do better and should do better is not lost on me. I want you to know that your concerns have been heard loud and clear with me and I assure you that those concerns have not fallen on all deaf ears.

While I'm not sure if I have answered your questions or concerns to a level that you are comfortable with , I do encourage you to continue to use your voice to let the district know where you are and encourage other community members to hold this district accountable moving forward.

"Do What Is Right, Not What Is Easy"

John L. Whitright  
School Board Member  
South Central Local Schools  
3305 Greenwich Angling Rd.  
Greenwich, Oh 44837  
[jwhitright@south-central.org](mailto:jwhitright@south-central.org)

On Thu, Apr 11, 2024 at 1:28 PM Gene Lamoreaux <[thelamoreauxs@myyahoo.com](mailto:thelamoreauxs@myyahoo.com)> wrote:

I am writing this to express my disappointment in the hiring of Ms. Jackson's replacement. I understand the hiring process for these kinds of positions in that probably Mr. Hellickson, Mr. Chaffee, Ms. Jackson, & maybe others would do the interviewing and then when a candidate was selected that person's name would be brought to the board for approval. I have always thought whether it is written in the job description or not that it goes without saying that we want our personnel to be of high moral character. How can we say that Mr. Kuhn fits into that category when he intends to marry a woman who is transitioning to be a male? Please don't be misled that this won't be brought up in the classroom because it already has when he announced to my grandchildren along with several other kids that his fiancé was a he, or a she that wants to be a he. Other questions I have are as follows:

Is Mr. Kuhn leaving his current job on his own accord or was his contract not renewed?

What kind of reference checks were done?

Were any people contacted from the community he is leaving other than school personnel, parents whose children sat under his instruction, etc.?

Was Mr. Kuhn the best available candidate? It is not uncommon for these positions to be filled later, even mid- summer in the past.

I have much more to say but choose to close by asking you, as board members, our representatives, two important questions to personally consider:

1.) How bad does the morality of those teaching our kids have to get before you will stand up against the government or whomever is trying to force this garbage into our small rural school?

2.) As board members representing the SC community do you think this has been a decision those you represent would endorse?

Gene Lamoreaux  
419-577-9048

From: **Gena Williams** <[williamsjg06@gmail.com](mailto:williamsjg06@gmail.com)>  
Date: Tue, Apr 9, 2024 at 10:50 AM  
Subject: Choir Teacher  
To: [jwhitright@south-central.org](mailto:jwhitright@south-central.org) <[jwhitright@south-central.org](mailto:jwhitright@south-central.org)>

Please see my attached letter regarding my concerns.

I am writing to communicate my disappointment in the hiring of Mr. Kuhn as the choral instructor at SC. I want to share with you a conversation that my daughter came home to tell me about last Tuesday, 4/2/24. My daughter told me that the new teacher was present in her choir class and that Ms. Jackson opened up discussion to the students, giving them permission to ask Mr. Kuhn questions, to get to know him. [REDACTED] states, "Ms. Jackson has told us that you are engaged. Can you tell us about your fiancé and when will we get to meet her?" Mr. Kuhn's response is then, "Well.... My fiancé is a he and he will be very supportive of my performances here at SC and I am sure you will see him around." This obviously caused her to be deeply embarrassed and have a plethora of questions. When she and her twin brother got home, they told me of the conversation. This was obviously a huge shock to me! I had heard nothing about this thus far. I spent a good hour answering their innocent questions, much to my dismay. The whole time loathing the fact that I had to be having these conversations due to the hiring of such a person in our little local school. I really had a deep hope that this crap wouldn't make its way to our little community. After a quick social media search, I discovered that the fiancé seems to be really a female that is identifying as a male? I don't even know. Obviously, there is some sexual orientation confusion on all parties that are involved. Topics that have no place in public school and discussions that should not be taking place regarding teachers that my children are supposed to respect. I dug further obtaining information from two teachers in the Black River School District, where Mr. Kuhn is currently teaching. I discovered that Mr. Kuhn is in his FIRST year of teaching there and does not have a good reputation. These teachers told me separately that the students do not like him, dread going to his class and have no respect for him. "Why?" I ask. I was given the answers of inappropriate conversations that teachers should not be having with students and inappropriate music choices. Great! I then proceeded to ask about how well he did with play productions etc. Both replied with, "Oh he doesn't do those. No plays. Just choir concerts." So, we are replacing Ms. Jackson with a man fresh out of school with less than one year of teaching experience, no theatre experience and has obvious sexual orientation issues? How disappointing!

I know that I am basing this discussion on my own values and convictions. I am conservative and a Christian that attempts to follow God's commands in the Bible. I am not perfect and have my own set of flaws. Even if you simply look at Mr. Kuhn's qualifications on a piece of paper, does he have the necessary skill set for this job? Were there no other applicants? What was the rush in hiring this guy in March? Ms. Jackson has developed an outstanding reputation in our community for theatre and music. She has hard shoes to fill and I understand that.

I love SC and the Greenwich community! We have some awesome teachers here that have helped to shape my children to be better people, in the classroom and in sports. Teachers and Coaches that have morality and character qualities that I want my children to learn from and model after. That is who the leaders are at SC! Does Mr. Kuhn exhibit these same character qualities?

We, the parents, trust in you the board to put good leaders into place that have the best interest of our children. We trust you are going to make wise and moral decisions for our small rural community. This decision does not seem to be what is best for our children. Some people wonder why we lose families to private schools or homeschooling? This is why, right here. Even though all of my children have been involved in choir and theatre in the past, they will not be attending this man's class. Nor, will I support it in any way. I know that he is hired, and there is probably not much that can be done now. I do hope that it is a one-year contract that will not be renewed!

Thank you for taking the time to read my email. Feel free to contact me if you have any questions.

Gena Williams

419-577-6173

 Gena Williams  

Tuesday, February 25

Good afternoon, Gena. This is David Beverage from the South Central School Board. I'm sure that you know about my meeting with your family. I would like to meet with you and discuss some things that Joe said you could answer. If you're alright with [REDACTED] talking to me, I would like to hear her story

 View all >

5:00 PM



<  John Whitright  :

1:27 PM

Tuesday, March 4

I haven't forgotten about you. Just been extremely busy

10:37 AM

No problem John, I understand. I am meeting with Ben today at 3. I asked Jason to sit in also. I have been looking into the allegations of Mr Kuhn that Gene Lamoreaux mentioned in his email. Hopefully, I can get some answers from Ben's side of how things were handled.

10:46 

Good luck to hear what you learn



< J John Whitright ▾ :

busy

10:37 AM

No problem John,  
I understand. I am  
meeting with Ben today  
at 3. I asked Jason  
to sit in also. I have  
been looking into the  
allegations of Mr Kuhn  
that Gene Lamoreaux  
mentioned in his email.  
Hopefully, I can get  
some answers from  
Ben's side of how things  
were handled.

10:46 AM

Good luck I'll be curious  
to hear what you learn

10:48 AM

Thanks. I'll be in touch.



 Jason Putt 

7:26

23

 Justina Reusch I will see mom tonight. She is on school board.

Okay thank you

MAR 29, 2024 AT 7:54 AM

Good morning just checking to see what your mom said

MAR 30, 2024 AT 6:27 PM

 She said he turned in a resignation letter. I guess he was at some of the board meetings and parents have been speaking out especially about one of the sub teachers is transgender

Thank you for getting back will be fun for us



Yes, i am sure



Aa



7:42 PM

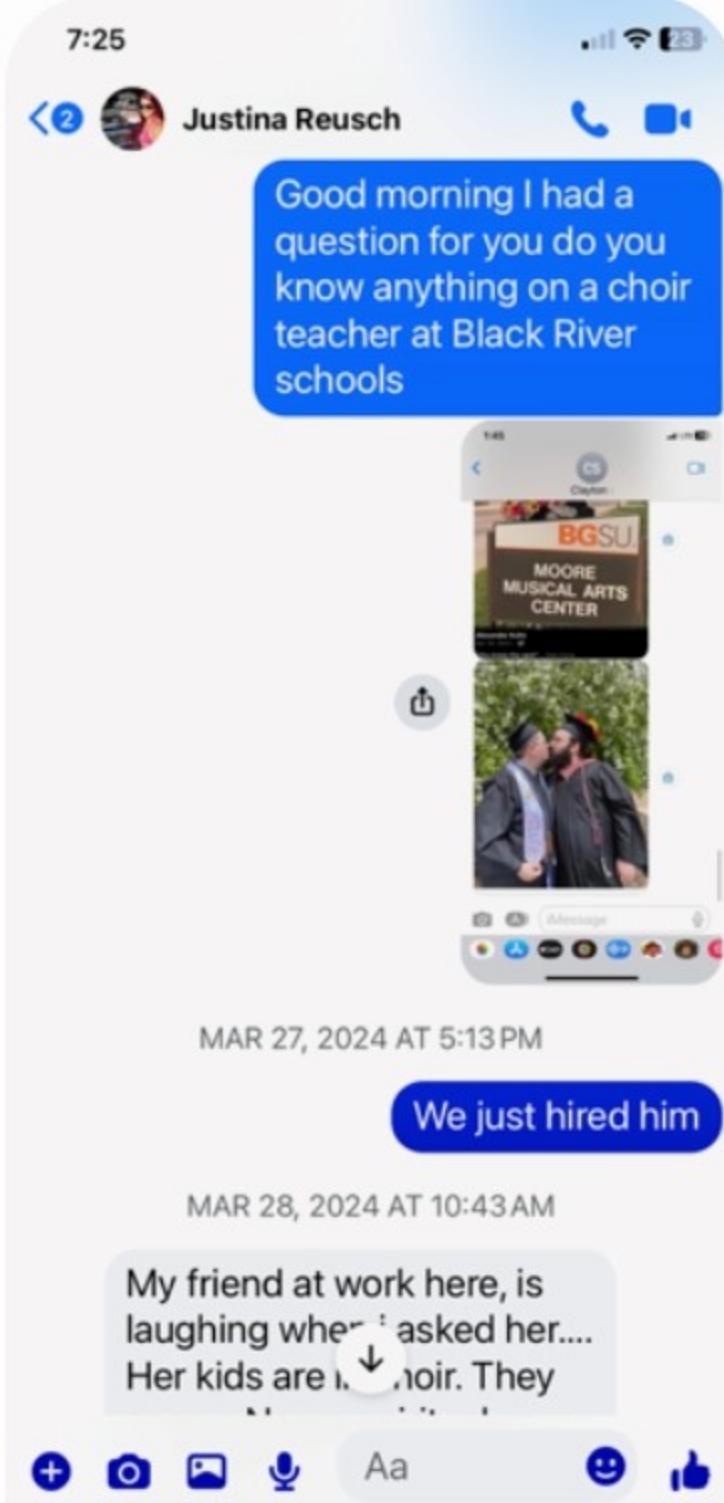
Interesting

8:57 PM



# J Jason Putt

Sunday, March 9



MAR 28, 2024 AT 10:43 AM

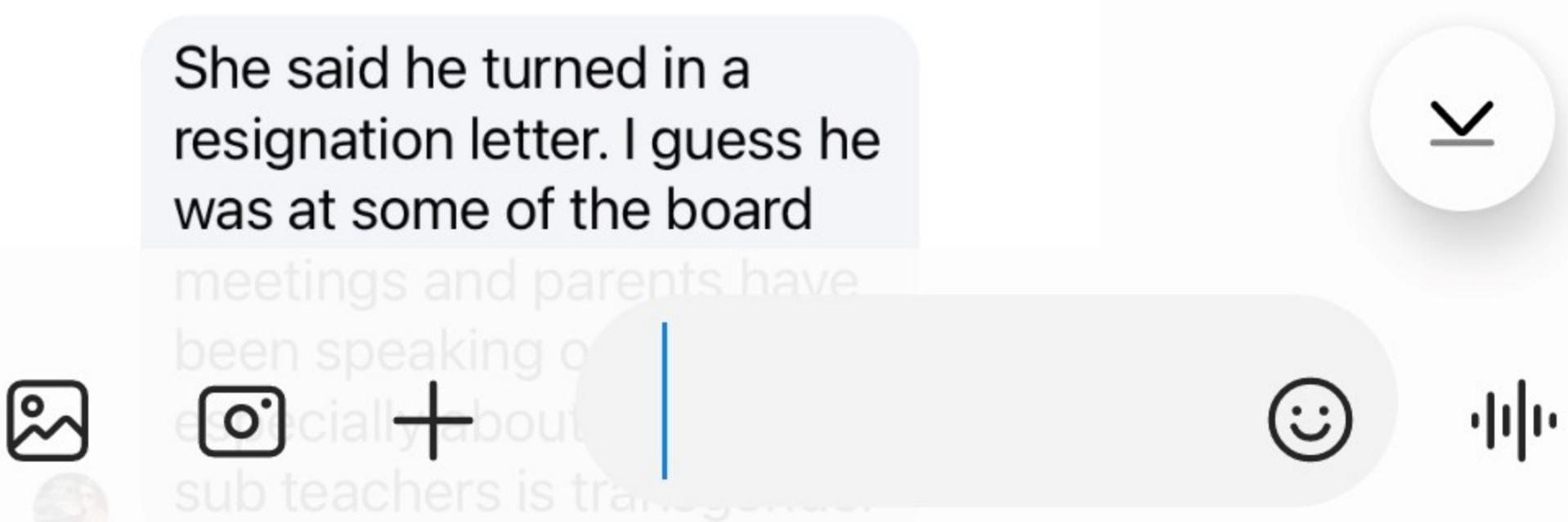
My friend at work here, is laughing when I asked her.... Her kids are in choir. They

+, 📸, 📄, 🎵, Aa, 😊, 🙌



MAR 29, 2024 AT 7:54 AM

Good morning just checking to see what your mom said



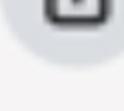
7:25

Jason Putt

2 7:42 PM, Mar 9



Good morning I had a question for you do you know anything on a choir teacher at Black River schools



MAR 27, 2024 AT 5:13PM

We just hired him

MAR 28, 2024 AT 10:43AM

My friend at work here, is laughing when I asked her....  
Her kids are in choir. They



Aa



Save

Share

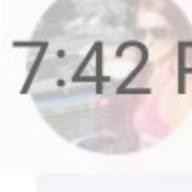


7:26

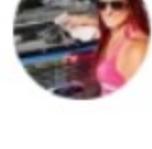
Jason Putt

2

7:42 PM, Mar 9



I will see mom tonight. She is on school board.



Okay thank you

MAR 29, 2024 AT 7:54 AM

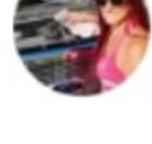
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MAR 30, 2024 AT 6:27PM

She said he turned in a resignation letter. I guess he was at some of the board meetings and parents have been speaking out especially about one of the sub teachers is transgender



Thank you for getting back will be fun for us



Yes, i am sure



Aa

Save



Share



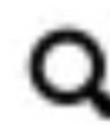
Gene Lamoreaux



6:44 PM, Feb 20 1:56 PM

79%

← Alexander Kuhn



Alexander Kuhn

...

May 20 ·

**Sonic Temple is at Historic Crew Stadium.**

May 19 ·

It's **Limp Bizkit** fu\*kin up your town.

📸: @stvthrasher



facebook.com



Save



Share

From: [dbeverage@south-central.org](mailto:dbeverage@south-central.org) <[dbeverage@south-central.org](mailto:dbeverage@south-central.org)>  
Date: Thu, Mar 13, 2025 at 9:50 PM  
Subject: Re: Board Meeting  
To: <[megan\\_culler@icloud.com](mailto:megan_culler@icloud.com)>

Megan,

I appreciate your concerns. Due to me only being one member of a five member board, [REDACTED] [REDACTED] the board not meet with community members individually. I welcome your input and if you email me your concerns I will share them with the rest of the board.

I appreciate your understanding.

David

[Yahoo Mail - Email Simplified](#)

On Wed, Mar 12, 2025 at 12:28 PM, Megan Culler  
<[megan\\_culler@icloud.com](mailto:megan_culler@icloud.com)> wrote:

David,

Thank you for getting back to me, I would prefer to meet with you in person next week. I am available Tuesday in the morning, Wednesday at any time, or Friday afternoon or evening. Let me know what works best for you and where you would like to meet at.

Thank you,  
Megan Culler

On Mar 11, 2025, at 3:56 PM, "[dbeverage@south-central.org](mailto:dbeverage@south-central.org)" <[dbeverage@south-central.org](mailto:dbeverage@south-central.org)> wrote:

Good afternoon Megan,

Unfortunately I am pretty busy this week. I can either talk over the phone this week or can meet in person next week. Please let me know what you prefer.

Thank you,  
David

[Yahoo Mail - Email Simplified](#)

On Tue, Mar 11, 2025 at 8:04 AM, Megan Culler  
<[megan\\_culler@icloud.com](mailto:megan_culler@icloud.com)> wrote:

Mr. Beverage,

I was wondering if we could meet sometime this week in regards to Mr. Kuhn's employment. I would like to hear your perspective as well as share some things with you. If you are willing to have an open conversation, I would love to sit down together. Please let me know your availability and I will do my best to be available during that time as well.

Thank you,  
Megan Culler

From: **Ben Chaffee** <[bchaffee@south-central.org](mailto:bchaffee@south-central.org)>

Date: Fri, Mar 7, 2025 at 3:11 PM

Subject: 3-7-2025

To: Don Englet <[Denglet@south-central.org](mailto:Denglet@south-central.org)>, Jason Putt <[jasontputt@yahoo.com](mailto:jasontputt@yahoo.com)>, Ben Chaffee <[bchaffee@south-central.org](mailto:bchaffee@south-central.org)>, Christina Warrick <[cwarrick@south-central.org](mailto:cwarrick@south-central.org)>, Jason Putt <[jputt@south-central.org](mailto:jputt@south-central.org)>, John Whitright <[jwhitright@south-central.org](mailto:jwhitright@south-central.org)>, Randy Hord <[rhord@south-central.org](mailto:rhord@south-central.org)>, David Beverage <[dbeverage@south-central.org](mailto:dbeverage@south-central.org)>

A few things from the district...

- I was made aware of a petition being circulated throughout the district, seeking signatures to support a recommendation to non-renew the choir teacher.
- At Jason's request, there will be a special board meeting on Thursday, March 13 at 6:30pm in the HS library. Chris has informed the press. Susan Anderson is attending [REDACTED] I assumed so, but you'll want to let her know when you meet with her Thursday). I would also suggest that you get guidance from her regarding the SCEA's "cease and desist" letter that was issued to the board; it doesn't reference whether the public can use an employee's name, which has been the topic shared with me by Matt Seasly (SCEA President).
- Cheryl Brown and I are nearly complete with the required Civil Rights Data Collection report. I am now cleaning up data entry errors and should easily have the report final-submitted by mid-March (due date is April 7).
- I continue to meet with my leadership team members for their mid-year review and updates on their goal progress.
- Next week, Chris and I will be attending the NPESC Shared Cost meeting, where we will select the services for the 2025-26 NPESC contract.

Enjoy the weekend...

Together we can...

Ben Chaffee, Jr.  
Superintendent  
South Central Local Schools  
3305 Greenwich Angling Road  
Greenwich, OH 44837  
419-752-3815

From: **Ben Chaffee** <[bchaffee@south-central.org](mailto:bchaffee@south-central.org)>  
Date: Thu, Mar 6, 2025 at 3:55 PM  
Subject: choir enrollment  
To: Jason Putt <[jasonputt@yahoo.com](mailto:jasonputt@yahoo.com)>, David Beverage <[dbeverage@south-central.org](mailto:dbeverage@south-central.org)>

Good afternoon,

Here is Emmett's public record request data for choir enrollment, along with the current and past 10 yrs of high school enrollment. Choir did a NYC tour in 2023.

Enrollment in high school choir on the first day of school this year.	31	
Enrollment in high school choir now. (9/3/2024)	23	
Enrollment in high school choir last academic year.	48	
2023-24 School Year 5th grade - 32 students 6th grade - 31 students 7/8 grade - 48 students		
As of today: 5th grade - 13 students 6th grade - 19 students	Request filled on <a href="#">11/14/2024</a>	At the beginning of the school year, we had 5 students drop 7/8 choir and 2 6th grade students drop choir. If some students dropped before school started, at Open House, or during the summer, we do not have a record of that because no form was required since the parent was with the child at the time of the request. In January there will be 1 additional 6th grade student and 1 additional 7/8 grade student joining the choir.

**Course #9015 - Chorus**

**FY24-25 = 24**

**FY23-24 = 48**

**FY22-23 = 66 (NYC Tour)**

**FY21-22 = 62**

**FY20-21 = 60**

**FY19-20 = 75 (Covid year; canceled NYC Tour)**

**FY18-19 = 63**

**FY17-18 = 64**

**FY16-17 = 54**

**FY15-16 = 55**

**FY14-15 = 68**

Together we can...

Ben Chaffee, Jr.  
Superintendent  
South Central Local Schools  
3305 Greenwich Angling Road  
Greenwich, OH 44837  
419-752-3815

From: **Don Englet** <[denglet@south-central.org](mailto:denglet@south-central.org)>  
Date: Thu, Mar 6, 2025 at 10:06 AM  
Subject: Re: Cease & Desist  
To: Ben Chaffee <[bchaffee@south-central.org](mailto:bchaffee@south-central.org)>  
Cc: Jason Putt <[jasonputt@yahoo.com](mailto:jasonputt@yahoo.com)>, Christina Warrick <[cwarrick@south-central.org](mailto:cwarrick@south-central.org)>, Jason Putt <[jputt@south-central.org](mailto:jputt@south-central.org)>, John Whitright <[jwhitright@south-central.org](mailto:jwhitright@south-central.org)>, Randy Hord <[rhord@south-central.org](mailto:rhord@south-central.org)>, David Beverage <[dbeverage@south-central.org](mailto:dbeverage@south-central.org)>

Good morning all, I have read and re-read this several times since last evening, and aside from being embarrassed and feeling like a jerk, my question for us is where do we go from here? How do we bring this to a close with the public? The statement that we shared in October, asking that any further discussions be held with the administration has obviously had no effect. My personal ignorance of this portion of the CBA is no excuse, nor should it be, but now that we have received this information, how do we handle the folks who we can reasonably expect to show up from now until the contracts are completed.

Is this something that we can have Susan advise us, or Jason and Ben, on, and is that something that we should know before the next school board meeting starts? I'm just trying to think of a way to handle this without having a bigger mess than we seem to already have. I appreciate any of your thoughts. Have a great day.

On Wednesday, March 5, 2025, Ben Chaffee <[bchaffee@south-central.org](mailto:bchaffee@south-central.org)> wrote:  
I received this email notice today from the SCEA Labor Relations Consultant (LRC);

Together we can...

Ben Chaffee, Jr.  
Superintendent  
South Central Local Schools  
<3305 Greenwich Angling Road>

[Greenwich, OH 44837](#)

419-752-3815

----- Forwarded message -----

From: **Bates, Mick [OH]** <[batesm@ohea.org](mailto:batesm@ohea.org)>  
Date: Wed, Mar 5, 2025 at 8:42 AM  
Subject: Cease & Desist  
To: [bchaffee@south-central.org](mailto:bchaffee@south-central.org) <[bchaffee@south-central.org](mailto:bchaffee@south-central.org)>  
Cc: SOUTH CENTRAL EA 43930060 <[seasly15@gmail.com](mailto:seasly15@gmail.com)>

Dear Superintendent Chaffee:

Good morning. Unfortunately, I am writing today about a negative issue of which I have recently learned about. First, let me point out a section of the CBA that is currently being violated. Article XXI of the contract, “Public complaints about school personnel” states the following, regarding complaints made at a board meeting:

### SECTION 3

**Whenever a complaint is made directly to the Board as a whole, or to a Board member as an individual, it shall be referred to the school administration for study and possible solution.** The individual employee involved shall be advised of the nature of the complaint and shall be given every opportunity for explanation, comment, and presentation of the facts as he or she sees them.

Whenever a member of the public attempts to discuss a bargaining unit member at a meeting of the Board of Education, **he/she shall immediately be informed that this is not an appropriate topic to be handled by the Board and must instead be taken to a building administrator or the Superintendent.**

I have been informed that back in 2024, community members attended several Board meetings and made complaints about a bargaining unit member with the consent and apparently the blessing of the Board. This surprised me as the complaints were only about non-teaching matters that have nothing to do with this employee's professionalism or teaching ability. These violations occurred on April 15, May 13, June 17, August 19, Sept. 16, October 21, and December 16. I am reminding you and asking you to remind the Board that this is specifically and expressly not permissible. Please cease and desist from any such actions in the future and follow the contractual language, which I shared above.

If there is a concern that you or the Board has regarding a member's lifestyle, please feel free to contact me and I will provide the necessary legal issues involved in such concerns. Please contact me should you wish to discuss this further.

Very truly,

Mick Bates, Labor Consultant

Mick Bates  
Labor Consultant  
Ohio Education Association

[16406 E U.S. 224, Suite 100](http://16406EUS224.Suite100)

[Findlay, Ohio 45840](http://Findlay.Ohio.45840)

[419 448-1498](tel:4194481498)

[fax 419 448-6808](tel:4194486808)

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From: **Ben Chaffee** <[bchaffee@south-central.org](mailto:bchaffee@south-central.org)>  
Date: Wed, Mar 5, 2025 at 6:28 PM  
Subject: documentation of conversations  
To: Jason Putt <[jasonputt@yahoo.com](mailto:jasonputt@yahoo.com)>, David Beverage <[dbeverage@south-central.org](mailto:dbeverage@south-central.org)>

David and Jason,

I am not going to deny that yesterday's meeting caught me off guard. To that end, I decided it best at that meeting to say I did not have documentation of meetings with Alex rather than say I did, and not be able to prove it. Therefore, I sifted through my notes today, and I have documented that I met with Alex on 8-20 (asking him why he attended the board meeting, and to explain the FB post); on 12-19 (to discuss the board permitting Emmett Robinson to specifically identify Alex during public participation); and on 3-6 (to inform him of the possibility of a non-renewal). I also met with SCEA President Matt Seasly on 3-5 (to inform him of the possibility of a non-renewal).

I also emailed the board in my Friday update on 4-12; one bullet point was that Tom and I met to review public participation at board meetings (and public complaint process). I suggested the board be ready for possible guests.

Together we can...

Ben Chaffee, Jr.  
Superintendent  
South Central Local Schools  
3305 Greenwich Angling Road  
Greenwich, OH 44837  
419-752-3815

From: **Ben Chaffee** <[bchaffee@south-central.org](mailto:bchaffee@south-central.org)>

Date: Fri, Feb 28, 2025 at 1:09 PM

Subject: 2-28-2025

To: Don Englet <[Denglet@south-central.org](mailto:Denglet@south-central.org)>, Jason Putt <[jasontputt@yahoo.com](mailto:jasontputt@yahoo.com)>, Ben Chaffee <[bchaffee@south-central.org](mailto:bchaffee@south-central.org)>, Christina Warrick <[cwarrick@south-central.org](mailto:cwarrick@south-central.org)>, Jason Putt <[jputt@south-central.org](mailto:jputt@south-central.org)>, John Whitright <[jwhitright@south-central.org](mailto:jwhitright@south-central.org)>, Randy Hord <[rhord@south-central.org](mailto:rhord@south-central.org)>, David Beverage <[dbeverage@south-central.org](mailto:dbeverage@south-central.org)>

A few things from the district...

- On Monday, Chris and I listened to the 2025 State of Ohio Budget Overview via zoom and presented by OSBA, BASA and OASBO. Not much was discussed via the actual budget, other than the fact there are essentially 4 components to the school funding formula (property valuations (increased), resident income (typically increases), base cost of ADM (typically increases), base cost inputs)...and with 3 of the 4 increasing, while the base cost inputs remained flatlined, most districts experienced a loss in state funding. South Central actually projects a slight increase in state funding. Remember, though, that this is a *preliminary estimate*, since the budget won't be approved/final until July 2025. There were also a lot of suggested reporting mandates in this proposed budget; we will have to wait and see which, if any, of those become law.
- Olivia Keysor is getting me a quote from SunGraphics to have a direct mail of our athletic complex fundraising efforts.
- I met with the NEOLA representative this week; I will have the first reading of the policy change recommendations at the March meeting.
- I am hearing some chatter that there might be guests in attendance at the March board meeting...some in support of non-renewing Mr. Kuhn and some in support of his contract renewal.
- High school administration has always been invited, and attended, EHOVE's National Technical Honor Society Inductions and Awards Ceremony in May. This year, we also have been invited to Sentinel CTC and Pioneer CTC NTHS inductions, as we have a student attending each of those campuses. Those inductions occur next Monday and Tuesday evenings. I will be attending.

- I scheduled a one-on-one STRS retirement session for next Tuesday. I should be able to let the board know my retirement intentions officially shortly thereafter.

Enjoy the weekend...

Together we can...

Ben Chaffee, Jr.  
Superintendent  
South Central Local Schools  
3305 Greenwich Angling Road  
Greenwich, OH 44837  
419-752-3815

**From:** Gene Lamoreaux <[thelamoreauxs@myyahoo.com](mailto:thelamoreauxs@myyahoo.com)>  
**Date:** Tue, Feb 25, 2025 at 8:23 PM  
**Subject:** Fw: New Choral Director  
**To:** [dbeverage@south-central.org](mailto:dbeverage@south-central.org) <[dbeverage@south-central.org](mailto:dbeverage@south-central.org)>

----- Forwarded Message -----

**From:** Gene Lamoreaux <[thelamoreauxs@myyahoo.com](mailto:thelamoreauxs@myyahoo.com)>  
**To:** Gena Williams <[williamsjd06@dbqmail.com](mailto:williamsjd06@dbqmail.com)>  
**Sent:** Tuesday, February 25, 2025 at 08:00:40 PM EST  
**Subject:** Fw: New Choral Director

----- Forwarded Message -----

**From:** Ben Chaffee <[bchaffee@south-central.org](mailto:bchaffee@south-central.org)>  
**To:** Gene Lamoreaux <[thelamoreauxs@myyahoo.com](mailto:thelamoreauxs@myyahoo.com)>  
**Cc:** "[thellickson@south-central.org](mailto:thellickson@south-central.org)" <[thellickson@south-central.org](mailto:thellickson@south-central.org)>; Don Englet <[denqlet@south-central.org](mailto:denqlet@south-central.org)>; Jason Putt <[jasontputt@yahoo.com](mailto:jasontputt@yahoo.com)>; Randy Hord <[rhord@south-central.org](mailto:rhord@south-central.org)>; John Whitright <[jwhitright@south-central.org](mailto:jwhitright@south-central.org)>; Tom Lucha <[tlucha@south-central.org](mailto:tlucha@south-central.org)>; Christina Warrick <[cwarrick@south-central.org](mailto:cwarrick@south-central.org)>  
**Sent:** Sunday, April 14, 2024 at 03:23:31 PM EDT  
**Subject:** Re: New Choral Director

Gene,

First, I want you to know that I have always appreciated your leadership, your maturity , your support and your wisdom, especially that you provided to me in my early years as a young administrator. I hope you continue to appreciate the same of me.

In this recent situation of hiring Mrs. Jackson's replacement, always a difficult decision when replacing a legend, I hope that you continue to value and trust the wisdom and leadership that I display. We posted the job early at my recommendation as well as Mrs. Jackson's recommendation, so that we would find the best candidate that she could mentor in her final months as well as procure a Musical for the following school year. We posted the job and had about six or seven people apply. We interviewed everyone

that applied. The interview team consisted of myself, Mr. Hellickson, Mrs. McKee, Mrs. Gearheart (the K – 4 general music teacher), and then two parents from MPO as well as 20 students for an audition – type interview. Overwhelmingly, everyone strongly recommended Mr. Kuhn as our replacement for Mrs. Jackson. You are well aware, I am sure, of the legalities of not discriminating against potential employees. Mr. Kuhn is one of those individuals I cannot, nor can the board, discriminate against. He is the best candidate for Mrs. Jackson's replacement, and I strongly stand by that. Should he do anything unethical, inappropriate, or behavior I cannot tolerate, I will immediately address, discipline, and ultimately terminate if so necessary. However, at this moment in time , he has never demonstrated such to me. The students that interviewed with him rally around him. The staff that is in charge of the musical rally around him. My hope is that the community will also rally around him.

I have supported Lifewise Academy being a part of our educational community. I know and trust the Lord. In my Christian/Catholic belief I am to love and appreciate and welcome everyone for who he or she is. My hope is that this community, that has become Jody and my home for the last 24 years, will do the same.

Ben Chaffee, Jr.  
Superintendent  
South Central Local Schools

Sent from my iPhone

On Apr 11, 2024, at 12:00 PM, Gene Lamoreaux <[thelamoreauxs@yahoo.com](mailto:thelamoreauxs@yahoo.com)> wrote:

I am sending this to you to express my disappointment in the hiring of Ms. Jackson's replacement.

Whether it's written in the job description or not I have always thought that one of the criteria for any of the SC positions would be that the candidate be of high moral character. How can you say that Mr. Kuhn is a person of high moral character when he openly flaunts that he is engaged to a female who either wants or is transitioning into being a male? To imply that none of this will be manifested in the classroom is misleading because it already has; when he was introduced to the class in which my grandchildren attend. Needless to say they were very confused over something they should not have been exposed to in our small rural school.

Aside from this obvious concern I have several other questions as follows :

Is Mr. Kuhn the most qualified available candidate ,it seems like there was a rush to fill the position. It's not uncommon for it to be mid summer before these positions are filled. Is Mr. Kuhn leaving his current job on his own accord or was his contract not renewed ? What was the extent of the reference checks, beyond school personnel ?

What is his reputation in the community he is leaving ?

Since this is an obvious controversial subject, was the board informed of his moral character before the hiring took place ?

I am well aware of the pressure exerted from government agencies and even to some extent from other outside sources but at some point we must stand up for what is right for the children we are responsible for.

How bad does the morality have to get before we say enough is enough ?

Gene Lamoreaux  
419-577-9048

From: **Gena Williams** <[williamsjg06@gmail.com](mailto:williamsjg06@gmail.com)>  
Date: Tue, Feb 25, 2025 at 8:14 PM  
Subject: letter to the board  
To: [dbeverage@south-central.org](mailto:dbeverage@south-central.org) <[dbeverage@south-central.org](mailto:dbeverage@south-central.org)>

As discussed on our phone call. This is the letter that I sent out to the board members on 4/9/2024.

I am writing to communicate my disappointment in the hiring of Mr. Kuhn as the choral instructor at SC. I want to share with you a conversation that my daughter came home to tell me about last Tuesday, 4/2/24. My daughter told me that the new teacher was present in her choir class and that Ms. Jackson opened up discussion to the students, giving them permission to ask Mr. Kuhn questions, to get to know him. Lydia states, "Ms. Jackson has told us that you are engaged. Can you tell us about your fiancé and when will we get to meet her?" Mr. Kuhn's response is then, "Well.... My fiancé is a he and he will be very supportive of my performances here at SC and I am sure you will see him around." This obviously caused her to be deeply embarrassed and have a plethora of questions. When she and her twin brother got home, they told me of the conversation. This was obviously a huge shock to me! I had heard nothing about this thus far. I spent a good hour answering their innocent questions, much to my dismay. The whole time loathing the fact that I had to be having these conversations due to the hiring of such a person in our little local school. I really had a deep hope that this crap wouldn't make its way to our little community. After a quick social media search, I discovered that the fiancé seems to be really a female that is identifying as a male? I don't even know. Obviously, there is some sexual orientation confusion on all parties that are involved. Topics that have no place in public school and discussions that should not be taking place regarding teachers that my children are supposed to respect. I dug further obtaining information from two teachers in the Black River School District, where Mr. Kuhn is currently teaching. I discovered that Mr. Kuhn is in his FIRST year of teaching there and does not have a good reputation. These teachers told me separately that the students do not like him, dread going to his class and have no respect for him. "Why?" I ask. I was given the answers of inappropriate conversations that teachers should not be having with students and inappropriate music choices. Great! I then proceeded to ask about how well he did with play productions etc. Both replied with, "Oh he doesn't do those. No plays. Just choir concerts." So, we are replacing Ms. Jackson with a man fresh out of school with less than one year of teaching experience, no theatre experience and has obvious sexual orientation issues? How disappointing!

I know that I am basing this discussion on my own values and convictions. I am conservative and a Christian that attempts to follow God's commands in the Bible. I am not perfect and have my own set of flaws. Even if you simply look at Mr. Kuhn's qualifications on a piece of paper, does he have the necessary skill set for this job? Were there no other applicants? What was the rush in hiring this guy in March? Ms. Jackson has developed an outstanding reputation in our community for theatre and music. She has hard shoes to fill and I understand that.

I love SC and the Greenwich community! We have some awesome teachers here that have helped to shape my children to be better people, in the classroom and in sports. Teachers and Coaches that have morality and character qualities that I want my children to learn from and model after. That is who the leaders are at SC! Does Mr. Kuhn exhibit these same character qualities?

We, the parents, trust in you the board to put good leaders into place that have the best interest of our children. We trust you are going to make wise and moral decisions for our small rural community. This decision does not seem to be what is best for our children. Some people wonder why we lose families to private schools or homeschooling? This is why, right here. Even though all of my children have been involved in choir and theatre in the past, they will not be attending this man's class. Nor, will I support it in any way. I know that he is hired, and there is probably not much that can be done now. I do hope that it is a one-year contract that will not be renewed!

Thank you for taking the time to read my email. Feel free to contact me if you have any questions.

Gena Williams

419-577-6173

From: **Ben Chaffee** <[bchaffee@south-central.org](mailto:bchaffee@south-central.org)>

Date: Thu, Dec 19, 2024 at 4:23 PM

Subject: Pub Participation OSBA

To: Don Englet <[Denglet@south-central.org](mailto:Denglet@south-central.org)>, Jason Putt <[jasontputt@yahoo.com](mailto:jasontputt@yahoo.com)>, Ben Chaffee <[bchaffee@south-central.org](mailto:bchaffee@south-central.org)>, Christina Warrick <[cwarrick@south-central.org](mailto:cwarrick@south-central.org)>, Jason Putt <[jputt@south-central.org](mailto:jputt@south-central.org)>, John Whitright <[jwhitright@south-central.org](mailto:jwhitright@south-central.org)>, Randy Hord <[rhord@south-central.org](mailto:rhord@south-central.org)>, David Beverage <[dbeverage@south-central.org](mailto:dbeverage@south-central.org)>

Good afternoon,

Attempting to keep you in the loop...

I met with Alex Kuhn this afternoon (along with Chris and Matt Seasly (SCEA President)) to share insight to Monday's meeting. Alex raised concern about his name being "printed" in the public minutes available on the website. I let him know that we have a duty to ensure that public participation information shared/discussed is accurately captured by Chris, and that we can use his name, if the presenter used his name specifically. He understood, but was frustrated. I am sharing via email OSBA's stance on the topic. Also, he referenced the section in the collective bargaining agreement that addresses public complaints about a teacher to be directed to administration (I included this section in the email). I told him I would share his concern with the board; however, in "splitting hairs," the public is not making a complaint about the teacher specifically...the public is making a complaint about the hiring decision of the board.



Together we can...

Ben Chaffee, Jr.  
Superintendent  
South Central Local Schools  
3305 Greenwich Angling Road  
Greenwich, OH 44837  
419-752-3815

## ARTICLE XXI

### PUBLIC COMPLAINTS ABOUT SCHOOL PERSONNEL

#### SECTION 1

Constructive criticism of the South Central Schools is welcome through whatever medium when it is motivated by a desire to improve the quality of the education program and to equip the schools of this district to their task more effectively.

#### SECTION 2

The Board places trust in its employees and desires to support their actions in such a manner that employees are not subjected to criticism and complaints of an unsubstantiated unfounded nature, and/or are defamatory in content.

#### SECTION 3

Whenever a complaint is made directly to the Board as a whole, or to a Board member as an individual, it shall be referred to the school administration for study and possible solution. The individual employee involved shall be advised of the nature of the complaint and shall be given every opportunity for explanation, comment, and presentation of the facts as he or she sees them.

Whenever a member of the public attempts to discuss a bargaining unit member at a meeting of the Board of Education, he/she shall immediately be informed that this is not an appropriate topic to be handled by the Board and must instead be taken to a building administrator or the Superintendent.

#### SECTION 4

Whenever a public complaint is made regarding a member of the bargaining unit, the appropriate administrator shall schedule a meeting to discuss the matter. Administration will meet with the parties individually, and will schedule a group meeting if deemed necessary by the administrator and/or the teacher. The employee shall be given every opportunity for explanation, comment, and presentation of facts as he/she sees them. The employee may be accompanied at any such meeting by an Association representative. Should any of the above-stated procedures not be followed, no record of a public complaint against an employee may be made.



# Public participation at school board meetings

Ohio School Boards Association  
8050 N. High St.  
Suite 100  
Columbus, Ohio  
43235-6481  
(614) 540-4000  
legal hotline  
(855) OSBA-LAW  
fax (614) 540-4100  
[www.ohioschoolboards.org](http://www.ohioschoolboards.org)

*This fact sheet is designed to address the most frequently asked questions about public participation at school board meetings. The information is of a general nature. Readers should seek the advice of legal counsel with specific legal problems or questions.*

## What is public participation?

Public participation, sometimes also referred to as public comment or public forum, is a portion of a school board meeting that is designated to hear comments or receive information from the public.

## Are boards of education required to have public participation at their meetings?

No. Ohio Revised Code Section ([RC 121.22](#)) requires public officials, including school board members, to take official action and conduct all deliberations upon official business only in open meetings. There is not a legal requirement that those meetings afford the public an opportunity to comment or otherwise participate in the meeting ([1992 Ohio Atty.Gen.Ops. No. 92-032](#)). However, nearly all Ohio school districts have policies in place that provide an opportunity for the community to address the board.

## Can a board impose limitations on public comments?

Yes. School boards have flexibility in how they structure the opportunity to hear from community members, students, staff and parents. Boards of education can regulate the time, place and manner of public participation. For example, boards of education may limit an individual's comments to three minutes, may limit the total time of public participation to 30 minutes and may require individuals addressing the board to provide their name and address.

## If the board does not like the viewpoint a citizen wants to share, can it prevent the citizen from speaking?

A public comment period during a board meeting constitutes a limited public forum under the First Amendment. If the board chooses to allow such an opportunity, the board may adopt reasonable rules governing the public comments. A board may not, however, discriminate between speakers based on the content of their speech or the message it conveys. A board also must not discriminate against a speaker on the basis of viewpoint. For example, if three speakers arrive to a board meeting to speak about the basketball program, the board cannot agree to hear the individuals who speak favorably of the program and not hear a speaker who criticizes the program.

## Is the public only able to comment on items included on the agenda?

It depends on the board's policy. Some boards have adopted policies that permit public comments only for items on the agenda. Other boards have adopted policies that permit the public to offer comments both for items on the agenda as well as for items not included on the agenda. It is also permissible to have two separate times for public participation on your board meeting agenda — one at the beginning of the meeting for comments on items on the agenda and on at the end of the meeting for comments on items not included on the agenda.

This fact sheet is published as an OSBA membership service

For more information on this subject, please contact OSBA's Division of Legal Services

revised 7/21

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## **Is there a total time limit for public participation (such as no more than 30 or 60 minutes per meeting)?**

It depends on the board's policy. Regulating the length of public participation is an example of a permissible policy restriction. Many boards have adopted policy language that authorizes either the board or the board president to extend the period of public participation.

## **May we limit public comment to only those who reside within the district's boundaries?**

Many boards have adopted policies that require individuals to provide their name and address prior to addressing the board. Knowing the speaker's relationship to the district can add important context to their comments. However, districts should be mindful of the potential implications of a policy that limits public comment to only those who reside within the district's boundaries. Such a policy may be difficult to enforce on the spot, unintentionally prohibit interested parties from speaking (for example, teachers who teach in the district but reside in a neighboring school district) and subject the district to challenges under the First Amendment. Districts that are interested in adding this requirement to their board policies should work with their board counsel.

## **Does OSBA have a model public participation policy?**

Yes, BDDH (also KD), Public Participation at Board Meetings.

## **How can the board put the public on notice of its public participation policy?**

The board should inform the public of its public participation policy at each meeting. Many boards have adopted policies that require the board to include a short paragraph on its meeting agenda that summarizes the board's public participation policy. Boards will often also display the public participation policies in the meeting room and on the board's website.

## **What if we want to change our public participation policy?**

Boards of education should ensure that their public participation practices match the board's policy on public participation. The board president should regularly and consistently enforce the board's public participation policy at meetings. If the board is interested in changing its public participation policy on a permanent basis, the board may amend its policy consistent with the board's policies on board policy development and adoption.

Many boards of education also have policies that allow the board to suspend board policies, including the board's public participation policy, on a temporary basis. Boards of education interested in suspending their public participation policy for a specific meeting should work with their board counsel.

## **How much of the discussion during public participation should the board include in their minutes?**

Ohio law doesn't provide details about what should be contained in board minutes. The Ohio Supreme Court held that minutes must be of sufficient specificity that an individual not present at the meeting could read them and understand and appreciate both the board's official actions and the rationale behind them (*White v. Clinton Cty. Bd. of Commrs.*, 76 Ohio St.3d 416, 667 N.E.2d 1223 (1996)). Many boards use their minutes to list the names of those who spoke during public participation and the nature of the speaker's comments. Boards of education are not required to publish formal statements provided by members of the public during public participation as part of their minutes.

## **How should we handle public comments about teachers, coaches or employees?**

Courts are not in agreement on whether a board of education may prohibit public commentary directed at specific employees. Some courts find these restrictions to be permissible, and some find such restrictions to be an unconstitutional limitation on free speech. A board of education that is interested in enforcing such a policy should work with its board counsel.

From a practical standpoint, the board should refer members of the community to the proper administrative channels for solutions. Frequently, the board's policy or collective bargaining agreements contain specific procedures that must be followed if complaints are raised about employees. Board members should comply with those procedures and redirect complaints to district staff accordingly.

## **How should we handle complaints about individual students?**

Boards of education are required under federal and state law to protect the privacy of student education records, unless the parent or an eligible student has consented to the release of such information. As a result, complaints about individual students should be heard in executive session, unless the parents or eligible student(s) involved have waived this right.

## Can the board of education prohibit the public from recording board meetings?

No. The [Ohio Attorney General \(OAG\)](#) has held that although a school board has the authority to adopt reasonable rules governing the public's conduct at its meetings, these rules may not prohibit the public from recording the meetings. School boards are permitted, however, to implement and enforce rules that are designed to promote the orderly transaction of business, including rules requiring recording equipment to be silent, unobtrusive, self-contained and self-powered to avoid interference with the ability of those present to hear, see and participate in the meeting.

## Does the board have to answer the public's questions during public participation?

No, it is not a requirement for board members or for the board as a whole to respond to comments during public participation. A board or board member should not feel pressured to react or to take action as a direct result of public participation. In fact, the board should refrain from engaging in a dialogue with the public on a subject it is not prepared to address. Board members should thank participants for their interest and involvement. They can suggest that the matters will be considered or studied further and perhaps turned over to the superintendent for further action or recommendation at a later meeting.

## What can the board do to limit disruptions by members of the public audience?

A board has a right to insist that persons attending the meeting maintain order and follow the board's rules. Boards may adopt operating procedures that set out specific responses that the board president will use when handling disruptions. These procedures may include the use of parliamentary procedure to restore order. The board may make a motion to recess for a set period of time or may move to adjourn the meeting. For more information of these procedures, see [OSBA's Parliamentary Procedure fact sheet](#).

It is imperative that the board president is firm, but polite and consistent, in the way the district's policy and procedures are administered so that all community members are treated fairly.

## Can a board of education remove an individual from the board meeting?

Although citizens have a right to be present at board meetings under Ohio's Open Meetings Act, they do not have a right to disrupt meetings. At least one Ohio court has held that "when an audience becomes so uncontrollable that the public body cannot deliberate, it would seem that the audience waives its right to, or is estopped from claiming a right under the Ohio Sunshine Law to continue to observe the proceedings" (*Forman v. Blaser*, 3rd Dist. Seneca Case No. 13-87-12, 1988 Ohio App. LEXIS 3405 (Aug. 8, 1988)).

The board should take care to warn an individual who is mildly disruptive and remove only those individuals who are substantially interfering with the board's ability to conduct business. If any person continues to disrupt a meeting after receiving a warning, the president may request the assistance of local law enforcement to escort the disruptive individual from a meeting. OSBA strongly encourages boards of education to work in advance of board meetings in consultation with board counsel to adequately plan and prepare for the use of law enforcement at board meetings.

*The information in this factsheet is designed to provide authoritative general information. It should not be relied upon as legal advice. If legal advice is required, the services of an attorney should be obtained.*



6 People &gt;

Text Message • SMS

Tue, Jun 4 at 3:00 PM

Cliff Smith

Hey guys. Clifford Smith here.

Folks from the community are forwarding me concerning screenshots from Mr Kuhns Facebook page.

You should be aware.

Better to be on offense (than on defense) and get out in front of this.

He may be the best candidate for the job but he's not building trust with the community.



Alexander Kuhn

May 20 ·

...



Text Message • SMS





**Steven Oney**

now

Steven Oney sent an attachment.

6 People >

THOMAS LUCHA

Let me know if you want the rest of the lyrics to Limp Bizkit, or Slipknot, or Godsmack, or Metallica, ICP, GnR, SkidRow, I will read them to you from my album covers. Just because you don't like something, doesn't mean there is anything wrong with it. I do wonder why people who obviously dislike this kid spend so much time trolling him on social media.

Tom Lucha

TL

Cliff Smith

No thanks on the lyrics Tom.

"Just because you don't like something doesn't mean there's anything wrong with it."

+

Text Message • SMS





6 People &gt;

No thanks on the lyrics Tom.

"Just because you don't like something doesn't mean there's anything wrong with it."

Are you serious??

That is a risky and reckless statement Tom. The implications of that are not good. Certainly you can't actually mean that? You're smarter than that.

Currently, it's the message of "f\*ckin up your town" that is most concerning to me considering what we already know about the situation.

I don't have social media, fortunately. Too busy grindin and hustlin.



Text Message • SMS





6 People &gt;

fortunately. Too busy grinding and hustling.

You guys handle this. I don't enjoy kicking the hornets nest but I plan to stay engaged and help you stay informed.



The people paying attention to his Facebook posts are those who think he's more of a risk than a reward when it comes to their children and the community.

This is further evidence that parents are concerned with the people in front of their kids. I can't prove how much time they spent trolling (copy/paste is pretty fast in my opinion) but I guarantee that parents paying attention will troll all day



Text Message • SMS





6 People &gt;

of a risk than a reward when it comes to their children and the community.

This is further evidence that parents are concerned with the people in front of their kids. I can't prove how much time they spent trolling (copy/paste is pretty fast in my opinion) but I guarantee that parents paying attention will troll all day long if it's to protect their kids.



Tue, Jun 4 at 7:59PM

John Whitright

I believe that your concern for the students is honest and sincere and I thank you for your willingness to voice those concerns.

JW

+

Text Message • SMS



2:58

31

< 2



Justina Reusch



My friend at work here, is laughing when i asked her.... Her kids are in choir. They sang a Negro spiritual song at the last concert. Very pro liberal 😭



I will see mom tonight. She is on school board.

Okay thank you

MAR 29, 2024 AT 7:54 AM

Good morning just checking to see what your mom said

MAR 30, 2024 AT 6:27PM

She said he turned in a resignation letter. I guess he was at some of the board meetings and parents have been speaking out especially about one of the sub teachers is transgender



Aa



2:47

36

CS



Clayton >

What is that is my question

Idk

They tell me it's a woman  
just can't tell in the picture

Mmm

That's gonna go over like a  
lead balloon with many

Ya I just got ripped asking  
about it

By who? You should be the  
ripper lol

Board president

Mar 24, 2024 at 6:16 PM

**EDUCATION**

**SOUTH CENTRAL BOARD OF EDUCATION  
MEMBERS**



iMessage



From: [dbeverage@south-central.org](mailto:dbeverage@south-central.org) <[dbeverage@south-central.org](mailto:dbeverage@south-central.org)>

Date: Wed, Mar 26, 2025 at 11:41 AM

Subject: Records request

To: Christina Warrick <[cwarrick@south-central.org](mailto:cwarrick@south-central.org)>

Good morning Chris

I am attaching the text and call records between myself and Gene Lamoreaux. I will be forwarding any email conversations as well. [REDACTED]

Thank you and have a great day!

David

< Me

9:58 AM, Mar 14

For anything board related, I have been advised  
[REDACTED] to have concerned  
citizens contact me by email. I will then share  
your concerns with the rest of the board for  
consideration. Please understand that I am only  
one member of a five member board. If it is not  
school board related, we can have a conversation  
at will. Thank you for understanding Gene.

Copy text

Share

More

<  Gene Lamoreaux  :

12:18 PM

Friday, March 14

Can you talk or have you  
been given a gag order ?

8:23 AM

For anything board  
related, I have been  
advised [REDACTED]  
[REDACTED] to have  
concerned citizens  
contact me by email.  
I will then share your  
concerns with the  
rest of the board for  
consideration. Please  
understand that I am  
only one member of a  
five member board. If it  
is not school board relat

[View all](#)

>



8 AM  
Monday, March 17



# Gene Lamoreaux

Thursday, February 20

cricket 1:56 PM 79%

← Alexander Kuhn



Alexander Kuhn  
May 20 ·



Sonic Temple is at Historic Crew Stadium.  
May 19 ·

It's Limp Bizkit fu\*kin up your town.

📸: @stvthrasher



facebook.com

6:44 PM

Wednesday, March 12

Just want to be sure. I have this month's regular board meeting written down as Monday, the 17th at 7:00.

11:38 AM

Yes that is correct

12:18





OHIO STATE BOARD OF EDUCATION  
2 Year Resident Educator Multi Age (P-12) License

ALEXANDER LEWIS KUHN

THIS LICENSE AWARDED TO

OH3374371

05/21/2024

07/01/2024 to 06/30/2026

EDUCATOR STATE ID

ISSUE DATE

EFFECTIVE DATES

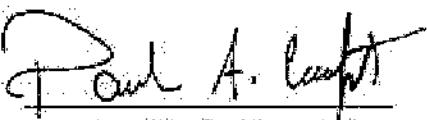
*The holder of this credential, having satisfactorily completed the requirements prescribed by The State Board of Education and the laws of Ohio, is authorized to teach the subject(s) or serve in the area(s) listed on this document for the period specified. The holder of this credential is responsible for being knowledgeable about current requirements for maintaining the credential.*

Teaching Fields: Music (120050)

This official document was created by the State Board of Education and represents a true copy of a legal educator license as referenced in Ohio Revised Code Section 3319.36.

Credential # 22460325

Employers may verify this credential by going to Educator Profile on [sboe.ohio.gov](http://sboe.ohio.gov) and ensuring that the unique credential number appearing on this credential matches the person's records in Educator Profile, which is the official record of educator credential history.

  
Paul A. Leapt  
Superintendent of Public Instruction



# SOUTH CENTRAL LOCAL SCHOOLS

WWW.SOUTH-CENTRAL.ORG | 3305 GREENWICH ANGLING RD. | GREENWICH, OH | 419.752.3815

BOARD OF EDUCATION  
SOUTH CENTRAL LOCAL SCHOOL DISTRICT  
GREENWICH, OHIO

## One Year Limited Certified Contract

1. Teacher's Name:	Alex Kuhn	4. School Year:	2024-2025
2. Employment Resolution and Date:	May 13, 2024	5. Salary Rate Per Year:	\$42,516.00 Step 1 - Masters
3. Effective Start Date of Employment Under This Contract:	August 1, 2024	6. Date of Board of Education Signature:	May 13, 2024

AN AGREEMENT by and between the person whose name appears hereinabove in block No. 1 and Who is referred to hereinafter as the "teacher" and the board of education of the South Central Local School District, pursuant to resolution duly adopted by the board of education and dated as hereinabove set forth in block No. 2:

WHEREAS, the teacher does not have continuing service status in the South Central Local School District and the teacher has been recommended for employment or re-employment under a limited contract of employment by the superintendent of schools of the South Central Local School District, and the board of education has approved such recommendation; and,

WHEREAS, the teacher has been notified as required by RC3307.58 of his/her duties and obligations under RC Chapter 3307, being laws pertaining to the State Teachers Retirement System, as a condition of his/her employment;

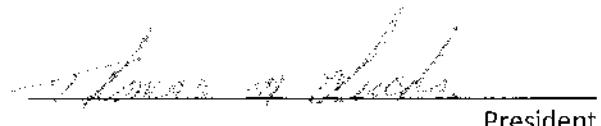
NOW, THEREFORE, IT IS MUTUALLY AGREED that on and after the effective date of employment under this contract as hereinabove set forth in block No. 3, the teacher shall be employed in the public schools of the South Central Local School District for the school year or years set forth in block No. 4, or such part therefore as may succeed the effective date of employment under this contract, or until such earlier time as the teacher, in accordance with law, resigns, elects to retire, or is retired, or until such time as this contract, as provided by law, is terminated or suspended, and that the teacher accepts the provisions of the law pertaining to the State Teachers Retirement System as part of this contract and as a condition of the employment provided for herein.

IN CONSIDERATION of the salary provided for herein, the teacher agrees to abide by rules and regulations adopted by the board of education for the governance of its employees, to teach the number of school days prescribed by the board of education during the term of this contract, and to perform such duties as have in the past been performed by teachers in the South Central Local School District and as shall be directed and assigned by the Superintendent of schools pursuant to RC 3319.01.

IN CONSIDERATION of such services and the performance of such duties, the board of education agrees to pay the teacher for the school year or first school year herein above set forth in block No. 4, or such part thereof as may succeed the effective date of employment under this contract, at the rate, per school year, hereinabove set forth in block No. 5, payable as provided by resolution of the board of education duly adopted, and, if this limited contract is for a term longer than one school year, for each succeeding school year there-after a salary in such amount as the board of education establishes consistent with law, notice of which shall be given to the teacher as provided by RC 3319.12 or provisions hereafter amendatory or supplementary thereto.

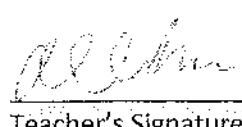
IN WITNESS WHEREOF, THE board of education by its president and treasurer has set its hand on the date hereinabove set forth in block No. 6, and the teacher has set his/her hand on the date set forth below.

BOARD OF EDUCATION OF THE  
SOUTH CENTRAL LOCAL SCHOOL

  
President

  
Treasurer

Sign and date one copy and return to the Treasurer's Office, failure to execute and timely return the contract as required herein shall constitute a rejection of such offer of employment.

  
Teacher's Signature

07/07/24  
Date

**BOARD OF EDUCATION  
SOUTH CENTRAL LOCAL SCHOOL DISTRICT  
GREENWICH, OHIO  
Supplemental Duty Certified Contract**

1. Teacher's Name:	Alex Kuhn	5. Position:	Music Director for Musical
2. Employment Resolution & Date:	May 13, 2024	6. Salary:	\$3,713.20 Step: 0
3. Effective Date Of Employment Under This Contract:	November 1, 2024	7. Expiration Date:	November 30, 2024
4. School Year:	2024-2025	8. Date of Board of Education Signing:	May 13, 2024

AN AGREEMENT by and between the person whose name appears hereinabove in block No. 1 and who is referred to hereinafter as the "employee" and the board of education of the South Central Local School District pursuant to resolution duly adopted by the board of education of the South Central Local School District dated as herein above set forth in block No. 2

WHEREAS, the board of education has determined it necessary to provide the services hereinafter set forth, has accepted the recommendation of the superintendent of schools of the South Central Local School District that the employee be engaged to perform said services, and has authorized this contract; and

WHEREAS, said services are in addition to the employee's regular duties as an employee in the South Central Local School District:

NOW, THEREFORE, IT IS MUTUALLY AGREED THAT on and after the effective date of employment under this contract as hereinabove set forth in block No. 3, the employee shall be employed in the public schools of the South Central Local School District for the school year hereinabove set forth in block No. 4, or such part thereof as may succeed the effective date of employment under this contract, to serve in the position hereinabove set forth in block No. 5, and that the employee's duties in said position shall be as directed and assigned by the superintendent pursuant to RC 3319.01.

THE BOARD agrees to pay the employee at the rate set forth in block No. 6, per school year, payable as provided by resolution of board of education duly adopted.\*

IT IS FURTHER MUTUALLY AGREED that the employee's obligation to perform the services and duties provided for herein, and the board of education's obligation to accept the employee's performance of such services and duties shall terminate on the date hereinabove set forth in block No. 7, and the board of education shall not be obligated to compensate the employee for any such duties performed after said date.\*

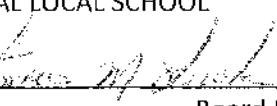
\*COVID-19: IT IS MUTUALLY AGREED THAT the Board hereby employs the Employee to direct, supervise, or coach the pupil-activity program indicated above; PROVIDED THAT the District is permitted and able to offer/hold such pupil activity in light of the COVID-19 pandemic. Employee understands and agrees that, if the Board cannot offer the pupil activity at all, this contract will be VOID. Employee further understands that if the Board can offer only a part of the pupil activity, Employee will be paid a prorated portion of the stated rate/stipend based upon the portion of work/duties that are able to be performed and that are performed by Employee calculated on a daily basis with evidence of performed duties provided by Employee.

Issuance of this supplemental contract does not afford the employee rights to insurance or potential overtime benefits.

IN WITNESS WHEREOF, the board of education by its president and treasurer has set its hand on the date hereinabove set forth in block No. 8, and the employee has set his or her hand on the date set forth below.

Sign and date one copy and return to the Treasurer's Office, failure to execute and timely return the contract as required herein shall constitute a rejection of such offer of employment.	
	07/17/24
Employee's Signature	Date

BOARD OF EDUCATION OF THE  
SOUTH CENTRAL LOCAL SCHOOL

By:   
Board President

  
Treasurer

Please check one:

Lump Sum – Paid at the end	<input type="checkbox"/>
Two Equal Payments – Paid Halfway and at the end	<input checked="" type="checkbox"/>
Semi-Monthly – for Season/Activity	<input type="checkbox"/>

**BOARD OF EDUCATION  
SOUTH CENTRAL LOCAL SCHOOL DISTRICT  
GREENWICH, OHIO  
Supplemental Duty Certified Contract**

1. Teacher's Name:	Alex Kuhn	5. Position:	Choral Director 5 <sup>th</sup> -12 <sup>th</sup>
2. Employment Resolution and Date:	May 13, 2024	6. Salary:	\$3,089.36 Step: 1
3. Effective Date of Employment Under This Contract:	September 1, 2024	7. Expiration Date:	May 31, 2025
4. School Year:	2024-2025	8. Date of Board of Education Signing:	May 13, 2024

AN AGREEMENT by and between the person whose name appears hereinabove in block No. 1 and who is referred to hereinafter as the "employee" and the board of education of the South Central Local School District pursuant to resolution duly adopted by the board of education of the South Central Local School District dated as herein above set forth in block No. 2

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WHEREAS, said services are in addition to the employee's regular duties as an employee in the South Central Local School District:

NOW, THEREFORE, IT IS MUTUALLY AGREED THAT on and after the effective date of employment under this contract as hereinabove set forth in block No. 3, the employee shall be employed in the public schools of the South Central Local School District for the school year hereinabove set forth in block No. 4, or such part thereof as may succeed the effective date of employment under this contract, to serve in the position hereinabove set forth in block No. 5, and that the employee's duties in said position shall be as directed and assigned by the superintendent pursuant to RC 3319.01.

THE BOARD agrees to pay the employee at the rate set forth in block No. 6, per school year, payable as provided by resolution of board of education duly adopted. \*

IT IS FURTHER MUTUALLY AGREED that the employee's obligation to perform the services and duties provided for herein, and the board of education's obligation to accept the employee's performance of such services and duties shall terminate on the date hereinabove set forth in block No. 7, and the board of education shall not be obligated to compensate the employee for any such duties performed after said date.\*

\*COVID-19: IT IS MUTUALLY AGREED THAT the Board hereby employs the Employee to direct, supervise, or coach the pupil-activity program indicated above; PROVIDED THAT the District is permitted and able to offer/hold such pupil activity in light of the COVID-19 pandemic. Employee understands and agrees that, if the Board cannot offer the pupil activity at all, this contract will be VOID. Employee further understands that if the Board can offer only a part of the pupil activity, Employee will be paid a prorated portion of the stated rate/stipend based upon the portion of work/duties that are able to be performed and that are performed by Employee calculated on a daily basis with evidence of performed duties provided by Employee.

Issuance of this supplemental contract does not afford the employee rights to insurance or potential overtime benefits.

IN WITNESS WHEREOF, the board of education by its president and treasurer has set its hand on the date hereinabove set forth in block No. 8, and the employee has set his or her hand on the date set forth below.

Sign and date one copy and return to the Treasurer's Office, failure to execute and timely return the contract as required herein shall constitute a rejection of such offer of employment.	
	09/17/24
Employee's Signature	Date

BOARD OF EDUCATION OF THE  
SOUTH CENTRAL LOCAL SCHOOL

By:   
Board President

  
Treasurer

Please check one:

Lump Sum – Paid at the end	
Two Equal Payments – Paid Halfway and at the end	X
Semi-Monthly – for Season/Activity	

# Welcome!

Just a few of your **FAVORITE THINGS...**

(We can't wait to know it ALL!)

Name: Alexander Kuhn

Nickname(s): Alex

Birthday: \_\_\_\_\_

Allergies: None

Color: Blue

Movie: Bob's Burgers Movie

Snacks: Chip, Jerky or Popcorn

Hobbies: Video Games, Cooking, Music

Candy: Reeses

MY TEAM IS: Falcons

I Went to College at: Bowling Green State University

I LOVE: music, food, outdoors

Please NO: Spiders, bees, heights  
(Things you DON'T like)

(Things you DO like)

People Say I Look Like: Jack Black

Little Known Fact(s) About Me: I played 7 instruments in high school

Something Everyone Should Know About Me: One of my favorite things to do is grill in the summer. BBQ is some of my favorite foods

My Idol/Superhero/Mentor: Cary Hella Johnson Why?: One of the best choir conductors I've seen!

This is Where I Come From!

Hometown: Westlake, OH

Mascot: Penguins

I'm EXCITED to be a TROJAN....  
to continue the rich tradition  
of the choir program and  
introduce new things as well!



# South Central Local Schools

*Home of the Trojans*

Board of Education Office  
3805 Greenwich-Angling Rd.  
Greenwich, OH. 44837  
Phone: 419.752.3815  
Fax: 419.752.0182

## Acknowledgement of receipt of Auditor of State fraud reporting-system information

Pursuant to Ohio Revised Code 117.103(B)(1), a public office shall provide information about the Ohio fraud-reporting system and the means of reporting fraud to each new employee upon employment with the public office.

Each new employee has thirty days after beginning employment to confirm receipt of this information.

By signing below you are acknowledging South Central Local Schools provided you information about the fraud-reporting system as described by Section 117.103(A) of the Revised Code, and that you read and understand the information provided. You are also acknowledging you have received and read the information regarding Section 124.341 of the Revised Code and the protections you are provided as a classified or unclassified employee if you use the before-mentioned fraud reporting system.

I, Alexander Kuhn, have read the information provided by my employer regarding the fraud-reporting system operated by the Ohio Auditor of State's office. I further state that the undersigned signature acknowledges receipt of this information.

Alexander Kuhn

PRINTED NAME

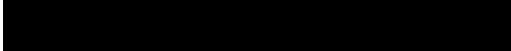
Alexander Kuhn

SIGNATURE

04/11/2024

DATE

# ALEXANDER KUHN



January 25th, 2024

South Central Local Schools  
3305 Greenwich-Angling Road  
Greenwich, OH 44837

Dear South Central Local Schools,

I would like to start by saying thank you for giving me the opportunity to apply for your open choir director position. I found out about this position through the Ohio Music Education Association job board, and I am excited at the prospect of this new opportunity. I am originally a Northeast Ohio native, where I grew up in the city of Westlake. During my time there, I participated in almost every aspect of the music program, which led me to where I am today. Throughout my time as a student and a teacher, I have appreciated the many opportunities that singing in a choir has given me, and I am eager to create those moments with my future students. I have seen the dedication that the South Central choir program has to music, specifically how the choir program tries to be involved with the community. I believe that doing this can be the greatest way to form support not only for the choir program, but for the school district as a whole. It brings back memories of caroling around the school and community with my high school choir, and I know how special those moments are to the students and the community.

I currently live in Mansfield teaching middle school and high school choir at Black River Local Schools. This has been a fantastic experience for me. Growing up in a large city like Westlake, I always thought that I would end up teaching at a larger school. However, through my student-teaching experience at Wauseon, long term substitute position at Pike-Delta-York, and choir director position at Black River, I have come to appreciate and cherish the community that smaller school districts have. Being able to know every student in the school helps to create a sense of belonging as an elective teacher. I also enjoy how you are able to bring students together from all walks of life, as many students participate in multiple sports, clubs, and activities. Some of the most beautiful moments are when all of these groups work together to put on events in the school district or community, and these are some of my fondest memories working in these schools.

As a music educator, it is my belief that music is an essential part of student development as it allows them to experience new cultures and perspectives and teaches them how to collaborate with other students to achieve a common goal. I strive to create a classroom where students can come to class and feel like they belong to a family where they will not be judged by their differences or their skill level. Instead, they will work with their fellow peers to achieve great things, and make even greater memories along the way.

I would like to thank you again for taking the time to read my application. If you have any questions for me, please feel free to reach out to me by either phone or email.

Sincerely,

Alexander Kuhn



# Alexander Lewis Kuhn

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## EDUCATION

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### **Bowling Green State University, Bowling Green Ohio:**

Master of Music Performance in Choral Conducting, April 2023

Bachelor of Music in Music Education with a Choral Specialization, December 2020

- 4 Year Resident Educator Multi Age License in Music
- Effective July 7<sup>th</sup>, 2020 to June 30<sup>th</sup>, 2024

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## TEACHING EXPERIENCE

---

### **Black River Local Schools: Sullivan, Ohio**

Middle School and High School Choir Director | August 2023-Present

- Taught the following classes: 6th grade choir, 7th/8th grade Choir, 9th-12th grade choir, and 5th grade general music
- Prepared all choirs for school and community performances
- Students participated in multiple university honor choirs as well as Solo & Ensemble
- Collaborated with the band director as marching band staff as well as planning and presenting joint concerts

### **Bowling Green State University: Bowling Green, Ohio**

Choral Activities Graduate Assistant | August 2021-April 2023

- Manage administrative duties for various collegiate ensembles.
- Collaborate with the choral faculty to plan and execute events.
- Instruct undergraduate students in conducting classes.
- Create and direct a collegiate level recital choir.
- Collaborate with supervisors and peers to co-teach and conduct various collegiate ensembles.

### **Pike-Delta-York Local School District: Delta, Ohio**

Long-term Substitute Teacher | February 2<sup>th</sup>-March 4<sup>th</sup>, 2021, and March 29<sup>th</sup>-April 9<sup>th</sup>, 2021

- Taught the following classes: 6th grade band, 7th grade band, 8th grade band, 9th-12th grade band, and Guitar
- Collaborated with the classroom teacher to create lesson plans in their absence.
- Established a classroom management plan to create a rapport with students.

## **Rachel Wixey and Associates: Wood County/Fulton County, Ohio**

Substitute Teacher | January 2021-May 2021

- Executed lesson plans provided by the teacher.
- Established a classroom management plan to create a rapport with students.
- Adapted to new situations and experiences outside of my teaching discipline.

## **Wauseon Exempted Village School District: Wauseon, Ohio**

Student Teacher | August 2020-December 2020

- Taught the following classes: 6th grade choir, 7th grade choir, 8th grade choir, and two 9th-12th grade choirs
- Created lesson plans to engage students in their learning of music.
- Engaged in discourse with parents participating in the music boosters.

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## **REFERENCES**

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Liam Sleggs, Middle School and High School Band Director, Black River Local Schools, Music Program Supervisor and RESA Mentor

- Email: [lsleggs@blriv.org](mailto:lsleggs@blriv.org)
- Phone: [REDACTED]

Mark Munson, Director of Choral Activities, Bowling Green State University, Graduate School Supervisor and University Mentor for Student Teaching

- Email: [munson@bgsu.edu](mailto:munson@bgsu.edu)
- Phone: [REDACTED]

Richard Schnipke, Associate Professor of Conducting (Choral Activities), Bowling Green State University, Graduate School Supervisor

- Email: [rschnip@bgsu.edu](mailto:rschnip@bgsu.edu)
- Phone: [REDACTED]



Thomas Hellickson &lt;thellickson@south-central.org&gt;

## Choir Teacher Application: Alexander Kuhn

Alex Kuhn <alexkuhn827@gmail.com>  
To: thelickson@south-central.org

Thu, Jan 25, 2024 at 8:18 PM

Hello Mr. Hellickson,

My name is Alexander Kuhn, and I am interested in applying for your open position of 5-12 Choir Teacher. I found out about your position through the Ohio Music Education Association job board. Attached to this email is my resume and letter of interest. Please let me know if you have any other questions or need any additional information. I look forward to hearing from you, and thank you for taking the time to review my application.

Sincerely,

Alexander Kuhn

Alex Kuhn Resume.docx

Introduction Letter.docx

Mr. Hellickson  
1/25/24  
1/25/24

Blair

## ALEXANDER KUHN

January 25th, 2024

South Central Local Schools  
3305 Greenwich-Angling Road  
Greenwich, OH 44837

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Sincerely,

Alexander Kuhn

# Alexander Lewis Kuhn

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## TEACHING EXPERIENCE

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- Collaborate with the choral faculty to plan and execute events.
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### **Pike-Delta-York Local School District: Delta, Ohio**

Long-term Substitute Teacher | February 2<sup>nd</sup>-March 4<sup>th</sup>, 2021, and March 29<sup>th</sup>-April 9<sup>th</sup>, 2021

- Taught the following classes: 6th grade band, 7th grade band, 8th grade band, 9th-12th grade band, and Guitar

3-14-2024 call of Alex Kuhn.

Chair position.

Mardi  
6th girl  
40+ yrs  
day

BB8M-table 3

concern w/ stretchy/str — AA St 1 - \*42,516

Spring Break -

March Agenda

Real Mini 8% - \$3800

Miniat Quinto 10% \* 3700

~~\$48,700~~

Comp fix for DT

MA step 1  
842,512

offered  
JTB 3-8-24  
accepted.

3-7-24 Alex

- immediate pos. report
- pos. reinforcement to stds while singing
- Pre-lesson singing skills

Explains role/purpose of music - written & oral  
ever before singing

Soprano - that was came - humor speaks not  
singing

Olivia - response to A "Ok cool"

a capella - directed. amazing body gestures!

Good closure - Round of applause

How did you feel when told of today - not a problem. Saw @ Bd  
preparation to for today - piano skills & four parts in  
after the exercise - fantastic. Kids has great  
energy & prepared.

① fear of stepping stone.

Kid feedback -

2-20-2024

Alex Kuhn

need some  
help  
? friends  
theater  
piano

Pitch Perfect / Barbershop Quartet.

able to actually do st. feisty during COVID!

(1)

14 cm HS choir

Building relationships

20 cm MS choir @ Black River

Teaches MS choir w/ some expectation @ HS.

routines & consistency

Sing on day one!

Best day → put kids in a circle & made them feel heat  
upt them to feel community of choir

Day one - calendar of all dates presented to students

grading students: weekly reflections

(2d)

legendary Jack → nervous, but when is fine in my gut.  
then let's see what I can add.

(2d)

other DMA Solo & Ensemble



# SOUTH CENTRAL LOCAL SCHOOLS

WWW.SOUTH-CENTRAL.ORG | 3305 GREENWICH ANGLING RD. | GREENWICH, OH | 419.752.3815

## VERIFICATION OF PAST EMPLOYMENT

This letter is to certify that

Alexander Kuhn

(Name)

[REDACTED] / [REDACTED] (Last four SSN / DOB)

was employed as a Ms/Its Music Teacher  
Choir

in the Black River Local School District from

August 2023 to July 2024

Salary Schedule Step: 0

Column: 3/ Master's

Total Days of Accumulated Sick Leave are 11 days as of July 31, 2024  
(Date)

Signature of School Official:

Barbara J Clark

Title: Payroll

Date: 8/28/2024

School District:

Black River Local Schools

Address:

257 A County Rd 40

Sullivan, OH 44880

# South Central Local School District

## PROCEDURES AND INSTRUCTIONS FOR REPORTING INCIDENTS/NEAR MISSES

### Definition:

*An incident or a near-miss is any unplanned event that MAY have caused an injury or damage to property or equipment.*

1. All work-related incidents/near-misses where no medical treatment is necessary, must be reported by the employee to his/her supervisor immediately following the incident, but no later than the end of that day.

Failure to do so will be cause for disciplinary action and may jeopardize any workers' compensation claim filed later. Further, South Central Local School District will not certify such claim to the Bureau of Workers' Compensation.

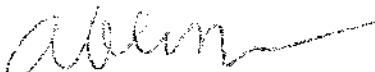
2. All employees must complete an Incident/Near Miss Report Form #115 immediately following the incident, but no later than the end of the day.
3. Supervisors or other assigned person must promptly investigate the cause of the incident or near miss and complete their portion of the Incident/Near Miss Report Form #115 Section I.
4. Any witnesses to the incident/near miss are to complete the Witness Incident Statement form #116 and submit to their immediate supervisor.
5. Supervisors are then required to immediately forward the Incident/Near Miss Report Form #115 to the Treasurer's Office.

Treasurer 419-752-3815

6. All incidents/near misses will be immediately reviewed by the Treasurer to determine any necessary immediate corrective actions to prevent future accidents. Incidents will also be reviewed by the Safety Committee for any additional suggestions.

---

I hereby certify the above South Central Local School Districts Incident and near miss reporting procedures have been explained to me. I fully understand this policy and certify that I will follow the policy to the fullest extent. I hereby acknowledge receipt of this policy.



Employee Signature



Date

---

Supervisor Signature

Date

# South Central Local School District

## PROCEDURES AND INSTRUCTIONS FOR REPORTING AN ACCIDENT

### Definition:

*An unplanned event that HAS caused an injury or damage to property or equipment. Immediate medical evaluation and treatment is needed.*

1. All work-related accidents where medical treatment is necessary, must be reported by the employee to his/her supervisor immediately following the accident, but no later than the end of that day.

Failure to do so will be cause for disciplinary action and may jeopardize any workers' compensation claim filed later. Further, South Central Local School District will not certify such claim to the Bureau of Workers' Compensation.

2. All employees must complete a Workplace Accident Reporting Form #1110 immediately following the accident, but no later than the end of the day. If the injury is to the back, Employee's report of Workplace Back Injury form #1111 also needs to be completed.
3. Supervisors must complete Workplace Accident Report and Investigation form #1112.
4. Any witnesses to the accident are to complete the Work Related Injury Sheet Witness Statement form #1113 and submit to their immediate supervisor.
5. Supervisors are then required to immediately forward the forms the Treasurer's Office.

Treasurer 419-752-3815

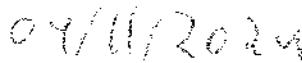
6. All accidents will be immediately reviewed by the Treasurer to determine any necessary immediate corrective actions to prevent future accidents. Accidents will also be reviewed by the Safety Committee for any additional suggestions.

---

I hereby certify the above South Central Local School Districts Incident and near miss reporting procedures have been explained to me. I fully understand this policy and certify that I will follow the policy to the fullest extent. I hereby acknowledge receipt of this policy.



Employee Signature



Date

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Date



## MEMBER INFORMATION

Please complete the information below and return to your employer within 10 days of your first workday.

### Section 1 — Employee Information

Social Security no. [REDACTED]

Name Alexander Kahn [REDACTED]

Birth date [REDACTED]  Male  Female

Address [REDACTED]

City, state, ZIP code [REDACTED]

First date on payroll with this employer [REDACTED] (Retired employees should indicate first day worked with this employer after retirement date.)

Are you currently receiving a monthly retirement benefit from an Ohio public employer or an alternative retirement plan (ARP)?  Yes  No If yes, please complete Section 2.

### Section 2 — Retired Employee

Only complete if you are receiving a monthly retirement benefit from an Ohio public employer or an ARP.

Retirement date [REDACTED]

Type of retirement benefit:

Service retirement  Disability  ARP

Which retirement system pays your monthly retirement benefit?

- STRS — State Teachers Retirement System of Ohio
- OPERS — Ohio Public Employees Retirement System
- SERS — School Employees Retirement System of Ohio
- OP&F — Ohio Police & Fire Pension Fund
- SHP — Highway Patrol Retirement System
- CRS — City of Cincinnati Retirement System
- ARP — Alternative Retirement Plan (option only for college and university retirees)

### School Use Only

College and university employers: Is this employee eligible for an ARP?  Yes  No



STATE TEACHERS  
RETIREMENT SYSTEM  
OF OHIO

275 East Broad Street  
Columbus, OH 43215-3771  
1-888-535-4050  
[www.strsoh.org/employer](http://www.strsoh.org/employer)

## REEMPLOYED RETIREE INFORMATION

*This form is provided for your internal use to gather the information  
needed to submit a reemployed retiree notification online.*

You must notify STRS Ohio of the employment of a retiree of an Ohio public retirement system or an alternative retirement plan (ARP) within 10 business days of his or her first date on payroll. This information must be submitted via ESS, electronic transmission (FTPS) or secure file upload on the employer website. See the *Employers Manual* for more information.

Note: If the employee is retired from STRS Ohio, you do not need to submit the SSA-1945 form. Otherwise, you must submit a completed SSA-1945 form signed by the employee to STRS Ohio by mail, scan or fax. Scanned forms must be submitted via secure file upload on the employer website. Faxes should be sent to (614) 227-7893.

### Employee Information

Social Security no. \_\_\_\_\_

Name \_\_\_\_\_

Birth date \_\_\_\_\_  Male  Female

Address \_\_\_\_\_

City, state, ZIP code \_\_\_\_\_

First date of service after retirement with this employer \_\_\_\_\_

Retirement system paying the benefit:

- STRS — State Teachers Retirement System of Ohio
- OPERS — Ohio Public Employees Retirement System
- SERS — School Employees Retirement System of Ohio
- OP&F — Ohio Police & Fire Pension Fund
- SHP — Highway Patrol Retirement System
- CRS — City of Cincinnati Retirement System
- ARP — Alternative Retirement Plan

Effective date of retirement \_\_\_\_\_

Type of retirement benefit:

- Service retirement
- Disability
- ARP

ARP eligible (for college and university only)  Yes  No

**Statement Concerning Your Employment in a Job  
Not Covered by Social Security**

Employee Name Alexander Kuhn

Employee ID# \_\_\_\_\_

Employer Name South Central Schools

Employer ID# 3903

Your earnings from this job are not covered under Social Security. When you retire, or if you become disabled, you may receive a pension based on earnings from this job. If you do, and you are also entitled to a benefit from Social Security based on either your own work or the work of your husband or wife, or former husband or wife, your pension may affect the amount of the Social Security benefit you receive. Your Medicare benefits, however, will not be affected. Under the Social Security law, there are two ways your Social Security benefit amount may be affected.

**Windfall Elimination Provision**

Under the Windfall Elimination Provision, your Social Security retirement or disability benefit is figured using a modified formula when you are also entitled to a pension from a job where you did not pay Social Security tax. As a result, you will receive a lower Social Security benefit than if you were not entitled to a pension from this job. For example, if you are age 62 in 2005, the maximum monthly reduction in your Social Security benefit as a result of this provision is \$313.50. This amount is updated annually. This provision reduces, but does not totally eliminate, your Social Security benefit. For additional information, please refer to Social Security Publication, "Windfall Elimination Provision."

**Government Pension Offset Provision**

Under the Government Pension Offset Provision, any Social Security spouse or widow(er) benefit to which you become entitled will be offset if you also receive a Federal, State or local government pension based on work where you did not pay Social Security tax. The offset reduces the amount of your Social Security spouse or widow(er) benefit by two-thirds of the amount of your pension.

For example, if you get a monthly pension of \$600 based on earnings that are not covered under Social Security, two-thirds of that amount, \$400, is used to offset your Social Security spouse or widow(er) benefit. If you are eligible for a \$500 widow(er) benefit, you will receive \$100 per month from Social Security ( $\$500 - \$400 = \$100$ ). Even if your pension is high enough to totally offset your spouse or widow(er) Social Security benefit, you are still eligible for Medicare at age 65. For additional information, please refer to Social Security Publication, "Government Pension Offset."

**For More Information**

Social Security publications and additional information, including information about exceptions to each provision, are available at [www.socialsecurity.gov](http://www.socialsecurity.gov). You may also call toll free 1-800-772-1213, or for the deaf or hard of hearing call the TTY number 1-800-325-0778, or contact your local Social Security office.

I certify that I have received Form SSA-1945 that contains information about the possible effects of the Windfall Elimination Provision and the Government Pension Offset Provision on my potential future Social Security benefits.

Signature of Employee Alexander Kuhn

Date 04/11/09

**Information about Social Security Form SSA-1945**  
**Statement Concerning Your Employment in a Job Not Covered by Social Security**

New legislation [Section 419(c) of Public Law 108-203, the Social Security Protection Act of 2004] requires State and local government employers to provide a statement to employees hired January 1, 2005 or later in a job not covered under Social Security. The statement explains how a pension from that job could affect future Social Security benefits to which they may become entitled.

**Form SSA-1945, Statement Concerning Your Employment in a Job Not Covered by Social Security**, is the document that employers should use to meet the requirements of the law. The SSA-1945 explains the potential effects of two provisions in the Social Security law for workers who also receive a pension based on their work in a job not covered by Social Security. The Windfall Elimination Provision can affect the amount of a worker's Social Security retirement or disability benefit. The Government Pension Offset Provision can affect a Social Security benefit received as a spouse or an ex-spouse.

Employers must:

- Give the statement to the employee prior to the start of employment;
- Get the employee's signature on the form; and
- Submit a copy of the signed form to the pension paying agency.

Social Security will not be setting any additional guidelines for the use of this form.

Copies of the SSA-1945 are available online at the Social Security website, [www.socialsecurity.gov/form1945](http://www.socialsecurity.gov/form1945). Paper copies can be requested by email at [oplm.oswm.rqct.orders@ssa.gov](mailto:oplm.oswm.rqct.orders@ssa.gov) or by fax at 410-965-2037. The request must include the name, complete address and telephone number of the employer. Forms will not be sent to a post office box. Also, if appropriate, include the name of the person to whom the forms are to be delivered. The forms are available in packages of 25. Please refer to Inventory Control Number (ICN) 276950 when ordering.



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### APPLICATION FOR EMPLOYMENT

An Equal Opportunity Employer

#### PERSONAL INFORMATION *Incorrect information could disqualify you from further consideration.*

Name: Alexander Kuhn

Address: [REDACTED]

E-mail address: [REDACTED]

Home phone: [REDACTED]

Mobile phone: [REDACTED]

Are you eligible to work in the U.S? Select one, please:

Yes  No

Are you at least 18 years or older? Select one, please:

Yes  No

*If no, you may be required to provide authorization to work.*

Have you ever been terminated from employment or asked to resign by an employer? Select one, please:

Yes  No

Are you able to perform the essential functions of the job for which you are applying, with or without a reasonable accommodation?

Yes  No

#### EMPLOYMENT POSITION DESIRED:

Middle School/High School Choir

Date you can start: A-S-A-P

Are you currently employed? Select one, please:

Yes  No

If so, may we inquire of your present employer? Select one, please:

Yes  No

#### REFERRAL SOURCE

How did you hear about us? Select all that apply, please:

Walk-In

Advertisement

Referral

Other

Have you ever worked for this School District before? Select one, please:

Yes  No

Do you know anyone who works for this School District? Select one, please:

Yes  No

If yes, who?

**Together We Can!**

# SOUTH CENTRAL LOCAL SCHOOLS



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EDUCATION	Name and location of school	No. of yrs. attended	Degree received	Subjects studied/major
High school	Westlake High School Westlake, Ohio	4	-	-
College or University	Bowling Green State University	4 1/2	B.A. E.D.U.A.	Music
College or University (2)	-	2	A.A.	Choral Conducting
Trade, business or correspondence school	-	-	-	-

**EMPLOYMENT HISTORY** Include your last five (5) years of employment history, including periods of unemployment, starting with your most recent employment and working backwards in time.

*Incorrect information could disqualify you from further consideration.*

From: 09/23 (month/year)	To: 05/24 (month/year)	Employer name: South Central Local Schools	Telephone: (with area code) 419.752.3815
Job title: Music Director	Address: 3305 County Road 10, Greenwich, OH 44837		
Reason for leaving: Long commute	Compensation upon departure: \$40,644.00 / year		
Immediate supervisor and title: Chris Clark Superintendent	Summarize the nature of work performed and job responsibilities: Taught 11th grade band, middle school choir classes, as well as a 5th grade general music class		

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# SOUTH CENTRAL LOCAL SCHOOLS

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From: 02/21 (month/year)	To: 05/23 (month/year)	Employer name: Bowling Green State University		Telephone: (with area code)
Job title: Graduate Assistant		Address: Music Musical Arts Center, 8634		
Reason for leaving: Graduated		Compensation upon departure: \$3,000 / year		
Immediate supervisor and title: Richard Schaefer Director of Choral activities		Summarize the nature of work performed and job responsibilities: Administrative duties for the Choral Department. Running rehearsals in Director's absence		
From: (month/year)	To: (month/year)	Employer name:		Telephone: (with area code)
Job title:		Address:		
Reason for leaving:		Compensation upon departure:		
Immediate supervisor and title:		Summarize the nature of work performed and job responsibilities:		



# SOUTH CENTRAL LOCAL SCHOOLS

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From: (month/year)	To: (month/year)	Employer name:	
Job title:		Address:	
Reason for leaving:		Compensation upon departure:	
Immediate supervisor and title:		Summarize the nature of work performed and job responsibilities:	
From: (month/year)	To: (month/year)	Employer name:	
Job title:		Address:	
Reason for leaving:		Compensation upon departure:	
Immediate supervisor and title:		Summarize the nature of work performed and job responsibilities:	

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# SOUTH CENTRAL LOCAL SCHOOLS



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Do you have any licenses or certifications, special skills, experience and/or training that would enhance your ability to perform the position applied for? If yes, explain:

N/A

Computer skills (Please describe):

- Google Classroom
- Able to utilize technology
- Google Analytics, etc., etc. relevant to a music classroom

**REFERENCES** Give the names of three (3) persons whom you have known at least three (3) years who are willing to provide a professional and/or character reference on your behalf.

Name	Address, Phone and, Email	Company or relationship	Years acquainted
1. Liam Steggs	Black River Local Schools lstepps@brcv.k12.oh.us	RESA Mentor	1
2. Richard Schapke	Bowling Green State University (419) 372-8282 reschape@bgsu.edu	High School Supervisor	5
3. Mark Munson	(419) 372-8272 munson@brcv.k12.oh.us		6

# **SOUTH CENTRAL LOCAL SCHOOLS**



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**Please read carefully before signing**

South Central Local Schools is an equal opportunity employer. South Central Local Schools does not discriminate in employment on account of race, color, religion, national origin, citizenship status, ancestry, age, sex (including sexual harassment), sexual orientation, marital status, physical or mental disability, military status or unfavorable discharge from military service.

I understand that neither the completion of this application nor any other part of my consideration for employment establishes any obligation for South Central Local Schools to hire me. If I am hired, I understand that either South Central Local Schools or I can terminate my employment at any time and for any reason, with or without cause and without prior notice. I understand that no representative of South Central Local Schools has the authority to make any assurance to the contrary.

I attest with my signature below that I have given to South Central Local Schools true and complete information on this application. No requested information has been concealed. I authorize South Central Local Schools to contact references provided for employment reference checks. If any information I have provided is untrue, or if I have concealed material information, I understand that this will constitute cause for the denial of employment or immediate dismissal.

Date: 04/11/2024

Signature: Alexander Kuhn

Printed Name: Alexander Kuhn

**THIS APPLICATION IS VALID FOR THREE CALENDAR YEARS FROM THE DATE  
SIGNED/DATED ABOVE.**

**ANOTHER APPLICATION WILL NEED TO BE COMPLETED IF THE APPLICANT DESIRES TO  
APPLY FOR ANOTHER POSITION WITH SOUTH CENTRAL LOCAL SCHOOLS.**